

1. Conference Meeting Agenda

Documents:

[CA 5.4.21.PDF](#)

2. Public Meeting Agenda

Documents:

[PM 5.18.21.PDF](#)

3. Resolution(S)

3.I. 98-21

Documents:

[98-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH ELLEN OCONNELL AS HEARING OFFICER - 2021.PDF](#)  
[98-21 EXHIBIT - ELLEN OCONNELL FOR APPOINTMENT AS HEARING OFFICER - 2021.PDF](#)

3.II. 99-21

Documents:

[99-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH ASSOCIATED APPRAISAL GROUP FOR APPRAISAL SERVICES - 2021.PDF](#)  
[99-21 EXHIBIT - ASSOCIATED APPRAISAL SERVICES FOR APPRAISAL SERVICES.PDF](#)

3.III. 100-21

Documents:

[100-21 RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH BOURNE NOLL AS SPECIAL TAX COUNSEL - 2021.PDF](#)  
[100-21 - AGREEMENT WITH BOURNE NOLL FOR SPECIAL TAX COUNSEL SERVICES FOR NON-COMMERCIAL REAL ESTATE TAX APPEALS - 2021.PDF](#)

3.IV. 101-21

Documents:

[101-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH MATRIX FOR ENVIRONMENTAL CONSULTANT - 2021.PDF](#)  
[101-21 EXHIBIT - AGREEMENT MATRIX FOR APPOINTMENT AS ENVIRONMENTAL CONSULTANT - 2021.PDF](#)

3.V. 102-21

Documents:

102-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH WAYNE DEFEO FOR ENVIRONMENTAL COMPLIANCE  
OFFICER - 2021.PDF  
102-21 EXHIBIT - WAYNE DEFEO FOR APPOINTMENT AS  
ENVIRONMENTAL COMPLIANCE OFFICER.PDF

3.VI. 103-21

Documents:

103-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH CME ASSOCIATES FOR ENGINEERING SERVICES -  
2021.PDF  
103-21 EXHIBIT - CME ASSOCIATES FOR ENGINEERING SERVICES -  
2021.PDF

3.VII. 104-21

Documents:

104-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH FAIRVIEW FOR INSURANCE BROKER SERVICES -  
2021.DOC  
104-21 EXHIBIT - FAIRVIEW INSURANCE FOR INSURANCE BROKER  
SERVICES - 2021.PDF

3.VIII. 105-21

Documents:

105-21 TAX COURT RESOLUTION - 30 KIEMEL COURT 5.18.21.PDF

3.IX. 106-21

Documents:

106-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH BLAU AND BLAU FOR COMMERCIAL TAX APPEALS -  
2021.PDF  
106-21 EXHIBIT TO RESOLUTION AUTHORIZING EXECUTION OF  
PROFESSIONAL SERVICES AGREEMENT WITH BLAU AND BLAU FOR  
COMMERCIAL TAX APPEALS - 2021.PDF

3.X. 107-21

Documents:

107-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH PHILIPS PREISS GRYGIEL AS AFFORDABLE  
HOUSING CONSULTANT - 2021.PDF  
107-21 EXHIBIT - PHILLIPS PREISS GRYGIEL FOR APPOINTMENT AS  
AFFORDABLE HOUSING CONSULTANT.PDF

3.XI. 108-21

Documents:

108-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH COMMUNITY ACTION SERVICES FOR HOUSING  
REHABILITATION SERVICES.PDF  
108-21 EXHIBIT - COMMUNITY ACTION SERVICES FOR HOUSING  
REHABILITATION SERVICE.PDF

3.XII. 109-21

Documents:

109-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH ALICE BEIRNE ESQ. AS ZONING BOARD ATTORNEY -  
2021.PDF  
109-21 EXHIBIT - ALICE BEIRNE ESQ. FOR APPOINTMENT AS ZONING  
BOARD ATTORNEY.PDF

3.XIII. 110-21 Removed

3.XIV. 111-21

Documents:

111-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH JOSEPH DEER ESQ. AS PUBLIC DEFENDER -  
2021.PDF  
111-21 EXHIBIT - JOSEPH DEER ESQ. FOR APPOINTMENT AS PUBLIC  
DEFENDER - 2021.PDF

3.XV. 112-21

Documents:

112-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH SCARINCI HOLLENBECK AS LABOR COUNSEL -  
2021.PDF  
112-21 EXHIBIT - SCARINCI HOLLENBECK FOR APPOINTMENT AS LABOR  
COUNSEL.PDF

3.XVI. 113-21

Documents:

113-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH WILENTZ GOLDMAN AND SPITZER P.A. FOR BOND  
COUNSEL - 2021.PDF  
113-21 EXHIBIT - WILENTZ GOLDMAN AND SPITZER FOR APPOINTMENT  
AS BOND COUNSEL.PDF

3.XVII. 114-21

Documents:

114-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES  
AGREEMENT WITH WILENTZ GOLDMAN AND SPITZER P.A. FOR  
REDEVELOPMENT COUNSEL - 2021.PDF  
114-21 EXHIBIT - WILENTZ GOLDMAN AND SPITZER FOR APPOINTMENT

[AS REDEVELOPMENT COUNSEL.PDF](#)

3.XVIII. 115-21

Documents:

[115-21 RAFFLE LICENSES 5.18.21.PDF](#)

3.XIX. 116-21

Documents:

[116-21-21 RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH PHILLIPS PREISS GRYGIEL FOR TOWNSHIP PLANNER - 2021.PDF](#)

[116-21 EXHIBIT - AGREEMENT WITH PHILLIPS PREISS GRYGIEL FOR APPOINTMENT AS TOWNSHIP PLANNER 2021.PDF](#)

3.XX. 117-21

Documents:

[117-21 TAX LIEN REDEMPTION RESOLUTION CERT20-18.PDF](#)

3.XXI. 118-21

Documents:

[118-21 TAX LIEN REDEMPTION RESOLUTION CERT NO. 20-039.PDF](#)

3.XXII. 119-21

Documents:

[119-21 TAX COURT JUDGMENT - 2021-04-30 BLOCK 155 LOT 26 QUAL C002G - 2020.PDF](#)

3.XXIII. 120-21 Removed

3.XXIV. 121-21

Documents:

[121-21 RESOLUTION OVERPAYMENT OF TAXES - DISABLED VETERAN B169.01L6.01QC0009.PDF](#)

3.XXV. 122-21

Documents:

[122-21 RESOLUTION - WO LAFAYETTE PLAYGROUND LRIG GRANT.PDF](#)  
[122-21 ATTACHMENT - ENGINEERS ESTIMATE - LAFAYETTE PARK IMPROVMENTS - FUTSAL AND VOLLEYBALL COURT.PDF](#)

3.XXVI. 123-21

Documents:

123-21 AUTHORIZING EXECUTION OF AN AGREEMENT WITH FB FINE  
CATERING FOR OPERATION OF CONCESSION STAND AT GINNY  
DUENKEL POOL - 2021.PDF  
123-21 EXHIBIT - FB FINE CATERING FOR OPERATION OF CONCESSION  
STAND AT GINNY DUENKEL POOL - 2021.PDF

3.XXVII. 124-21

Documents:

124-21 REJECTION OF BIDS - FIRE STATION NO. 1.PDF  
124-21 SUMMARY OF BIDS.PDF

4. Ordinance(S) On First Reading

4.I. 2643-21

Documents:

2643-21 ORDINANCE - APPROVING FINANCIAL AGREEMENT WITH 18  
CENTRAL AVENUE URBAN RENEWAL LLC.PDF  
2643-21 - FINANCIAL AGREEMENT EXECUTED-18 CENTRAL AVE. URBAN  
RENEWAL (ALPERT).PDF  
2643-21 EXHIBITS TO FINANCIAL AGREEMENT - 18 CENTRAL AVE. -  
VALLEY REDEVELOPMENT.PDF

4.II. 2644-21

Documents:

2644-21 SALARY STEP GUIDE - FMBA - SOA - ACCOUNT CLERK  
5.18.21.PDF

**Township of West Orange**  
**CONFERENCE MEETING AGENDA**  
**Council Chambers – 66 Main Street**  
**Tuesday, May 4, 2021**  
**Meeting No. 9**

**This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 30, 2020, and published in the West Orange Chronicle on December 10, 2020.**

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

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**6:30 P.M**

- **Stevens Institute of Technology's Environmental Engineering Department – Sustainability Management Plan**

**Nazrin Akther  
Greg Wu  
Marco Palladino  
Gabriel Almanza  
Stan Goodman  
Adam Freedgood**

- **Follow Up Discussion: 2021 Budget Hearing Dates**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

**PUBLIC MEETING AGENDA**

**Township of West Orange  
66 Main Street – 7:00 p.m.  
May 18, 2021 – Meeting No. 10**

**This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 30, 2020, and published in the West Orange Chronicle on December 10, 2020.**

**Statement of Decorum**

**In all matters not provided for in subsection 3-15.1 and except upon consent of the Council President, each person addressing the Council pursuant to this subsection shall be required to limit his or her remarks to five (5) minutes, and shall at no time engage in any personally offensive or abusive remarks. The chair shall call any speaker to order who violates any provision of this rule.**

**(1972 Code § 3-15.2)**

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

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. \*Consent Agenda**
- 4. \*Approval of Minutes of Previous Meeting – May 4, 2021 Public Meeting and Executive Session**
- 5. \*Report of Township Officers – None**
- 6. Reading of Petitions and Communications and Bids - None**
- 7. \*Bills**
- 8. \*Resolutions**
  - a. 98-21 Resolution Authorizing the Execution of a Professional Services Agreement with Ellen O'Connell, Esq., Inglesino, Webster, Wyciskala & Taylor, LLC, 600 Parsippany Rd., Suite 204, Parsippany, NJ to Serve as the Hearing Officer for the Township for 2021 at an Hourly Rate of \$175. (Legal-Moon)**
  - b. 99-21 Resolution Authorizing Execution of Professional Services Agreement with Associated Appraisal Group, 6 Commerce Drive, 3<sup>rd</sup> Floor, Cranford, NJ for Appraisal Services – 2021 for an Amount NTE \$60,000. (Legal-Moon)**
  - c. 100-21 Resolution Authorizing the Execution of a Professional Services Agreement with Bourne Noll & Kenyon, 382 Springfield Avenue, Summit, NJ to Serve as Special Tax Counsel (Residential Properties) for the Township for 2021 at a Flat Rate of \$3,250. Monthly (Legal-Moon)**
  - d. 101-21 Resolution Authorizing the Execution of a Professional Services Agreement with Matrix New World, 26 Columbia Tpk., Second Flr., Florham Park, NJ to Serve as an Environmental Consultant for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)**
  - e. 102-21 Resolution Authorizing the Execution of a Professional Services Agreement with Wayne DeFeo, 15 Washington Valley Rd., Warren Township, NJ to Serve as the Environmental Compliance Officer for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)**

- f. **103-21** Resolution Authorizing the Execution of a Professional Services Agreement with CME Associates, 1460 Rte. 9 South, Howell, NJ for Engineering Services for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)
- g. **DEFEATED - 104-21** Resolution Authorizing the Execution of a Professional Services Agreement with Fairview Insurance to serve as Insurance Broker for the Township for 2021 (Legal-Moon)
- h. **105-21** Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey (Tax Collector)
- i. **106-21** Resolution Authorizing the Execution of a Professional Services Agreement with Blau and Blau, 223 Mountain Avenue, Springfield, NJ to Serve as the Special Tax Counsel for Commercial Properties for the Township for 2021 at a Flat Fee Rate of \$6,000. Per Month (Legal-Moon)
- j. **107-21** Resolution Authorizing the Execution of a Professional Services Agreement with Phillips Preiss Grygiel, 33-41 Newark Street, 3<sup>rd</sup> Flr., Suite D, Hoboken, NJ 07030 to Provide Housing Consulting Services to the Township at the Rates Specified in the Agreement (Legal-Moon)
- k. **108-21** Resolution authorizing the Execution of a Professional Services Agreement with Community Action Services, P.O. Box 6025, East Brunswick, NJ for Housing Rehabilitation Services for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)
- l. **109-21** Resolution Authorizing the Execution of a Professional Services Agreement with Alice Beirne, Esq., 111 Northfield Avenue, Suite 202, West Orange, NJ, to Serve as Zoning Board Attorney for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)
- m. **110-21 *Removed***
- n. **111-21** Resolution Authorizing the Execution of a Professional Agreement with Joseph Deer, Esq., 571 Bloomfield Avenue, Verona, NJ, to serve as the Public Defender for the Municipal Court for the Township for 2021 at a Rate of \$350. Per Court Session (Legal-Moon)
- o. **112-21** Resolution Authorizing the Execution of a Professional Agreement with Scarinci Hollenbeck, LLC, 1100 Valley Brook Avenue, Lyndhurst, NJ, to serve as Labor Counsel for the Township for 2021 at an Hourly Rate of \$200. (Legal-Moon)
- p. **113-21** Resolution Authorizing the Execution of a Professional Agreement with Wilentz, Goldman, & Spitzer, P.A., 90 Woodbridge Center Drive, Woodbridge, NJ to serve as Bond Counsel for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)
- q. **114-21** Resolution Authorizing the Execution of a Professional Agreement with Wilentz, Goldman, & Spitzer, P.A., 90 Woodbridge Center Drive, Woodbridge, NJ to serve as Redevelopment Counsel for the Township for 2021 at the Rates Specified in the Agreement (Legal-Moon)
- r. **115-21 Resolution Authorizing the Issuance of Raffle/Bingo Licenses (Clerk)**
- s. **TABLED - 116-21** Resolution Authorizing Execution of Professional Services Agreement with Phillips Preiss Grygiel, 33-41 Newark Street, 3<sup>rd</sup> Flr., Suite D, Hoboken, NJ 07030 for Township Planner – 2021 at the Rates Specified in the Agreement (Legal-Moon)
- t. **117-21** Resolution for Redemption of Tax Lien, Block 18 lot 58 - 8 Main Street, West Orange (Tax Collector)
- u. **118-21** Resolution for Redemption of Tax Lien Block 58 lot 1.05 - 9 Beverly Road, West Orange (Tax Collector)

- v. **119-21** Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey – 375 Mt. Pleasant Avenue (Tax Collector)
- w. **120-21** *Removed*
- x. **121-21** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to a Veteran Exemption – 7 Loneragan (Tax Collector)
- y. **122-21** Resolution to Apply for and Obtain a Grant from the New Jersey Department of Community Affairs for Approximately \$375,000. to Carry out a Project for Improvements to Recreational Facilities for Lafayette Playground in West Orange (Kapura-Grant Writer)
- z. **123-21** Resolution Authorizing the Township to Enter into an Agreement with F&B Fine Catering to Operate the Concession Stand at Ginny Duenkel Pool for the Summer 2021 Season (Legal-Moon)
- aa. **124-21** Resolution Rejecting All Bids Received for the Project Fire Station No. 1, Interior and Exterior Improvements, Renovations and Window Replacements and Authorizing the Purchasing Agent and Municipal Engineer to Issue a Purchase Order to the Design Firm Herbst-Musciano of Boonton, NJ to Amend and Provide New Bid Documents for the Project in an Amount NTE \$2,000.00. (Lepore)

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

**10. Ordinances on First Reading**

- a. **2643-21** An Ordinance of the Township of West Orange, County of Essex, New Jersey Approving an Application for a Long-Term Tax Exemption and Authorizing the Execution of a Financial Agreement with 18 Central Avenue Urban Renewal LLC (Legal-Moon)
- b. **2644-21** 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 Employees Status as a Township Employee Under the Guidelines of the New Jersey Department of Personnel – FMBA MOA – Fire Superior MOA Amended (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.**

**Next Meeting Date(s):**

**2021 Municipal Budget Workshop-via Zoom  
Instructions Available @ [www.westorange.org](http://www.westorange.org)**

**Wednesday, May 26, 2021 – 5 p.m.  
Thursday, May 27, 2021 – 5 p.m. (as needed)**

**Township Council Meeting – June 8, 2021**

**RESOLUTION**

**WHEREAS**, Ellen O’Connell, Esq. of Inglesino, Webster, Wyciskala & Taylor, LLC (“Counsel”), responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021 for appointment as the Township’s Hearing Officer; and

**WHEREAS**, Counsel has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**WHEREAS**, the Law Department recommends retention of Counsel for the purpose of representing the Township in the capacity of Hearing Officer; and

**WHEREAS**, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto as Exhibit “A;” to retain Counsel to provide services as Hearing Officer at an hourly rate of \$175.00; and it is further

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

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

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

# Exhibit “A”

**AGREEMENT FOR LEGAL SERVICES – HEARING OFFICER**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **ELLEN O’CONNELL, ESQ. OF INGLESINO, WEBSTER, WYCISKALA & TAYLOR, LLC**, Attorneys at Law of the State of New Jersey, located at 600 Parsippany Road, Suite 204, Parsippany, County of Morris and State of New Jersey, hereinafter referred to as “COUNSEL,” party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Hearing Officer;

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

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Hearing Officer for the period January 1, 2021 through December 31, 2021 at an hourly rate of \$175.00.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL may seek reimbursement for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the express written approval of the applicable TOWNSHIP Department Head before the extraordinary expense is incurred.

4. COUNSEL's responsibilities shall include all hearings and personnel matters assigned.

5. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.

6. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

7. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. COUNSEL shall provide detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days

subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

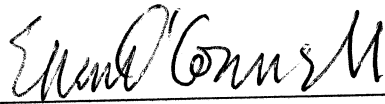
\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**INGLESINO, WEBSTER, WYCISKALA &  
TAYLOR, LLC**

WITNESS:

\_\_\_\_\_

By:  \_\_\_\_\_  
ELLEN O'CONNELL, ESQ.

**RESOLUTION**

**WHEREAS**, Associated Appraisal Group (“Associated”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for a professional services agreement for appraisal services for the Township’s Tax Department for the year 2021; and

**WHEREAS**, Associated has agreed to provide appraisal services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Associated Appraisal Group to provide appraisal services to the Township of West Orange’s Tax Department on the terms and conditions set forth therein; and it is further

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

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

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

# Exhibit “A”

## **AGREEMENT FOR APPRAISAL SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **ASSOCIATED APPRAISAL GROUP, INC.**, located at 6 Commerce Drive, Third Floor, Cranford, County of Union and State of New Jersey, hereinafter referred to as “APPRAISER,” party of the second part.

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of APPRAISER to provide appraisal for the Tax Department of the TOWNSHIP;

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

1. The TOWNSHIP hereby retains the services of APPRAISER for the period January 1, 2021 through December 31, 2021 for an amount not to exceed \$60,000.00 at the rates set forth in APPRAISER’s proposal to the TOWNSHIP, annexed hereto as Exhibit “A.”

2. APPRAISER is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP processes any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any

amount exceeding      that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

3.      APPRAISER recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a      Purchase Order by the TOWNSHIP encompassing the services for which compensation is sought.

4.      APPRAISER shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by APPRAISER shall set forth with specifically the tasks performed, the individual performing the tasks, and the amount of time spent on each task.

5.      During the term of this agreement, APPRAISER shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000.00. APPRAISER shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to      lapse at any time before the end of the contract, APPRAISER shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

6.      The provisions of this agreement are subject to the limitations of the provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

7.      This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject

to and governed by the provisions of the New Jersey Contractual Liability Act N.J.S.A. 59:13-1 et seq.

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

Dated:

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

Dated:

**ASSOCIATED APPRAISAL GROUP, INC.**

WITNESS:

\_\_\_\_\_

Dated:

By:\_\_\_\_\_

Dated:

**EXHIBIT A**

## HOURLY RATES and CHARGES - ADDED ASSESSMENTS

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### CLASS 2 PROPERTIES:

|                                                                                                                  |          |
|------------------------------------------------------------------------------------------------------------------|----------|
| Decks, Porches, CAC, Siding/Windows, Bath/Kitchen Renovations,<br>Finished Basement and all other miscellaneous: | \$50.00  |
| Additions:                                                                                                       | \$70.00  |
| Additions over 1,000 square feet                                                                                 | \$80.00  |
| New Construction                                                                                                 | \$100.00 |
| New Construction over 5,000 square feet                                                                          | \$150.00 |

### CLASS 4A PROPERTIES:

|                                           |            |
|-------------------------------------------|------------|
| Up to \$250,000 value added (Improvement) | \$200.00   |
| \$250,000 to \$500,000 value added        | \$250.00   |
| \$500,000 to \$1,000,000 value added      | \$500.00   |
| \$1,000,000 to \$5,000,000 value added    | \$750.00   |
| Over \$5,000,000                          | \$1,000.00 |

### CLASS 4B PROPERTIES:

|                                           |            |
|-------------------------------------------|------------|
| Up to \$250,000 value added (Improvement) | \$200.00   |
| \$250,000 to \$500,000 value added        | \$250.00   |
| \$500,000 to \$1,000,000 value added      | \$500.00   |
| \$1,000,000 to \$5,000,000 value added    | \$750.00   |
| Over \$5,000,000                          | \$1,000.00 |

### CLASS 4C PROPERTIES:

|                |            |
|----------------|------------|
| 4 to 8 Units   | \$200.00   |
| 9 to 16 Units  | \$275.00   |
| 17 to 32 Units | \$750.00   |
| 33 to 64 Units | \$1,000.00 |
| Over 64 Units  | \$1,500.00 |

### CLASS 15 PROPERTIES:

|           |          |
|-----------|----------|
| All Types | \$150.00 |
|-----------|----------|

### UPDATES OF PERMITS IN PROGRESS:

|           |         |
|-----------|---------|
| All Types | \$25.00 |
|-----------|---------|

**RESOLUTION**

**WHEREAS**, the law firm of Bourne, Noll & Kenyon, principally Ed Matthews, Esq., has provided professional services to the Township of West Orange in connection with residential real estate tax appeals since January 2013; and

**WHEREAS**, Bourne, Noll & Kenyon provided responses to the Township's Request for Qualifications pursuant to a fair and open process for the year 2021; and

**WHEREAS**, Bourne, Noll & Kenyon has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as **Exhibit "A;"** and

**WHEREAS**, the Law Department recommends retention of Bourne, Noll & Kenyon as special counsel to the Township for the purpose of representing the Township in residential real estate tax appeals; and

**WHEREAS**, pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Bourne, Noll & Kenyon for the provision of commercial real estate tax appeal services on a flat fee basis of \$3,250 per month and the Municipal Clerk shall be and hereby is authorized to attest to the Mayor's signature; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

**AGREEMENT FOR NON-COMMERCIAL REAL ESTATE TAX APPEAL SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **EDWIN MATTHEWS, ESQ. of BOURNE NOLL & KENYON** (“Bourne Noll & Kenyon”), Attorneys at Law of the State of New Jersey, located at 382 Springfield Avenue, Summit, New Jersey 07901, hereinafter referred to as “COUNSEL,” party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the Township has determined that it is in the best interests of the Township to retain the services of Special Counsel to represent the Township in connection with non-commercial real estate tax appeals on a flat fee basis;

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

1. The Township hereby retains the services of Bourne Noll & Kenyon, as Special Counsel to assist the Township in connection with non-commercial real estate tax appeals for the period January 1, 2021 through December 31, 2021 at a flat rate of \$3,250 per month.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL may seek reimbursement for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the approval of the Township Attorney.

4. COUNSEL'S responsibilities shall include all pre-trial preparation, discovery and trial, to the extent necessary, for all non-commercial real estate tax appeals pending or commenced in the Tax Court of New Jersey against the Township and preparation and appearance for matters pending or commenced at the Essex County Board of Taxation.

5. COUNSEL shall coordinate all efforts with the Tax Assessor and keep the Tax Assessor and Township Attorney fully apprised concerning all matters.

6. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the Township, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body passes a duly authorized Resolution accompanied by a Certificate of Funds.

7. COUNSEL is hereby placed on notice that the Billing Guidelines of the Township shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the Township possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the Township, irrespective of whether such services were actually performed.

8. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall

provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

9. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

10. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

Dated:

WITNESS:

\_\_\_\_\_

Dated:

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

Dated:

**BOURNE NOLL & KENYON**

By: \_\_\_\_\_  
EDWIN R. MATTHEWS, ESQ.  
For the Firm

Dated:

**RESOLUTION**

**WHEREAS**, Matrix New World (“Matrix”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021 for the award of a professional services agreement; and

**WHEREAS**, Matrix has agreed to serve as an Environmental Consultant for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Matrix as an Environmental Consultant for the Township on the terms and conditions set forth therein; and it is further

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

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

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

# Exhibit “A”

## **AGREEMENT FOR ENVIRONMENTAL CONSULTING SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **MATRIX NEW WORLD**, located at 26 Columbia Turnpike, Second Floor, Florham Park, County of Morris and State of New Jersey, hereinafter referred to as “CONSULTANT,” party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of CONSULTANT to serve as an Environmental Consultant for the Township;

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period January 1, 2021 through December 31, 2021 at the rates set forth in Exhibit “A,” annexed hereto.
2. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any

amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

3. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

4. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by CONSULTANT shall set forth with specificity the tasks performed, the individual performing the tasks, and the amount of time spent on each task.

5. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

6. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

7. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject

to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1  
*et seq.*

8. This Agreement is terminable on thirty (30) days written notice.

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

ATTEST:

**TOWNSHIP OF WEST ORANGE**

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

WITNESS:

**MATRIX NEW WORLD**

\_\_\_\_\_

By:\_\_\_\_\_

# **Exhibit “A”**

# MATRIXNEWORLD

Engineering Progress

## 2021 PERSONNEL RATES

| TITLE                         | HOURLY RATE |
|-------------------------------|-------------|
| Principal                     | \$170.00    |
| Senior Technical Director     | \$160.00    |
| Senior Project Manager        | \$155.00    |
| Technical Director            | \$155.00    |
| Senior Technical Manager      | \$145.00    |
| Project Manager               | \$145.00    |
| Senior Project Professional   | \$140.00    |
| Technical Manager             | \$140.00    |
| Project Professional          | \$135.00    |
| Senior Project Specialist     | \$135.00    |
| Project Specialist            | \$130.00    |
| Senior Technical Professional | \$125.00    |
| One-Man Robotic Crew          | \$120.00    |
| Technical Professional        | \$115.00    |
| Senior Technical Specialist   | \$105.00    |
| Technical Specialist          | \$100.00    |
| Senior Data/Field Specialist  | \$90.00     |
| Data/Field Specialist         | \$85.00     |
| Senior Technical Assistant    | \$80.00     |
| Technical Assistant           | \$75.00     |
| Junior Technical Assistant    | \$70.00     |
| Junior Data/Field Technician  | \$60.00     |

## 2021 REIMBURSABLE EXPENSES

| ITEM                       | FEE           |
|----------------------------|---------------|
| Black & White Copy 8½ x 11 | \$ 0.20/sheet |
| Black & White Copy 8½ x 14 | \$ 0.30/sheet |
| Black & White Copy 11 x 17 | \$ 0.40/sheet |
| Black & White Copy 18 x 24 | \$ 1.45/sheet |
| Black & White Copy 24 x 36 | \$ 2.85/sheet |
| Black & White Copy 30 x 42 | \$ 4.25/sheet |
| Color Copy 8½ x 11         | \$ 0.40/sheet |
| Color Copy 11 x 17         | \$ 0.80/sheet |
| Color Copy 24 x 36         | \$27.00/sheet |
| Color Copy 30 x 42         | \$40.00/sheet |
| Mylar 24 x 36              | \$27.00/sheet |
| Mylar 30 x 42              | \$40.00/sheet |
| CD                         | \$50.00/disc  |
| Robotic per diem           | \$249.00      |
| Scanner per diem           | \$400.00      |
| Subconsultants             | 115% of cost  |
| Out-of-pocket expenses     | 115% of cost  |

**RESOLUTION**

**WHEREAS,** Wayne DeFeo (“DeFeo”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021 for the award of a professional services agreement; and

**WHEREAS,** DeFeo has agreed to serve as an Environmental Compliance Officer for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain DeFeo as an Environmental Compliance Officer for the Township on the terms and conditions set forth therein; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

**AGREEMENT FOR ENVIRONMENTAL COMPLIANCE OFFICER**

**THIS AGREEMENT** made and entered into on this 1st day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **WAYNE DeFEO**, located at 15 Washington Valley Road, Warren Township, County of Somerset and State of New Jersey, hereinafter referred to as "CONSULTANT," party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of CONSULTANT to serve as environmental compliance officer;

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period January 1, 2021 through December 31, 2021 at the following rates:

- a. \$750 per inspection for B & C Class Inspections to occur two (2) times per month for a total of \$1,500; and
- b. \$150 per inspection for Recycling Convenience Center Inspections; and
- c. Additional inspections at the rates as indicated in (a) and (b) above, or at an hourly rate of \$185 for each such inspection that exceeds two (2) hours in length, whichever amount is greater, and all ancillary costs including travel and mileage.

2. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

3. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

4. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by CONSULTANT shall set forth with specificity the tasks performed, the individual performing the tasks, and the amount of time spent on each task.

5. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall

provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

6. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

7. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

8. This Agreement is terminable on thirty (30) days written notice.

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

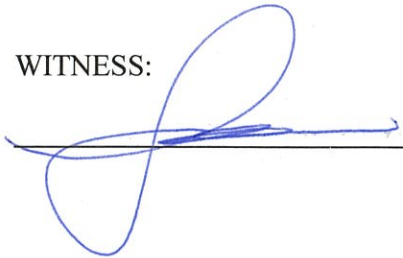
**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

WITNESS:

  
\_\_\_\_\_

By: Wayne DeFeo  
WAYNE DeFEO

**RESOLUTION**

**WHEREAS,** CME Associates (“CME”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for the award of a professional services agreement to perform Municipal Engineering Services for the year 2021; and

**WHEREAS,** CME has agreed to provide Municipal Engineering Services for the calendar year 2021, pursuant to the terms and conditions set forth in the professional services agreement annexed hereto as Attachment “A;” and

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain CME to provide Municipal Engineering Services for the Township on the terms and conditions set forth therein; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

## **AGREEMENT FOR MUNICIPAL ENGINEERING SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021, by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **CME ASSOCIATES**, located at 1460 Route 9 South, Howell, New Jersey 07731, hereinafter referred to as "CONSULTANT," party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to continue to retain the services of CONSULTANT to provide municipal engineering services;

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period January 1, 2021 through December 31, 2021 at the rates set forth in on the rate schedule annexed hereto as Exhibit "A."

2. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any

amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

3. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

4. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by CONSULTANT shall set forth with specificity the tasks performed, the individual performing the tasks, and the amount of time spent on each task.

5. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

6. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

7. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject

to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1  
*et seq.*

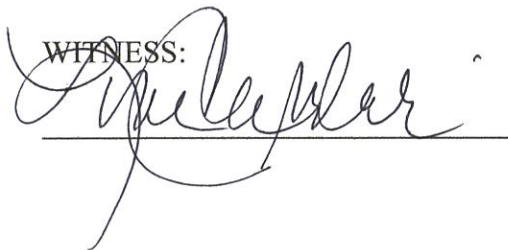
**IN WITNESS WHEREOF**, the parties have set their hands and seals the day and year  
first above written.

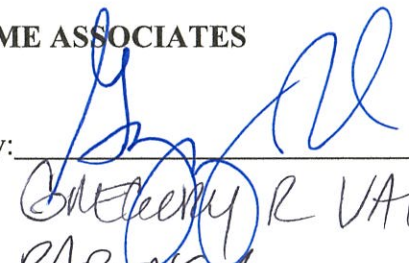
**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

WITNESS: \_\_\_\_\_  


**CME ASSOCIATES**  
By: \_\_\_\_\_  
  
GREGORY R. VALLI /  
PARTNER

# Exhibit "A"



## MUNICIPAL ENGINEERING SERVICES GENERAL CONDITIONS AND HOURLY RATE SCHEDULE TO JANUARY 1, 2022

|                                                                       |                   |
|-----------------------------------------------------------------------|-------------------|
| Senior Project Manager.....                                           | \$180.00 Per Hour |
| Project Manager.....                                                  | \$179.00 Per Hour |
| Project Leader.....                                                   | \$178.00 Per Hour |
| Professional Engineer.....                                            | \$176.00 Per Hour |
| Senior Project Engineer.....                                          | \$169.00 Per Hour |
| Project Engineer.....                                                 | \$167.00 Per Hour |
| Senior Design Engineer.....                                           | \$165.00 Per Hour |
| Design Engineer.....                                                  | \$161.00 Per Hour |
| Senior Engineering Technician.....                                    | \$141.00 Per Hour |
| Drone Pilot.....                                                      | \$138.00 Per Hour |
| Engineering Technician/Management Information Systems Technician..... | \$134.00 Per Hour |
| Drone Technician.....                                                 | \$ 75.00 Per Hour |
| Professional Land Surveyor.....                                       | \$176.00 Per Hour |
| Land Surveyor.....                                                    | \$154.00 Per Hour |
| Robotic Total Station.....                                            | \$ 74.00 Per Hour |
| Party Chief.....                                                      | \$134.00 Per Hour |
| Survey Technician.....                                                | \$122.00 Per Hour |
| Resident Engineer.....                                                | \$154.00 Per Hour |
| Chief Construction Engineer.....                                      | \$147.00 Per Hour |
| Senior Construction Engineer.....                                     | \$141.00 Per Hour |
| Construction Engineer.....                                            | \$136.00 Per Hour |
| Chief Construction Technician.....                                    | \$134.00 Per Hour |
| Senior Construction Technician.....                                   | \$127.00 Per Hour |
| Construction Technician.....                                          | \$122.00 Per Hour |
| Technical Assistant.....                                              | \$ 95.00 Per Hour |
| Senior CAD Technician.....                                            | \$141.00 Per Hour |
| Licensed Landscape Architect.....                                     | \$176.00 Per Hour |
| Senior Landscape Designer.....                                        | \$160.00 Per Hour |
| Certified Tree Expert.....                                            | \$141.00 Per Hour |
| Landscape Designer.....                                               | \$127.00 Per Hour |
| Director of Planning.....                                             | \$180.00 Per Hour |
| Professional Planner.....                                             | \$179.00 Per Hour |
| Project Planner.....                                                  | \$171.00 Per Hour |
| Planning Technician.....                                              | \$160.00 Per Hour |
| Principal.....                                                        | \$183.00 Per Hour |
| Partner.....                                                          | \$190.00 Per Hour |
| Managing Partner/Administrative Partner.....                          | \$210.00 Per Hour |

**RESOLUTION**

**WHEREAS**, Fairview Insurance Associates (“Fairview”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for insurance broker services for the year 2021; and

**WHEREAS**, Fairview has agreed to provide risk services as the Township’s broker of record with respect to all risk management and insurance coverage for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A”; and

**WHEREAS**, the Mayor has recused himself from the renewal of the agreement including the execution of the agreement annexed hereto as Exhibit “A.”

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Business Administrator be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Fairview to provide risk services as the Township’s broker of record with respect to all risk management and insurance coverage on the terms and conditions set forth therein; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

# Exhibit “A”

**AGREEMENT FOR SERVICES AS BROKER OF RECORD**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **FAIRVIEW INSURANCE AGENCY ASSOCIATES, INC.**, located at 25 Fairview Avenue, Verona, County of Essex and State of New Jersey, hereinafter referred to as "BROKER," party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of BROKER to provide services as the Township's broker of record with respect to all risk management and insurance coverage;

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

1. The TOWNSHIP hereby retains the services of BROKER for the period January 1, 2021 through December 31, 2021.
2. BROKER will in all instances be paid in the form a negotiated broker fee from the Third-Party Administrator or the insurance carrier and will never be paid directly by the TOWNSHIP.
3. BROKER will not impose any additional consulting fees or charges upon the TOWNSHIP.
4. BROKER will in all instances accept the negotiated broker fee paid from the Third-Party Administrator or the insurance carrier as payment in full.

5. BROKER shall be responsible for brokering self-insured medical coverage through the Third-Party Administrator.

6. BROKER shall be responsible for brokering dental and prescription drug coverage through an insurance carrier

7. BROKER is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. During the term of this agreement, BROKER shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. BROKER shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, BROKER shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

9. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

10. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

11. Broker and Township agree that West Orange Mayor Robert D. Parisi has not been involved in any aspect of this Agreement, including, but not limited to, solicitation, negotiation, consideration or award of this Agreement.

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

By: \_\_\_\_\_  
JOHN K. SAYERS,  
BUSINESS ADMINISTRATOR

WITNESS:

Patricia A. Holmes

**FAIRVIEW INSURANCE AGENCY  
ASSOCIATES, INC.**

By: \_\_\_\_\_

Michael Graham, C.O.O.

**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.

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 to the said taxpayers the sums in full and final satisfaction to tax rebates due:

|                                                     |                 |                 |                   |                 |                    |
|-----------------------------------------------------|-----------------|-----------------|-------------------|-----------------|--------------------|
| ADDRESS                                             | 30 KEIMEL COURT |                 | DATE:             | 4/14/2021       |                    |
| BLOCK                                               | 166.15          |                 |                   |                 |                    |
| LOT                                                 | 11.04           |                 |                   |                 |                    |
| QUAL                                                | C0050           |                 |                   |                 |                    |
|                                                     |                 |                 |                   |                 |                    |
|                                                     | ASSESSMENT      |                 |                   |                 |                    |
| <u>YEAR</u>                                         | <u>ORIGINAL</u> | <u>JUDGMENT</u> | <u>DIFFERENCE</u> | <u>TAX RATE</u> | <u>AMOUNT DUE</u>  |
| 2019                                                | \$ 831,600.00   | \$ 775,000.00   | \$ 56,600.00      | 4.161           | \$ 2,355.13        |
|                                                     |                 |                 |                   |                 |                    |
| <b>TOTAL</b>                                        |                 |                 |                   |                 | <b>\$ 2,355.13</b> |
|                                                     |                 |                 |                   |                 |                    |
| <u>PAYABLE TO:</u>                                  |                 |                 |                   |                 |                    |
| SPIOTTI & ASSOCIATES, P.C. - ATTORNEY TRUST ACCOUNT |                 |                 |                   |                 |                    |
| 271 U.S. HIGHWAY 46                                 |                 |                 |                   |                 |                    |
| SUITE F105-106                                      |                 |                 |                   |                 |                    |
| FAIRFIELD, NJ 07004-2471                            |                 |                 |                   |                 |                    |

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

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

**RESOLUTION**

**WHEREAS,** Blau and Blau has provided professional services to the Township of West Orange in connection with commercial real estate tax appeals since September 2012; and

**WHEREAS,** Blau and Blau provided responses to the Township's Request for Qualifications pursuant to a fair and open process for the year 2021; and

**WHEREAS,** Blau & Blau has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as **Exhibit "A;"** and

**WHEREAS,** the Law Department recommends retention of Blau & Blau as special counsel to the Township for the purpose of representing the Township in commercial real estate tax appeals; and

**WHEREAS,** pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Blau and Blau for the provision of commercial real estate tax appeal services on a flat fee basis of \$6,000 per month and the Municipal Clerk shall be and hereby is authorized to attest to the Mayor's signature; and it is further

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

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

\_\_\_\_\_  
**Cindy Matute-Brown,**  
**Council President**

**Adopted: May 18, 2021**

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

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

# Exhibit “A”

## **AGREEMENT FOR COMMERCIAL REAL ESTATE TAX APPEALS**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **BLAU & BLAU**, Attorneys at Law of the State of New Jersey, located at 223 Mountain Avenue, Springfield, New Jersey 07081, hereinafter referred to as "COUNSEL," party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the Township has determined that it is in the best interests of the Township to retain the services of Special Counsel to represent the Township in connection with commercial real estate tax appeals on a flat fee basis;

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

1. The Township hereby retains the services of Blau & Blau, as Special Counsel to assist the Township in connection with commercial real estate tax appeals for the period January 1, 2021 through December 31, 2021 at a flat rate of \$6,000 per month.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL may seek reimbursement for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the approval of the Township Attorney.
4. COUNSEL'S responsibilities shall include all pre-trial preparation, discovery and trial, to the extent necessary, for all commercial real estate tax appeals pending or commenced in

the Tax Court of New Jersey against the Township. Counsel's responsibilities do not include preparation or appearance for matters pending or commenced at the County Board of Taxation.

5. COUNSEL shall coordinate all efforts with the Tax Assessor and keep the Tax Assessor and Township Attorney fully apprised concerning all matters.

**6. Prosecution of Appeals for the Township (Affirmative Appeals).**

COUNSEL shall have the right to file tax appeals for the Township on a contingent fee basis of one-third of the money obtained for the Township from cases filed during the term of the contract. COUNSEL will be responsible for all costs associated with filing the affirmative appeals including but not limited to:

- A) Filing fees;
- B) Appraisal fees;
- C) Copying, postage, delivery services, preparation of trial exhibits, etc.

It is contemplated that COUNSEL will only recommend appeals on commercial properties and will not be obligated to file an appeal unless it believes the property is substantially under-assessed. It is contemplated that COUNSEL will recommend settlement of the Affirmative Appeals from time to time as COUNSEL may deem appropriate. In the event that the Township refuses to accept COUNSEL's recommendation to settle a matter, the Township shall be responsible for payment of the contingent fee based upon the recommendation and reimbursement of COUNSEL's actual out of pocket expenses related to that Affirmative Appeal.

7. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the Township, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body passes a duly authorized Resolution accompanied by a Certificate of Funds.

8. COUNSEL is hereby placed on notice that the Billing Guidelines of the Township shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the Township possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the Township, irrespective of whether such services were actually performed.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject

to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1  
*et seq.*

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**BLAU & BLAU**

WITNESS:

  
Barbara C. Carner

By:   
CHARLES E. BLAU, ESQ.  
For the Firm

**RESOLUTION**

**WHEREAS**, Shirley M. Bishop, P.P., LLC (“Bishop”), the Township’s housing consultant is scheduled to retire on May 1, 2021 after many years of service provided to the Township of West Orange; and

**WHEREAS**, Planning & Real Estate firm of Phillips, Preiss, Grygiel, Leheyne, Hughes, LLC, of Hoboken, NJ (the “Phillips Firm”) had responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021; and

**WHEREAS**, the Phillips Firm has agreed to provide housing consulting services for the remainder of the calendar year 2021 as of May 1, 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain the Phillips Firm to provide housing consulting services to the Township on the terms and conditions set forth therein; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

## **AGREEMENT FOR HOUSING CONSULTING SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **PHILLIPS PREISS GRYGIEL LEHENY HUGHES, LLC.**, located at 33-41 Newark Street, Third Floor, Suite D, Hoboken, County of Hudson and State of New Jersey, hereinafter referred to as “CONSULTANT,” party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of CONSULTANT to provide housing consulting services for the remainder of the calendar year 2021 to replace the Township’s prior housing consultant scheduled to retire as of May 1, 2021.

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period May 1, 2021 through December 31, 2021 at the following rates:

- a. Paul Phillips, Principal - \$175/hr;
- b. Richard Preiss, Principal - \$175/hr;
- c. Paul Grygiel, Principal - \$155/hr;
- d. Kennan Hughes, Principal - \$155/hr;
- e. Elizabeth Leheny, Principal - \$155/hr;
- f. Senior Associates - \$145/hr;

- g. Senior Urban Designer - \$145/hr;
- h. Associates - \$125/hr;
- i. Senior Planners - \$125/hr;
- j. Planners - \$115/hr;
- k. Graphic Designers - \$120/hr;
- l. Support - \$50/hr.

2. CONSULTANT may not bill for the following ordinary administration and overhead: clerical and bookkeeping time related to the project, all telephone and facsimile costs, costs of reproduction of up to twenty (20) copies of no more than one (1) draft and one (1) final copy of project memorandums or reports, and travel expenses involving travel to places less than fifty (50) miles from CONSULTANT's office in Hoboken, New Jersey.

3. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

4. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the

issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

5. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by CONSULTANT shall set forth with specificity the tasks performed, the individual performing the tasks, and the amount of time spent on each task.

6. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

7. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

8. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

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

ATTEST:

**TOWNSHIP OF WEST ORANGE**

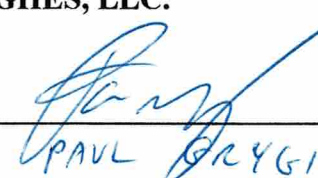
\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

WITNESS:

**PHILLIPS PREISS GRYGIEL LEHENY  
HUGHES, LLC.**

  
\_\_\_\_\_

By:   
PAUL GRYGIEL, PRINCIPAL

**RESOLUTION**

**WHEREAS,** Community Action Services (“CAS”) responded to the Township’s Request for Qualifications pursuant to a fair and open process for the award of a professional services agreement to perform housing rehabilitation services for the year 2021; and

**WHEREAS,** CAS has agreed to provide housing rehabilitation services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain CAS to provide housing rehabilitation services to the Township on the terms and conditions set forth therein; and it is further

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

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

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

# Exhibit “A”

## **AGREEMENT FOR HOUSING REHABILITATION CONSULTING SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the "TOWNSHIP," party of the first part, and **COMMUNITY ACTION SERVICES**, located at P.O. Box 6025, East Brunswick, County of Middlesex and State of New Jersey, hereinafter referred to as "CONSULTANT," party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of CONSULTANT;

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period January 1, 2021 through December 31, 2021 at the following rates:

- a. \$3,300 per unit for the rehabilitation of single-family units; and
- b. \$8,500 per unit for the rehabilitation of multi-unit buildings.

2. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any

amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

3. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

4. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered as soon as housing rehabilitation construction is completed on each unit participating in the West Orange Township Housing Rehabilitation Program. All invoices submitted by CONSULTANT shall set forth with specificity the names(s) of the owner of the unit completed, the address of the unit completed, the amount of Township funds lent to the owner to complete the rehabilitation, the initial date of application by the applicant, the date eligibility for participation in the West Orange Township Housing Rehabilitation Program was approved, the date the Program Loan was closed, and the date construction was completed.

5. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

6. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

7. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**COMMUNITY ACTION SERVICES**

WITNESS:

\_\_\_\_\_  
*Dorey Selrena*

By: \_\_\_\_\_  
STEVEN J. WEINBERG

**RESOLUTION**

**WHEREAS**, Alice Beirne, Esq. (“Counsel”), responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021 for appointment as Zoning Board Attorney; and

**WHEREAS**, Counsel has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**WHEREAS**, the Law Department recommends retention of Counsel for the purpose of representing the Township in the capacity of Zoning Board Attorney; and

**WHEREAS**, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Counsel to provide services as Zoning Board Attorney at the rates set forth in the agreement annexed hereto as Exhibit “A;” and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

## **AGREEMENT FOR ZONING BOARD LEGAL SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **ALICE BEIRNE, ESQ.**, Attorney at Law of the State of New Jersey, located at 111 Northfield Avenue, Suite 202, West Orange, County of Essex and State of New Jersey, hereinafter referred to as “COUNSEL,” party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Zoning Board Attorney;

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

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Zoning Board Attorney for the period January 1, 2021 through December 31, 2021 at the following rates:

- (a) \$3,500 per year to prepare for and attend all regular meetings of the Zoning Board of Adjustment;
  - (b) \$500 per meeting to prepare for and attend all special meetings, to be paid by the applicant from the applicant’s escrow accountant;
  - (c) \$150.00 per hour for all outside litigation, or as directed by the legal department;
- and

- (d) \$150.00 per hour for services rendered to the TOWNSHIP, the cost of which are reimbursed by an applicant to the Zoning Board through an applicant-funded escrow account required for larger projects presented to the Zoning Board.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL may seek reimbursement for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the express written approval of the applicable TOWNSHIP Department Head before the extraordinary expense is incurred.
4. COUNSEL'S responsibilities shall include preparation for and attendance at all Zoning Board meetings, drafting all resolutions, and all Zoning Board related matters.
5. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.
6. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.
7. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the

rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. COUNSEL shall submit detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.*

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**LAW OFFICE OF ALICE BEIRNE**

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_  
ALICE BEIRNE, ESQ.

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) is mandated to provide Public Defender services for indigent persons in accordance with applicable law; and

**WHEREAS**, Joseph A. Deer, Esq. currently serves as the Township’s Public Defender; and

**WHEREAS**, the Township desires to renew his appointment as the Township’s Public Defender for an additional one-year term; and

**WHEREAS**, Mr. Deer has agreed to serve as the Township’s Public Defender pursuant to the terms of the professional services agreement, annexed hereto as Exhibit “A.”

**NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE** that Joseph A. Deer, Esq. be and is hereby named as Municipal Public Defender for the Township of West Orange at the rate of \$350.00 per session and subject to the terms of the professional services agreement, annexed hereto as Exhibit “A;” and it is further

**RESOLVED** that Mr. Deer’s appoint shall run from January 1, 2021 until December 31, 2021; and it is further

**RESOLVED** that the within appointment is pursuant to the fair and open process set forth in the Pay to Play Laws of the State of New Jersey; and it is further

**RESOLVED** that notice of this contract designation shall be available in accordance with the applicable laws.

\_\_\_\_\_  
**Karen J. Carnevale, R.M.C.**  
**Township Clerk**

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

**I hereby certify funds are available from:** \_\_\_\_\_

**Account No.**

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

# Exhibit “A”

## **PROFESSIONAL SERVICES AGREEMENT**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, with its Township Hall located at 66 Main Street, West Orange, New Jersey 07052, (the “TOWNSHIP”) and Joseph A. Deer, Esq., attorney at law of the State of New Jersey, with an office at 571 Bloomfield Avenue, Verona, New Jersey 07044 (“Deer”).

### **WITNESSETH THAT:**

**WHEREAS**, pursuant to N.J.S.A. 2B:24-3, all municipalities are required to have a municipal public defender appointed by the governing body to perform the duties set forth in N.J.S.A. 2B:24-6;

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

1. The Township hereby retains the services of Joseph A. Deer, Esq. (“Deer”) as the municipal public defender commencing on January 1, 2021 and the Township agrees to pay Deer at a rate of Three Hundred Fifty Dollars (\$350) per court session as an independent contractor (“Session Fee”).

2. Deer shall be entitled to payment for such services rendered upon submission of duly executed vouchers on a monthly basis detailing the number of sessions actually rendered which shall be submitted to the Chief Financial Officer of the Township.

3. No later than January 15, 2021, Deer shall provide to the Township a proof of professional malpractice insurance in the amount of not less than \$500,000 per occurrence and \$1,000,000 in the aggregate. Deer shall maintain this level of insurance for the entire duration of his term as the Municipal Public Defender.

4. Deer is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the Township of West Orange possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statements or vouchers for any amount exceeding that originally approved will be honored or paid by the Township, irrespective of whether such services were actually performed.

6. The provisions of this agreement are subject to the limitations of the provisions of the New Jersey Tort Claims Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

7. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act N.J.S.A. 59:13-1 et seq.

8. This agreement may be terminated at any time on thirty (30) days written notice. No cause or justification is required for termination.

9. During the term of this agreement Deer shall be present at all municipal court sessions where a public defender's services may be needed. If an emergency arises, Deer shall be required to obtain a substitute public defender and provide notice to the Municipal Court Administrator, Municipal Prosecutor and Township Attorney. Such replacement shall receive the Session Fee for that session.

10. The term of this agreement shall expire on December 31, 2021; however, absent the selection of a new public defender, all terms and conditions of this agreement shall continue in full force and effect.

11. Both the Township and Deer agree to abide by the mandatory equal employment opportunity language as set forth in N.J.S.A. 10:5-31 et. seq. and N.J.A.C. 17:27.

12. During the performance of this contract, the Township agrees as follows:

(a) The Township, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation or sex. Except with respect to affectional or sexual orientation, the Township will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation or sex. Such action shall include, but not limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Township agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

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

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

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

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

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

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

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

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**JOSEPH A. DEER, ESQ.**

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_

**RESOLUTION**

**WHEREAS**, Scarinci Hollenbeck, LLC (“Counsel”), responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021; and

**WHEREAS**, Counsel has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**WHEREAS**, the Law Department recommends retention of Counsel for the purpose of representing the Township in the capacity of Labor Counsel; and

**WHEREAS**, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Counsel to provide services as Labor Counsel at an hourly rate of \$200; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

**AGREEMENT FOR LEGAL SERVICES – LABOR COUNSEL**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **SCARINCI HOLLENBECK, LLC**, located at 1100 Valley Brook Avenue, Lyndhurst, County of Bergen and State of New Jersey, hereinafter referred to as “COUNSEL,” party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Labor Counsel;

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

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Labor Counsel for the period January 1, 2021 through December 31, 2021 at an hourly rate of \$200.00.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL may seek reimbursement for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the express written approval of the applicable TOWNSHIP Department Head before the extraordinary expense is incurred.
4. COUNSEL’S responsibilities shall include all labor matters assigned by the Business Administrator and the Legal Department.

5. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.

6. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

7. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. COUNSEL shall submit detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with

specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.*

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**SCARINCI HOLLENBECK, LLP**

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_

**RESOLUTION**

**WHEREAS**, Wilentz, Goldman, & Spitzer, P.A. (“Counsel”), responded to the Township’s Request for Qualifications for Bond Counsel pursuant to a fair and open process for the year 2021; and

**WHEREAS**, Counsel has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**WHEREAS**, the Law Department recommends retention of Counsel for the purpose of representing the Township in the capacity of Bond Counsel; and

**WHEREAS**, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Counsel to provide services as Bond Counsel at the rates and terms set forth therein; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

**AGREEMENT FOR LEGAL SERVICES – BOND COUNSEL**

THIS AGREEMENT made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **WILENTZ, GOLDMAN & SPITZER, P.A.**, Attorneys at Law of the State of New Jersey, located at 90 Woodbridge Center Drive, Woodbridge, New Jersey, hereinafter referred to as “COUNSEL,” party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Bond Counsel;

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

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Bond Counsel for the period January 1, 2021 through December 31, 2021, at the rates set forth and explained in **Exhibit “A,”** annexed hereto.
2. COUNSEL will not seek reimbursement for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.
3. COUNSEL’S responsibilities shall include all bond and other assigned matters.
4. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.

5. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

6. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

7. COUNSEL shall submit detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

8. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract,

COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

9. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

10. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.)

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**WILENTZ, GOLDMAN & SPITZER, P.A.**

WITNESS:  
  
\_\_\_\_\_  
Maria D. Corrado

By:   
\_\_\_\_\_  
Everett M. Johnson, Esq.  
Shareholder

**EXHIBIT A**

The Client will make payment to Counsel for services rendered in accordance with the following schedule:

A. For services rendered in connection with each bond sale, a fee of \$3,500, plus \$1.00 per thousand dollars of bonds issued for the first \$15,000,000 of bonds issued and \$.75 per thousand dollars of bonds issued in excess of \$15,000,000. If there is more than 1 series of bonds issued, there will be an additional charge of \$1,000 for each such additional series.

B. For services rendered in connection with (i) the preparation or review of each bond ordinance and (ii) the compiling and review of a certified record of proceedings in connection therewith, an aggregate fee of \$600.

C. For services rendered in connection with each note sale, a fee equal to the greater of (i) \$.50 per thousand dollars of notes issued up to \$15,000,000 of notes issued and \$.40 per \$1,000 of notes in excess of \$15,000,000 or (ii) \$1,000. If more than one series of notes are issued, there will be an additional charge of \$500 for each such additional series.

D. For services rendered in connection with arbitrage compliance and related tax analysis, a fee of \$500.

E. In the event that a letter of credit, bond insurance, or similar credit enhancement facility is used in connection with either a bond or note issue, an additional fee of \$1,000 will be charged.

F. In the event of a refunding bond issue consistent with the provisions of the Internal Revenue Code to provide for the payment of a prior issue of bonds, there will be an additional fee of \$5,000 for each refunded issue.

G. Services rendered on an hourly basis, including preparation of an application to and an appearance before the Local Finance Board, attendance at meetings, litigation, continuing disclosure undertakings and preliminary and final official statement or other offering or disclosure document work, will be billed at the blended hourly rate of \$215 per hour for attorneys and \$135 per hour for legal assistants. Counsel shall not charge the Client for administrative work and services performed by secretarial staff.

H. Counsel's fee is usually paid at the closing of the bonds or notes, and Counsel customarily does not submit any statement until the closing unless there is a substantial delay in completing the financing. In the event that legal services described herein are provided in connection with a bond or note sale and the bond or note sale is not consummated or is completed without the delivery of Counsel's bond opinion as bond counsel, or this Agreement is terminated prior to the sale of bonds or notes, the fee for services to be charged shall be based on the hourly rates as set forth in paragraph I(2)(G).

I. Reasonable and customary out of pocket expenses and other charges, including but not limited to, photocopying, express delivery charges, travel expenses, telecommunications, telecopy, filing fees, computer-assisted research, book binding, messenger service or other costs advanced on behalf of the Client, shall be added to the fees referred to in this Agreement and shall be itemized in each invoice presented to the Client.

4820-7397-8038, v. 1

**RESOLUTION**

**WHEREAS**, Wilentz, Goldman & Spitzer, P.A. (“Counsel”), responded to the Township’s Request for Qualifications pursuant to a fair and open process for the year 2021 for appointment as Redevelopment Counsel; and

**WHEREAS**, Counsel has agreed to provide professional services for the calendar year 2021, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A;” and

**WHEREAS**, the Law Department recommends retention of Counsel for the purpose of representing the Township in the capacity of Redevelopment Counsel; and

**WHEREAS**, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Counsel to provide services as Redevelopment Counsel; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

**AGREEMENT FOR LEGAL SERVICES – REDEVELOPMENT COUNSEL**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **WILENTZ, GOLDMAN & SPITZER, P.A.**, Attorneys at Law of the State of New Jersey, located at 90 Woodbridge Center Drive, Woodbridge, New Jersey, hereinafter referred to as “COUNSEL,” party of the second part.

**WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of COUNSEL to serve in the capacity as Redevelopment Counsel;

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

1. The TOWNSHIP hereby retains the services of COUNSEL to serve as Redevelopment Counsel for the period January 1, 2021 through December 31, 2021 at the following rates:

- a. Services rendered to the TOWNSHIP shall be billed at the blended hourly rate of \$215 for attorneys and \$135 for paralegals. In the event that COUNSEL is required to represent the TOWNSHIP in litigation/dispute resolution matters, the blended hourly rate shall be the same.
- b. Services rendered to the TOWNSHIP, the cost of which are reimbursed by a developer through a developer-funded escrow account pursuant to an escrow agreement between the developer and the TOWNSHIP, shall be billed at the

blended hourly rate of \$345 for attorneys and \$180 for legal assistants. In addition to the hourly time charges described above, COUNSEL will be reimbursed for out-of-pocket expenses.

2. COUNSEL will not seek reimbursement from the TOWNSHIP for its routine costs and expenses such as postage, copying, mileage, meals, parking, or delivery of documents.

3. COUNSEL may seek reimbursement from the TOWNSHIP for extraordinary expenses such as the cost of deposing adverse witnesses, transcripts or hiring experts. Counsel will not incur any such expenses without the express written approval of the applicable TOWNSHIP Department Head before the extraordinary expense is incurred.

4. COUNSEL'S responsibilities shall include all pre-trial preparation, discovery and trial, to the extent necessary, for all assigned matters.

5. COUNSEL recognizes that any and all approval for engagement of services must come from the Governing Body of the TOWNSHIP, and that no services, work or any efforts relative to the contract shall be commenced until the Governing Body adopts a duly authorized Resolution accompanied by a Certificate of Funds.

6. COUNSEL recognizes that all services rendered are subject to the approval and direction of the Law Department, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

7. COUNSEL is hereby placed on notice that the Billing Guidelines of the TOWNSHIP shall apply to this agreement for professional services. COUNSEL is further noticed that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the

amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

8. COUNSEL shall submit detailed invoices to the TOWNSHIP for services rendered each month, with a copy to the Township Attorney, no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by COUNSEL shall set forth with specificity the tasks performed, the attorney performing the tasks, and the amount of time spent on each task.

9. During the term of this agreement, COUNSEL shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. COUNSEL shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, COUNSEL shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

10. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 et seq.

11. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 et seq.)

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

**WILENTZ, GOLDMAN & SPITZER, P.A.**

WITNESS:

  
\_\_\_\_\_  
Maria D. Corrado

By:   
\_\_\_\_\_  
Everett M. Johnson, Esq.  
Share holder

**RESOLUTION**

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

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

| <b><u>Organization</u></b>      | <b><u>Type of Event/Date</u></b>                       | <b><u>Place</u></b>     | <b><u>RL No.</u></b> |
|---------------------------------|--------------------------------------------------------|-------------------------|----------------------|
| Community Health<br>Law Project | Off Premise Merchandise<br><b>Amended Date 9.22.21</b> | 350 Mt. Pleasant Avenue | 7683                 |
| Montclair State Univ. Fdn.      | Off Premise 50/50<br>September 13, 2021                | 750 Eagle Rock Avenue   | 7714                 |
| South Mountain School<br>PTO    | On-Premise Merchandise<br>May 20, 2021                 | 560 Northfield Avenue   | 7715                 |
| PTA Kelly Elementary            | Off Premise 50/50<br>June 11, 2021                     | 555 Pleasant Valley Way | 7716                 |
| PTA Kelly Elementary            | Calendar Raffle<br>October, 2021                       | 555 Pleasant Valley Way | 7717                 |
| PTA Kelly Elementary            | Off Premise Merchandise<br>June 11, 2021               | 555 Pleasant Valley Way | 7718                 |

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

**RESOLUTION**

**WHEREAS**, the Chapter 14, Section 11.1 of the Township Code for the Township of West Orange (the “Township”) requires the Township to employ a Planning Director with respect to various land use and related issues, including the enforcement of Chapters 14 and 25 of the Township Code (“Planning Director Services”); and

**WHEREAS**, the Township establishes escrows for certain commercial and other development projects which monies are dedicated to pay various expenses, including the Planning Director; and

**WHEREAS**, the Planning & Real Estate firm of Phillips, Preiss, Grygiel, Leheny, Hughes, LLC, of Hoboken, NJ (the “Phillips Firm”) has provided the Planning Director Services since July 2012; and

**WHEREAS**, Paul Grygiel, AICP, PP is prepared to and will continue to be primarily responsible with respect to the Township’s Planning Director requirements and duties; and

**WHEREAS**, there continues to be a need for a Professional Services Contract with the Phillips Firm for at least an additional one (1) year to provide planning director services to the Township for the 2021 calendar year.

**NOW, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Mayor shall be and hereby is authorized to execute the attached Professional Services Contract with the Phillips Firm, and the Township Clerk shall be and hereby is authorized to attest to the Mayor’s signature on same; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

---

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

# Exhibit “A”

## **AGREEMENT FOR MUNICIPAL PLANNING DIRECTOR**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of May, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Town Hall, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **PHILLIPS PREISS GRYGIEL LEHENY HUGHES, LLC.**, located at 33-41 Newark Street, Third Floor, Suite D, Hoboken, County of Hudson and State of New Jersey, hereinafter referred to as “CONSULTANT,” party of the second part.

### **WITNESSETH THAT:**

**WHEREAS**, the Governing Body of the TOWNSHIP has determined that it is in the best interests of the TOWNSHIP to retain the services of CONSULTANT to provide municipal planning services;

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

1. CONSULTANT will review applications made to West Orange’s Planning Board and Zoning Board of Adjustment for site plan, subdivision and/or variance approval. The scope of work for each of these development reviews will include the following:

- Review of filed application materials to determine whether the application can be deemed complete for hearing by the Planning Board, Zoning Board of Adjustment and/or Site Plan Review Advisory Board, and if any submission waivers are warranted;
- Preparation of a completeness review memorandum;
- Attendance at Site Plan Review Advisory Board meetings;
- Review of filed application materials to determine compliance with all applicable Zoning Ordinance requirements and other development regulations;

- Analysis of all requested variances and/or exceptions from site plan or subdivision regulations;
- Review of site plan, architectural plans and/or subdivision plat to identify any zoning or planning issues;
- A site visit to the subject property and surrounding area;
- Discussion with Township of West Orange staff and other consultants, if necessary;
- Preparation of an application review letter, if necessary;
- Attendance at evening meetings of the Planning Board and Zoning Board of Adjustment when an application for which a review letter was prepared is on the board's agenda.

The above work other than site visits and meetings will be conducted in CONSULTANT's office. It is assumed that application materials will be mailed to CONSULTANT by Township staff, although CONSULTANT will be able to pick up materials in West Orange if a quick turnaround of a review letter is necessary. A representative of CONSULTANT will also attend meetings in West Orange to meet with Township staff, other consultants and/or development applicants, as needed. The review of development applications can be paid for through escrows provided by development applicants, consistent with state law and Section 25-55 of the West Orange Zoning Ordinance. CONSULTANT will submit invoices to the Township for each development application in order to manage the appropriate funding source for our service. It is anticipated there will be a limited amount of billing for general planning services not related to a specific application, which would be billed directly to the Township and would not be payable through applicant escrows. If additional work, over and above that specified in the Scope of Services, or that agreed to under this Agreement, is requested by the Client, such work shall be performed by CONSULTANT at the hourly billing rates specified in paragraph 2 of this Agreement or any increases to the hourly billing rates as set forth in paragraph 2. Such

additional services shall only be performed following approval from the Township Council. Paul Grygiel, AICP, PP shall make himself available as needed on a flat fee basis as set forth herein.

2. The TOWNSHIP hereby retains the services of CONSULTANT for the period January 1, 2021 through December 31, 2021 at the following rates:

- a. Paul Phillips, Principal - \$175/hr;
- b. Richard Preiss, Principal - \$175/hr;
- c. Paul Grygiel, Principal - \$155/hr;
- d. Kennan Hughes, Principal - \$155/hr;
- e. Elizabeth Leheny, Principal - \$155/hr;
- f. Senior Associates - \$145/hr;
- g. Senior Urban Designer - \$145/hr;
- h. Associates - \$125/hr;
- i. Senior Planners - \$125/hr;
- j. Planners - \$115/hr;
- k. Graphic Designers - \$120/hr;
- l. Support - \$50/hr.

3. CONSULTANT may not bill for the following ordinary administration and overhead: clerical and bookkeeping time related to the project, all telephone and facsimile costs, costs of reproduction of up to twenty (20) copies of no more than one (1) draft and one (1) final copy of project memorandums or reports, and travel expenses involving travel to places less than fifty (50) miles from CONSULTANT's office in Hoboken, New Jersey.

4. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses

any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

5. CONSULTANT recognizes that all services rendered are subject to the approval of the Chief Financial Officer, and that payment for such services is conditioned upon the issuance of a Purchase Order by the Township encompassing the services for which compensation is sought.

6. CONSULTANT shall submit detailed invoices to the TOWNSHIP for services rendered each month no later than fifteen (15) days subsequent to the close of the month. All invoices submitted by CONSULTANT shall set forth a list of the personnel who furnished services, their billing rates (as specified in paragraph 1) and the number of hours they worked on the assignment. All non-escrow reimbursable fees for services rendered shall be at a flat fee rate, capped at \$2,400.00 per month. In the event additional payment is sought by CONSULTANT for work performed beyond the scope of services, such work shall only be performed and payment shall only be rendered upon approval by the Township Council.

7. During the term of this agreement, CONSULTANT shall maintain professional liability malpractice insurance coverage with an insurance company licensed and authorized to do business in the State of New Jersey with coverage not less than \$1,000,000. CONSULTANT shall provide the Township Attorney and Municipal Clerk with proof of a valid certificate of

insurance listing the TOWNSHIP as a certificate holder. To the extent that this insurance coverage is scheduled to lapse at any time before the end of the contract, CONSULTANT shall provide proof of renewal or new insurance coverage no later than thirty (30) days before the termination of the current coverage.

8. CONSULTANT agrees, subject to the provisions herein, to indemnify and hold the Client harmless from any damage, liability or cost to the extent caused solely by CONSULTANT's negligent acts, errors or omissions in the performance of professional services under this Agreement. CONSULTANT is not obligated to indemnify the Client for the Client's own negligence or intentional acts

9. The provisions of this agreement are subject to the limitations of provisions of the New Jersey Tort Claim Act, N.J.S.A. 59:2-1 *et seq.*, and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1 *et seq.*

10. This agreement shall be governed by the laws of the State of New Jersey without regard to principles of conflict of laws. All contract claims under this agreement shall be subject to and governed by the provisions of the New Jersey Contractual Liability Act (N.J.S.A. 59:13-1 *et seq.*

11. This Agreement is terminable on thirty (30) days written notice.

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

ATTEST:

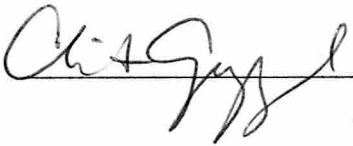
**TOWNSHIP OF WEST ORANGE**

\_\_\_\_\_  
KAREN J. CARNEVALE, R.M.C

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

WITNESS:

**PHILLIPS PREISS GRYGIEL LEHENY  
HUGHES, LLC.**

 \_\_\_\_\_

By:  \_\_\_\_\_  
PAUL GRYGIEL PRINCIPAL

**117-21**  
**May 18, 2021**

## **RESOLUTION FOR REDEMPTION OF TAX LIEN**

WHEREAS, Tax Certificate 20-018 for Block 18 lot 58 a/k/a 8 Main Street, has been Redeemed and

WHEREAS, the redemption funds of \$4,212.22 have been deposited into the Township General Fund.

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 charged to issue warrants for the certificate amount of \$4,212.22 plus the premium of \$2,600.00 to FIG NJ19, LLC, PO BOX 54226, NEW ORLEANS, LA 70154.

BE IT FURTHER RESOLVED, that a certified copy of this resolution is to be given to the Tax Collector for their records and that the check is to be given to the Tax Collector for Proper Processing.

---

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

---

**Cindy Matute - Brown, Council President**

**Adopted: May 18, 2021**

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

---

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

**RESOLUTION FOR REDEMPTION OF TAX LIEN**

WHEREAS, Tax Certificate 20-039 for Block 58 lot 1.05 a/k/a 9 Beverly Road, has been Redeemed and

WHEREAS, the redemption funds of \$929.41 have been deposited into the Township General Fund.

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 charged to issue warrants for the certificate amount of \$929.41 plus the premium of \$1,700.00 to FIG NJ19, LLC, PO BOX 54226, NEW ORLEANS, LA 70154.

BE IT FURTHER RESOLVED, that a certified copy of this resolution is to be given to the Tax Collector for their records and that the check is to be given to the Tax Collector for Proper Processing.

---

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

---

**Cindy Matute - Brown, Council President**

**Adopted: May 18, 2021**

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

---

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

**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 2020.

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 to the said taxpayers the sums in full and final satisfaction to tax rebates due:

|                                              |                 |                 |                   |                 |                     |
|----------------------------------------------|-----------------|-----------------|-------------------|-----------------|---------------------|
| ADDRESS                                      | 375 MT PLEASANT |                 | DATE:             | 4/30/2021       |                     |
| BLOCK                                        | 155             |                 |                   |                 |                     |
| LOT                                          | 26              |                 |                   |                 |                     |
| QUAL                                         | C002G           |                 |                   |                 |                     |
|                                              |                 |                 |                   |                 |                     |
|                                              | ASSESSMENT      |                 |                   |                 |                     |
| <u>YEAR</u>                                  | <u>ORIGINAL</u> | <u>JUDGMENT</u> | <u>DIFFERENCE</u> | <u>TAX RATE</u> | <u>AMOUNT DUE</u>   |
| 2020                                         | \$980,000.00    | \$ 550,000.00   | \$ 430,000.00     | 4.284           | \$ 18,421.20        |
|                                              |                 |                 |                   |                 |                     |
| <b>TOTAL</b>                                 |                 |                 |                   |                 | <b>\$ 18,421.20</b> |
|                                              |                 |                 |                   |                 |                     |
|                                              |                 |                 |                   |                 |                     |
| <u>PAYABLE TO:</u>                           |                 |                 |                   |                 |                     |
| BRACH EICHLER, LLC. - ATTORNEY TRUST ACCOUNT |                 |                 |                   |                 |                     |
| 101 EISENHOWER PARKWAY                       |                 |                 |                   |                 |                     |
| ROSELAND, NJ 07068-1067                      |                 |                 |                   |                 |                     |
|                                              |                 |                 |                   |                 |                     |

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

\_\_\_\_\_  
**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO VETERAN EXEMPTION**

WHEREAS the Assessor has granted a 100% Veteran Disabled exemption to Block 169.01 Lot 6.01 Qualifier C0009, 7 Lonergan Lane, and a letter of eligibility from the Veteran's Administration is on file in the Assessor's office showing that the exemption from September 30, 2020 forward.

WHEREAS, the tax servicing agent CoreLogic made bulk payments for the first quarter of 2021 in the amount of \$6501.00, and for the second quarter of 2021 in the amount of \$6501.00;

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 to the said servicing agent the tax refunds due:

[illegible]

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

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

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

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

## RESOLUTION

**Whereas**, the Township of West Orange  
(formal name of organization)  
desires to apply for and obtain a grant from the New Jersey Department of Community Affairs  
for approximately \$375,000.00 to carry out a project \_\_\_\_\_  
(dollar amount of request)  
for improvements to recreational facilities for Lafayette Park in West Orange.  
(briefly describe the project)

**Be it therefore RESOLVED,**

- 1) that the Township of West Orange  
(formal name of organization)  
does hereby authorize the application for such a grant; and,
- 2) recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant agreement; and also, upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between

Township of West Orange

(formal name of organization)

and the New Jersey Department of Community Affairs.

**Be it further RESOLVED**, that the persons whose names, titles, and signatures appear below are authorized to sign the application, and that they or their successors in said titles are authorized to sign the agreement, and any other documents necessary in connection therewith:

\_\_\_\_\_  
(signature)  
Robert D. Parisi  
\_\_\_\_\_  
(type or print name)  
Mayor  
\_\_\_\_\_  
(title)

\_\_\_\_\_  
(signature)  
Karen J. Carnevale  
\_\_\_\_\_  
(type or print name)  
Municipal Clerk  
\_\_\_\_\_  
(title)

**CERTIFICATION:**

I, Karen J. Carnevale, the Municipal Clerk,  
(name of Board Secretary / Government Clerk) (title of position - Board Secretary or Government Clerk)  
of Township of West Orange  
(formal name of organization)  
hereby certify that at a meeting of the Board of Directors / Governing Body held on 5/18/2021  
(meeting date)  
the above *RESOLUTION* was duly adopted.

AFFIX GOV'T,  
CORPORATE OR  
NOTARY SEAL

(12/03)

\_\_\_\_\_  
(Signature of Secretary of the Board of Directors or Government Clerk)

**ENGINEER'S COST ESTIMATE**

**LAFAYETTE PARK IMPROVEMENTS - FUTSAL AND VOLLEYBALL COURT**

**SCHEDULE OF PRICES**

May 12, 2021

| ITEM NO. | DESCRIPTION                                      | QUANTITY     | UNIT | UNIT PRICE  | AMOUNT              |
|----------|--------------------------------------------------|--------------|------|-------------|---------------------|
| 1        | Soil Erosion and Sediment Control                | 1            | LS   | \$3,000.00  | <b>\$3,000.00</b>   |
| 2        | Clearing Site                                    | 1            | LS   | \$48,000.00 | <b>\$48,000.00</b>  |
| 3        | Grading and Earthwork                            | 1            | LS   | \$42,000.00 | <b>\$42,000.00</b>  |
| 4        | Dense Graded Aggregate, 6" Thick                 | 677          | SY   | \$20.00     | <b>\$13,540.00</b>  |
| 5        | Hot mix Asphalt Surface Course, 2" Thick         | 81           | TON  | \$168.00    | <b>\$13,608.00</b>  |
| 6        | Hot Mix Asphalt Base Course, 4" Thick            | 162          | TON  | \$166.00    | <b>\$26,892.00</b>  |
| 7        | Chain - Link Fence, 10' High                     | 70           | LF   | \$110.00    | <b>\$7,700.00</b>   |
| 8        | Chain - Link Swing Gate, 8" High, 4" Wide        | 1            | UNIT | \$2,000.00  | <b>\$2,000.00</b>   |
| 9        | Concrete Sidewalk, 4" Thick                      | 72           | SY   | \$125.00    | <b>\$9,000.00</b>   |
| 10       | Futsal Court Color Seal Coat System and Striping | 311          | SY   | \$41.80     | <b>\$12,999.80</b>  |
| 11       | Synthetic Turf (Volleyball Court)                | 2800         | SF   | \$47.25     | <b>\$132,300.00</b> |
| 12       | Futsal Goal (Pair)                               | 1            | LS   | \$5,000.00  | <b>\$5,000.00</b>   |
| 13       | Volleyball Court System                          | 1            | LS   | \$9,000.00  | <b>\$9,000.00</b>   |
| 14       | Safety Netting, 20' High                         | 90           | LF   | \$200.00    | <b>\$18,000.00</b>  |
| 15       | Relocated Existing Benches                       | 4            | UNIT | \$3,000.00  | <b>\$12,000.00</b>  |
| 16       | Topsoil, Fertilizer, Seed and Mulch              | 1000         | SY   | \$17.00     | <b>\$17,000.00</b>  |
|          |                                                  | <b>TOTAL</b> |      |             | <b>\$372,039.80</b> |
|          |                                                  |              |      | <b>SAY</b>  | <b>\$375,000.00</b> |

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) owns and operates the Ginny Duenkel Pool located at 60½ Cherry Street (the “Pool”); and

**WHEREAS**, the Pool has a concession stand for patrons of the Pool; and

**WHEREAS**, the Township requires a vendor to operate the concession stand at the Pool for the summer 2021 season; and

**WHEREAS**, on March 27, 2018, the Township adopted Resolution 95-18 which authorized the Township to utilize Competitive Contract in lieu of public bidding for award of the contract for operation of the concession stand at the Pool; and

**WHEREAS**, on two occasions, the Township advertised notice for a Request for Proposal soliciting vendors to submit proposals for the operation of the concession stand at the Pool for the 2021 season, and on both occasions the Township did not receive any proposals from prospective vendors; and

**WHEREAS**, in order to ensure that the concession stand can be opened and operated during the summer 2021 season, the Township negotiated an Agreement with F&B Fine Catering, 23 Willet Street, Bloomfield, NJ 07003 (the “Vendor”), a copy of which is annexed hereto as Exhibit “A;” and

**WHEREAS**, the Agreement provides that the Vendor will operate the concession stand at the Pool for no fee from May 29, 2021 until September 20, 2021; and

**WHEREAS**, the Agreement provides that the Vendor will have to provide a security deposit in the amount of \$1,500 with the Township to be returned upon the satisfactory performance of the Agreement; and

**WHEREAS,** the Agreement requires that the Vendor provide weekly reports to the Township of earnings from the concession stand at the Pool.

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute the Agreement, in the form annexed hereto as Exhibit “**A**,” with the Vendor for operation of the concession stand at the Ginny Duenkel Pool for the summer 2021 season; and it is further

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

---

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

---

**Cindy Matute-Brown**  
**Council President**

**Adopted: May 18, 2021**

# **Exhibit “A”**

## **AGREEMENT**

### **By and Between**

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

**and**

**F&B Fine Catering, a New Jersey corporation**, whose address is 23 Willet St, Bloomfield, NJ 07003 (the “Vendor”):

The above Parties hereby agree to the following terms and conditions:

#### **1. Use of Concession Stand**

Vendor shall operate the Concession Stand at the Ginny Duenkel Pool, located at 60 ½ Cherry Street in the Township (the “Concession Stand”), during the 2021 pool season.

#### **2. Term**

The Agreement shall commence on May 29, 2021 and expire on September 20, 2021.

The Vendor shall remove, at its sole expense and by no later than September 30, 2021, all equipment, food goods, and miscellaneous merchandise. The Township shall not be responsible for any of Vendor’s equipment or supplies.

#### **3. Price**

Vendor shall pay to the Township the sum of \$0.00 for its use of the Concession Stand during the 2021 season.

#### **4. Security Deposit**

Vendor shall furnish a security deposit to the Township in the amount of \$1,500 (the “Security Deposit”). The Security Deposit will be held in escrow by the Township and returned at the satisfactory completion of the Agreement. The full amount of the Security Deposit will be surrendered in the event of any default under the terms or obligations hereunder. In the Township’s sole discretion, the Township may deduct from or require surrender of the deposit for the cost of repairs for any damage caused by Vendor to the Concession Stand. The Security Deposit shall not be released until such clean up is approved and signed off for by the Township’s Health Officer or his/her designee.

#### **5. Weekly Reports**

Vendor shall supply to the Director of Recreation a weekly report of earnings from the snack bar. The week shall run from Saturday through Friday and the reports will be provided no later than Wednesday of the following week.

**6. Non Assignment**

Vendor shall not assign or sublet this Agreement, or any part of its obligations hereunder, without the prior written consent of the Township's Director of Recreation.

**7. Equipment**

Vendor shall provide all necessary equipment, vehicles and labor necessary for the installation and removal of concession equipment, food and miscellaneous merchandise and to ensure compliance with all health regulations.

The Township will provide a refrigerator, freezer, grill, ice machine, service tables and deep fryer ("Township Items"). All other items must be provided by Vendor.

The Township does not warrant the Township Items as to their operability. All items are "AS IS/WHERE IS." Vendor represents that it has had sufficient opportunity to fully inspect the machinery and equipment and they are satisfactory for Concession Stand operation.

In the event that any of the Township Items become inoperable during the term of this Agreement, Vendor shall inform the Township's Purchasing Agent in writing immediately either by email to [preynolds@westorange.org](mailto:preynolds@westorange.org) or fax at (973) 736-8380. In such event, the Township shall take all appropriate and reasonable steps to repair same, but in any event, Vendor shall continue to operate the Concession Stand during all hours of operation and will have no right of setoff or deduction under any circumstances concerning the contractual price set forth in Paragraph 3.

Further, Vendor shall be responsible for ensuring that all Township Items and property are used in accordance with normal operations and are not negligently used in any manner so as to cause breakage, disrepair, damage, or injury. In the event of any such breakage, disrepair or damage, Vendor shall be fully responsible for all costs and expenses which shall be paid by Vendor or reimbursed to the Township, whichever is applicable, within forty-eight (48) hours of presentment. If such expenses are not promptly paid, such act or omission will constitute an event of default hereunder.

**8. Utilities**

Refuse collection, gas, lighting and water service will be furnished by the Township. Vendor shall be responsible for the daily disposal of refuse in and around the Concession Stand and dining deck area. Vendor shall be responsible for the proper disposal of used cooking oil.

**9. Health Regulations**

Vendor shall be responsible for, and subject to, all applicable health regulations. This shall include a permit or license for operating a retail food handling establishment and/or snack bar.

Vendor shall be required to keep the area in and around the concession stand and dining deck clean of litter resulting from his operation. Vendor shall:

- (a) Wash counters daily before opening and as needed during operation.
- (b) Wash floors completely at least one hour before opening each day.
- (c) Clean snack bar area daily before opening and as needed during operation
- (d) Wash down the dining deck area daily at the close of the business day.
- (e) Remove all gum from the dining deck area.
- (f) Wash and clean tables in the dining deck area as needed.
- (g) Supply all necessary plastic bag inserts for garbage containers in the Concession Stand and dining deck area.
- (h) Ensure Concession Stand employees wear proper attire approved by the Township's Health Department.

Vendor and all of Vendor's employees shall be or become certified food handlers by attending the Food Handlers Training Course offered by the Township. Vendor shall be responsible for the initial cleaning of the Concession Stand prior to bringing in food. Vendor shall maintain the Concession Stand in a sanitary manner at all times during its operation. Vendor shall regularly clean all equipment, interior, and exterior surfaces and, at the conclusion of its seasonal service, provide a final clean up of the entire facility that is approved by the Health Department during their close-out inspection.

Vendor's operation shall be subject to inspection by the Township's Health Department, and shall maintain a Satisfactory Rating at all times.

In the event that Vendor does not comply with the standards set forth in this Section, its approval to operate may be revoked by the Township's Health Officer, therefore nullifying this Agreement and immediately forfeiting all monies paid including the Security Deposit posted. A Satisfactory Rating must also be maintained at Vendor's licensed catering or restaurant operation, which shall be verifiable through the Health Officer in that jurisdiction.

#### **10. Menu/Product List**

Vendor may sell edible items and assorted sundries only. Written notice shall be made to the Director of the Township's Recreation Department containing the menu and sundry list with prices with which Vendor shall open the season no later than two (2) weeks prior to opening. The original menu, sundry list and prices, and any changes thereafter, must be approved by the Director of Recreation.

#### **11. Labor Market Conditions**

Vendor shall be responsible for any and all labor and other market conditions and changes which may affect Vendor's working expenses and potential profits during the term of the contract including but not limited to all food costs. Vendor shall absorb any and all increases in the cost of raw materials.

**12. Adult Supervision of Premises**

Vendor shall be responsible for limiting occupation of the snack bar only to employees who are licensed approved food handlers. No later than two (2) weeks prior to commencement of operations, Vendor shall provide the Township's Director of Recreation with a legible list of names, addresses, telephone numbers, ages and social security numbers of all employees hired to meet the obligations of this Agreement no later than two (2) weeks prior to opening.

The above referenced employee information with respect to any new hires made during the pool season must be provided to the Township's Recreation Director prior to the start date of the proposed new employees.

Vendor shall have on the premises at all times during hours of snack bar operation at least one employee, 21 years of age or older, who shall be responsible for supervising all other employees.

Violation of the conditions set forth in this section will result in forfeiture of the \$1,500 Security Deposit.

**13. Hours of Business and Delivery Restriction**

The Concession Stand's hours of operation shall follow the standard pool hours, unless mutually agreed upon by vendor and Recreation Director or his/her designee. During normal hours of operation, food deliveries to pool patrons or employees shall not be permitted in the pool area or on pool grounds. **Deliveries to Vendor shall not be permitted after 11:00 am on any day of the week.**

**14. Special Events**

Special events which may occur during or after the normal operating hours are determined by the Township's Director of Recreation, and the Concession Stand may operate during special events with the permission of the Township's Director of Recreation. Food for special events or parties sponsored by the Township's Department of Recreation may also be brought on site or catered, as will be determined in advance by the Director of Recreation in his or her sole discretion. The Recreation Department sponsored Swim Team has authorization to sell food and promotional materials during their anticipated 3-4 weekday evening home meets per season.

**15. Utilization of Pool Facilities**

Neither Vendor or its employees may utilize the swimming pool unless they are a member in good standing of the Ginny Duenkel Municipal Pool. Violation of this condition will result in forfeiture of the \$1,500.00 Security Deposit.

**16. Indemnification**

Vendor expressly covenants and agrees to defend, indemnify and save harmless the Township, its agents, elected officials, and employees against and from any and all liabilities,

obligations, damages, penalties, fines, claims, costs, liens, charges and expenses of any kind including but not limited to attorney's fees, which may be asserted by third persons against the Township or its agents, elected officials, or employees by reason of or in connection with any one or all of the following:

- a. the activities of Vendor, its agents, employees, contractors, licensees or invitees;
- b. any negligent or otherwise wrongful act or omission on the part of Vendor or any of its agents, contractors, subcontractors, servants, employees, licensees or invitees;
- c. any violation by Vendor of any provision of any local, state, or federal law or regulation.

**17. Insurance**

Vendor shall maintain a valid certificate of general liability insurance, inclusive of coverage for Products Liability and Completed Operations Liability, which names the Township as an additional insured, the policy for which shall have not less than a combined single limit of \$1,000,000. The certificate of insurance shall be provided to the Township's Purchasing Agent and Municipal Clerk by no later than June 1<sup>st</sup>.

**18. Compliance with Laws and Regulations**

Vendor shall comply with and adhere to all laws and regulations while using the Concession Stand.

**19. No Representations**

Neither Party has made any representations or promises, other than those contained in this Agreement or in some further writing signed by the Party making the representation or promise.

**20. Waiver of Jury Trial**

To the extent that waiver is permitted by law, the Parties waive trial by jury in any action or proceeding brought in connection with this Agreement.

**21. Choice of Law**

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

**22. Choice of Venue**

Venue for the adjudication of any disputes arising from or in relation to this Agreement shall lie exclusively in the Superior Court of New Jersey, Essex Vicinage.

**23. Captions**

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

**24. Severability**

If any provision of this Agreement is declared by any Court or tribunal of competent jurisdiction to be illegal, void or unenforceable as written, the remaining provisions of this Agreement shall nevertheless remain in full force and effect.

**25. Ambiguity**

The Parties further stipulate and agree that they have each had an opportunity to participate in the negotiation and drafting of this Agreement, and that any ambiguity in this Agreement will not be construed for or against either Party.

**26. Access to Legal Counsel**

The Parties further stipulate and agree that they each have had the opportunity to consult with legal counsel of their choosing prior to entering into this Agreement, and that neither Party has relied upon any statement, representation or advice by the other Party's counsel.

**27. Counterparts**

This Agreement may be executed in any number of counterparts, each of which shall be an original and all of which together shall constitute one and the same instrument.

**28. Amendments**

This Agreement may only be amended in writing, pursuant to an instrument executed by the Parties.

**29. Notice**

Notices and other communications provided herein shall be in writing and shall be deemed given only if delivered by registered or certified mail (return receipt requested) with postage and registration or certification fees thereon paid, or by any nationally recognized overnight courier, addressed to the Party at its address set forth below:

**If to the Township:**

Municipal Clerk  
Township of West Orange  
66 Main Street  
West Orange, NJ 07052  
Phone: (973) 325-4155  
Fax: (973) 731-1196  
E-Mail: kcarnevale@westorange.org

Richard D. Trenk, Esq.  
Trenk Isabel  
290 W. Mount Pleasant Ave  
Building 3, Suite 2350  
Livingston, NJ 07039  
Phone: (973) 533-1000  
E-mail: rrenk@trenkisabel.law

**If to Vendor:**

Robert Gaeta  
F&B Fine Catering  
23 Willet St  
Bloomfield, NJ  
Phone: (973) 743-0910  
E-Mail: fbcater@aol.com

**30. Termination**

In the event that Vendor fails or neglects to perform any of the conditions or covenants set forth herein during the term of this Agreement, the Township may immediately terminate this Agreement through delivery, via personal service, registered mail, or overnight courier, of written notice of termination, at which time all rights, privileges or interest in the Agreement shall cease, and Vendor shall be liable to the Township for any damages or loss sustained by it, including but not limited to reasonable attorneys' fees in the event any legal action is necessary, as a result of the default of Vendor.

**The foregoing terms and conditions are agreed to and stipulated by:**

**WITNESS:**

**F&B FINE CATERING**

**Dated:**

\_\_\_\_\_

**By:**

\_\_\_\_\_

**Robert Gaeta**

**Title:**

**WITNESS:**

**TOWNSHIP OF WEST ORANGE**

**Dated:**

\_\_\_\_\_

**By:**

\_\_\_\_\_

**Robert D. Parisi, Mayor**

**RESOLUTION**

**WHEREAS**, the Township of West Orange advertised for bids pursuant to the New Jersey Local Public Contracts Law (N.J.S.A. 40A: 11-1) for the project Fire Station No. 1 Interior and Exterior Improvements and Renovations and Window Replacements; and

**WHEREAS**, this project was bid with a Base Bid and an Add Alternate No. 1 and an Add Alternate No. 2; and

**WHEREAS**, at the date, time and place advertised for the opening of said bids, the Township received six bids; and

**WHEREAS**, a review of the bids by the Municipal Engineer indicates at least two of the bidders, the two lowest, misunderstood the work in the Base Bid and / or the two Add Alternates; and

**WHEREAS**, this is confirmed by the withdrawal of the bid by the lowest apparent Base Bidder, Reliable NYC, LLC of Stanhope, New Jersey; and

**WHEREAS**, the second low bidder by Base Bid repeated his base bid as the Add Alternate No. 2 effectively doubling their bid just to phase the work in accordance with that Add Alternate; and

**WHEREAS**, Municipal Engineer by letter dated May 12, 2021, recommends all bids be rejected and the project re-bid with changes to incorporate both Add Alternate No. 1 and Add Alternate No. 2 into the Base Bid to eliminate any confusion and misunderstanding; and

**WHEREAS**, the Township Council concurs in the foregoing recommendation of the Municipal Engineer.

**NOW THEREFORE BE IT RESOLVED**, by the Township Council of the Township of West Orange that all the bids received for the project Fire Station No. 1 Interior and Exterior Improvements and Renovations and Window Replacements be rejected.

**BE IT FURTHER RESOLVED**, that the project be authorized re-bidding but with the Add Alternates eliminated and those work items incorporated into the Base Bid.

**BE IT FURTHER RESOLVED**, that the Municipal Engineer and Purchasing Agent are authorized to issue a Purchase Order to the design firm for Herbst-Musciano of Boonton, NJ to amend and provide new bid documents in an amount not to exceed \$2,000.00.

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

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**CINDY MATUTE-BROWN, COUNCIL PRESIDENT**

**I certify the availability of funds:**

**Account Number      03 2507 17 0100 010**  
**\$2,000.00**

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**JOHN O. GROSS, CHIEF FINANCIAL OFFICER**

**Adopted: May 18, 2021**

**FIRE STATION #1 INTERIOR & EXTERIOR IMPROVEMENTS & RENOVATIONS &  
WINDOW REPLACEMENT SUMMARY OF BIDS**

- |                                                                                                    |                                                       |                                             |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------|---------------------------------------------|
| 1. Frankoski Construction<br>314 Dodd St.<br>East Orange, NJ 07017                                 | NO BID                                                |                                             |
| 2. Northeast Roof Maintenance, Inc.<br>649 Catherine Street<br>Perth Amboy, NJ 08861               | NO BID                                                |                                             |
| 3. AB Contracting, LLC.<br>10 Theodore St.<br>Wharton, NJ 07885                                    | NO BID                                                |                                             |
| 4. JR. Contracting & Environmental<br>1141 Route 23 South<br>Wayne, NJ 07470                       | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$889,000.00<br>\$110,000.00<br>\$30,000.00 |
| 5. Wallkill Group<br>3505 Route 94<br>Hamburg, NJ 07419                                            | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$875,000.00<br>\$138,000.00<br>\$60,000.00 |
| 6. McGinley Building Services<br>18 Main Road<br>Montville, NJ 07045                               | NO BID                                                |                                             |
| 7. George Koustas Painting & Construction LLC<br>70 Beechwood Avenue<br>West Long Branch, NJ 07764 | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$974,000.00<br>\$95,000.00<br>\$20,000.00  |
| 8. Panoramic Window & Door Systems, Inc.<br>712 Sergeantsville Road<br>Stockton, NJ 08559          | NO BID                                                |                                             |

|                                                                                                |                                                       |                                                |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------|------------------------------------------------|
| 9. Reliable NYC LLC<br>1286 Waterloo Road<br>Stanhope, NJ 07874                                | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$189,000.00<br>\$112,000.00<br>\$897,000.00   |
| 10. A1 Construction Service, Inc.<br>2468 N. Jerusalem Rd. Ste.1<br>North Bellmore, NY 11710   | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$3,420,000.00<br>\$249,000.00<br>\$162,000.00 |
| 11. Dodge Data & Analytics<br>2860 S. State Hwy 161, Ste 160 #501<br>Grand Prairie, TX 75052   | NO BID                                                |                                                |
| 12. FCI Group<br>Falak Construction, Inc.<br>836 Ridgewood Avenue<br>North Brunswick, NJ 08902 | BASE BID:<br>ADD ALT BID NO. 1:<br>ADD ALT BID NO. 2: | \$819,000.00<br>\$30,000.00<br>\$819,000.00    |
| 13. ZN Construction, LLC<br>185 East 54 <sup>th</sup> Street<br>Elmwood Park, NJ 07407         | NO BID                                                |                                                |

**ORDINANCE OF THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, NEW JERSEY APPROVING AN APPLICATION FOR A LONG-TERM TAX EXEMPTION AND AUTHORIZING THE EXECUTION OF A FINANCIAL AGREEMENT WITH 18 CENTRAL AVENUE URBAN RENEWAL, LLC**

**WHEREAS**, the Township Council of the Township of West Orange, in the County of Essex, New Jersey (the “**Township Council**”) adopted Resolution 228-16 on October 26, 2016 pursuant to the provisions of the Local Redevelopment and Housing Law, *N.J.S.A. 40A:12A-1 et seq.* (the “**Redevelopment Law**”), and based upon the report and recommendation of the West Orange Planning Board (the “**Planning Board**”), designating the properties identified as Block 9, Lots 11.01, 11.02, 11.03, 32, & 36 and Block 7, Lot 22 on the official tax maps of the Township, as an area in need of redevelopment (the “**Redevelopment Area**”); and

**WHEREAS**, the Redevelopment Area includes the properties identified as Block 9, Lot 36 and Block 7, Lot 22 on the tax maps of the Township known as 18 Central Avenue (the “**Selecto-Flash Property**”) currently owned by the Township following the issuance of a final judgment dated December 7, 2016 in an In Rem Tax Foreclosure; and

**WHEREAS**, pursuant to *N.J.S.A. 40A:12A-7*, the Township Council, in accordance with the applicable provisions and requirements of the Redevelopment Law, passed Ordinance 2499-16 adopting a Redevelopment Plan for the Redevelopment Area (as may be amended and supplemented from time to time, the “**Redevelopment Plan**”); and

**WHEREAS**, on March 7, 2017, the Township Council adopted Resolution 74-17 which authorized the designation of the Alpert Group, LLC, a New Jersey limited liability company, having its offices at One Parker Plaza, Fort Lee, New Jersey 07024 (the “**Redeveloper**”), as the interim redeveloper of the Redevelopment Area and the execution of an Interim Redevelopment Agreement with the Redeveloper (the “**Interim Agreement**”); and

**WHEREAS**, as the interim redeveloper, the Redeveloper was provided a right to purchase the Selecto-Flash Property for a purchase price of \$1.5 million; and

**WHEREAS**, in addition to the designation of the Redeveloper as the interim redeveloper for the Redevelopment Area, the Interim Agreement also provided that the Redeveloper would fund and perform demolition of the existing structure on the Selecto-Flash Property; and

**WHEREAS**, on September 4, 2018, the Township Council adopted Resolution 192-18 which authorized the execution of a First Amendment to Interim Agreement between Township and the Redeveloper (the “**First Interim Agreement Amendment**”); and

**WHEREAS**, the First Interim Agreement Amendment provided for the assignment of the Agreement of Sale for the purchase of the property identified as Block 9, Lot 32 on the official tax maps of the Township known as 8-10 Central Avenue or 4-10 Central Avenue (the “**Biddleman Property**”) to allow the Township to purchase the Biddleman Property and for the Redeveloper to fund the purchase to be credited towards the purchase price of the Selecto-Flash Property; and

**WHEREAS**, on December 11, 2018, the Township Council adopted Resolution 270-18 which authorized the execution of a Second Amendment to Interim Agreement between Township and the Redeveloper (the “**Second Interim Agreement Amendment**”); and

**WHEREAS**, the Second Interim Agreement Amendment provided that the Redeveloper would fund 25% of that portion of the Remedial Action Workplan for the Selecto-Flash Property representing the removal of the underground storage tanks from the Selecto-Flash Property as a credit to the purchase price for the Selecto-Flash Property; and

**WHEREAS**, on March 23, 2021, the Township Council adopted Resolution 51-21 which: (i) designated the Redeveloper as the authorized redeveloper for the Selecto-Flash Property and the Biddleman Property (collectively the “**Properties**”); and (ii) authorized the Township to execute a Redevelopment Agreement between the Township and the Redeveloper (the “**Redevelopment Agreement**”); and

**WHEREAS**, the pursuant to Article 4 of the Redevelopment Agreement, the Redeveloper shall purchase the Properties following the environmental remediation of the Properties, as defined therein; and

**WHEREAS**, the Section 3.05(b)(v) of the Redevelopment Agreement allows the Redeveloper to assign or transfer its rights under the Redevelopment Agreement to “an Affiliate of the Redeveloper” or “an entity controlled by the Redeveloper” as a “Permitted Transfer;” and

**WHEREAS**, the Redeveloper has or intends to transfer both its designation as the redeveloper of the Properties and its rights under the Redevelopment Agreement to an affiliate and newly established Urban Renewal Entity called 18 Central Avenue Urban Renewal, LLC (the “**Entity**”); and

**WHEREAS**, the Redeveloper and/or the Entity wishes to develop the Properties with a five-story 94 residential unit project including 1,223 square feet of amenity space, 3,640 square feet of commercial space, parking and related infrastructure (the “**Project**”) and in accordance with the Redevelopment Plan; and

**WHEREAS**, in order to enhance the economic viability of and opportunity for a successful Project, the Entity submitted to the Mayor an application dated as of April 7, 2021 (the “**Application**”), which is on file with the Township Clerk, seeking a tax exemption in connection with the Project pursuant to the Long-Term Tax Exemption Law, *N.J.S.A. 40A:20-1 et seq.* (the “**Exemption Law**”), in exchange for which the Entity proposes to make payments to the Township in lieu of taxes; and

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

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

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

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

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

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

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

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

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

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

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

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

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**Robert D. Parisi, Mayor**

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**Cindy Matute-Brown, Council President**

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

**Introduced : May 18, 2021**

**Adopted : June 8, 2021**

**EXHIBIT A**  
**FORM OF FINANCIAL AGREEMENT**

**FINANCIAL AGREEMENT FOR  
LONG TERM TAX EXEMPTION**

by and between

**THE TOWNSHIP OF WEST ORANGE, NEW JERSEY**

and

**18 CENTRAL AVENUE URBAN RENEWAL, LLC**

**THIS FINANCIAL AGREEMENT** is made this \_\_\_\_ day of May, 2021 (hereinafter this "Agreement" or "Financial Agreement"), between **18 CENTRAL AVENUE URBAN RENEWAL, LLC**, (hereinafter referred to as the "Entity") a New Jersey limited liability company having its principal office at One Parker Plaza, Fort Lee, New Jersey 07024; and the **THE TOWNSHIP OF WEST ORANGE**, a public body corporate and politic of the State of New Jersey with an address at 66 Main Street, West Orange, New Jersey 07052 (the "Township"; and together with the Entity, the "Parties" or "Party").

**WITNESSETH:**

**WHEREAS**, on October 26, 2016, the Township Council of the Township of West Orange (the "Council"), pursuant to and in accordance with the requirements of the Local Redevelopment and Housing Law, N.J.S.A. 40A:12A-1 et seq., (the "Redevelopment Law"), designated as an area in need of redevelopment certain property identified as Block 9, Lots 11.01, 11.02, 11.03, 32, & 36 and Block 7, Lot 22 on the official tax map of the Township (the "Redevelopment Area"); and

**WHEREAS**, the Redevelopment Area includes the properties identified as Block 9, Lot 36 and Block 7, Lot 22 on the tax maps of the Township known as 18 Central Avenue (the "Selecto-Flash Property") currently owned by the Township following the issuance of a final judgment dated December 7, 2016 in an In Rem Tax Foreclosure; and

**WHEREAS**, pursuant to N.J.S.A. 40A:12A-7, the Township Council, in accordance with the applicable provisions and requirements of the Redevelopment Law, passed Ordinance 2499-16 adopting a Redevelopment Plan for the Redevelopment Area (as may be amended and supplemented from time to time, the "Redevelopment Plan"); and

**WHEREAS**, on March 7, 2017, the Township Council adopted Resolution 74-17 which authorized the designation of the Entity as the interim redeveloper of the Redevelopment Area and the execution of an Interim Redevelopment Agreement with the Redeveloper (the "Interim Agreement"); and

**WHEREAS**, as the interim redeveloper, the Entity was provided a right to purchase the Selecto-Flash Property for a purchase price of \$1.5 million; and

**WHEREAS**, in addition to the designation of the Entity as the interim redeveloper for the Redevelopment Area, the Interim Agreement also provided that the Entity would fund and perform demolition of the existing structure on the Selecto-Flash Property; and

**WHEREAS**, on September 4, 2018, the Township Council adopted Resolution 192-18 which authorized the execution of a First Amendment to Interim Agreement between Township and the Entity (the "First Interim Agreement Amendment"); and

**WHEREAS**, the First Interim Agreement Amendment provided for the assignment of the Agreement of Sale for the purchase of the property identified as Block 9, Lot 32 on the official tax

maps of the Township known as 8-10 Central Avenue or 4-10 Central Avenue (the "Biddleman Property") to allow the Township to purchase the Biddleman Property and for the Entity to fund the purchase to be credited towards the purchase price of the Selecto-Flash Property; and

**WHEREAS**, on December 11, 2018, the Township Council adopted Resolution 270-18 which authorized the execution of a Second Amendment to Interim Agreement between Township and the Redeveloper (the "Second Interim Agreement Amendment"); and

**WHEREAS**, the Second Interim Agreement Amendment provided that the Entity would fund 25% of that portion of the Remedial Action Workplan for the Selecto-Flash property representing the removal of the underground storage tanks from the Selecto-Flash Property as a credit to the purchase price for the Selecto-Flash Property; and

**WHEREAS**, on March 23, 2021, in order to implement the Redevelopment Plan, the Township Council adopted Resolution 51-21 which designated the Entity as the Redeveloper for the Selecto Flash Property and the Biddleman Property (jointly hereinafter the "Properties") and authorized the execution of a Redevelopment Agreement (the "Redevelopment Agreement"); and

**WHEREAS**, the Redevelopment Agreement sets forth the terms and conditions by which the Entity will redevelop the Properties with a five-story 94 residential unit project including 1,223 square feet of amenity space, 3,533 square feet of commercial space, parking and related infrastructure as set forth in detail in the Redevelopment Agreement (collectively, the "Project"); and

**WHEREAS**, in order to ensure the financial feasibility of the Project, the Entity has requested from the Township a long-term tax exemption and financial agreement pursuant to the Long-Term Tax Exemption Law, N.J.S.A. 40A:20-1 et seq., (the "Exemption Law") and provided to the Township a Long Term Tax Abatement Application (the "Application"), copy of which is annexed hereto as Exhibit A, including: (i) the detailed representations and covenants as to the manner in which it proposes to use, manage or operate the project; and (ii) projections, pro formas, and/or budgets; and

**WHEREAS**, the Township has determined that the assistance provided to the Project pursuant to this Agreement will be a significant inducement for the Entity to proceed with the Project and the Project would not be feasible without such assistance as set forth in detail in Section 2.1 below; and

**WHEREAS** by Ordinance \_\_\_\_\_ (the "Ordinance") adopted by the Township Council on \_\_\_\_\_, 2021, a copy of which is annexed hereto as Exhibit B, the Council approved the execution of this Financial Agreement; and

**WHEREAS**, pursuant to this Financial Agreement, the Township and the Entity desire to set forth in detail their mutual rights and obligations with respect to the Long-Term Tax Exemption,

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

## **ARTICLE I- GENERAL PROVISIONS**

### **Section 1.1 Governing Law**

This Agreement shall be governed by the provisions of the Exemption Law, the Redevelopment Law, the Ordinance, and all other Applicable Laws, as defined below. It is expressly understood and agreed that the Township expressly relies upon the facts, data, and representations provided by the Entity to the Township contained within the Application (which is attached hereto) in granting this tax exemption. The recitals and Exhibits to this Agreement are hereby incorporated by reference herein as if set forth at length.

### **Section 1.2 General Definitions and Construction**

The recitals and Exhibits to this Agreement are hereby incorporated by reference herein as if set forth at length. Unless specifically provided otherwise or the context otherwise requires, when used in this Agreement, the following terms and phrases shall have the following respective meanings:

- i. **Administrative Fee** – Shall have the meaning specified in Section 4.8 hereof.
- ii. **Agreement or Financial Agreement** – Shall have the meaning specified in the preamble hereof.
- iii. **Allowable Net Profit** (also referred to as “ANP”) – The amount arrived at by applying the Allowable Profit Rate pursuant to the Exemption Law.
- iv. **Allowable Profit Rate** (also referred to as the “APR”) - The greater of twelve (12%) percent or the percentage per annum arrived at by adding one and one-quarter (1.25%) percent to the annual interest percentage rate payable on the Entity's initial permanent mortgage financing for the Project. If the initial permanent mortgage is insured or guaranteed by a governmental agency, the mortgage insurance premium or similar charge, if payable on a per annum basis, shall be considered as interest for this purpose. If there is no permanent mortgage financing or if the financing is internal or undertaken by a related party, the APR shall be the greater of twelve (12%) percent or the percentage per annum arrived at by adding one and one-quarter (1.25%) percent to the prevailing per annum interest rate on mortgage financing on comparable residential rental projects within Essex County.
- v. **Annual Gross Revenue** (also referred to as the “AGR”) – Annual gross revenue of the Entity, which shall include but not be limited to all rents and other receipts paid to the Entity, from whatever source derived. AGR shall specifically exclude: insurance claim payments, tax refunds, Interest Income and Commerical Leasehold Improvement Income. The Entity has considered whether there are any insurance, operating, and maintenance expenses to be paid by a tenant of the Project which are ordinarily paid by a landlord and has concluded that there are none contemplated

at this time. Any gain realized by the Entity on the sale of the Project or any portion thereof, whether or not taxable under federal or State law, shall not be included in computing AGR.

- vi. **Annual Service Charge** (also referred to as the “ASC”) – The total annual amount that the Entity has agreed to pay the Township for municipal services supplied to the Project, which sum is in lieu of any taxes on the Improvements pursuant to the Exemption Law. The Annual Service Charge shall be calculated pursuant to Article IV hereof.
- vii. **Annual Audited Statement** - Shall mean a complete financial statement outlining the financial status of the Project, which shall also include a computation of Net Profit, Allowable Net Profit, and Annual Gross Revenue, prepared annually by the Entity’s certified public accountant. The contents of each Annual Audited Statement shall be prepared in conformity with Generally Accepted Accounting Principles, the Exemption Law, and this Financial Agreement.
- viii. **Applicable Law**: Shall mean any and all federal, state and local laws, rules, regulations, rulings, court orders, statutes and ordinances applicable to the Project, the Redevelopment Area and the Long-Term Tax Exemption.
- ix. **Application** – Shall have the meaning specified in the recitals of this Financial Agreement.
- x. **ASC Commencement Date** – The date that a Certificate of Occupancy has been issued with respect to the Project.
- xi. **Biddleman Property** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xii. **Certificate of Occupancy** - A temporary or permanent certificate of occupancy issued by the appropriate Township official, pursuant to N.J.S.A. 52:27D-133, authorizing the occupancy of a building or any portion thereof.
- xiii. **Commercial Leasehold Improvements** – Shall mean customized modifications made by the Entity to a leased space for the benefit of a commercial tenant. Alterations to the exterior and/or common spaces of the building, or modifications that benefit other tenants in the building shall not be considered Commercial Leasehold Improvements.
- xiv. **Commercial Leasehold Improvement Income** – Shall mean the repayment for Commercial Leasehold Improvements. Rental concessions negotiated between a commercial tenant and the Entity shall not be considered Commercial Leasehold Improvement Income and the AGR shall not be reduced by such concessions.
- xv. **Council** - Shall have the meaning specified in the recitals of this Financial

Agreement.

- xvi. **Days** - Whenever the word “Days” is used to denote time, it shall mean calendar days.
- xvii. **Debt Service** – The amount required to make annual payments of principal and interest or the equivalent thereof on any construction mortgage, permanent mortgage or other financing including returns on institutional equity financing and market rate related party debt for the Project for the Exemption Term.
- xviii. **Default** - A breach or failure of the Township or the Entity to perform any obligation imposed by the terms of this Financial Agreement, or under the Exemption Law, beyond any applicable grace or cure periods set forth in this Financial Agreement.
- xix. **Effective Date** – The date that this Agreement has been executed by both Parties.
- xx. **Entity** – Shall mean the entity specified in the preamble of this Financial Agreement, which shall be qualified as an urban renewal entity under the Exemption Law. Unless the context provides otherwise, it shall also include any Transferee, which shall also be qualified as an urban renewal entity under the Exemption Law as set forth in Section 8.1 hereof.
- xxi. **Excess Net Profits** - The amount of Net Profits that exceeds the Allowable Net Profits (ANP) for the applicable accounting period as determined in accordance with the Exemption Law.
- xxii. **Exemption Law** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xxiii. **Exemption Term** – The period beginning on the ASC Commencement Date and ending on the Termination Date.
- xxiv. **Existing Improvements** – Shall have the meaning specified in Section 4.9 of this Financial Agreement.
- xxv. **Existing Member** - Shall mean the Persons owning membership interests in the Entity as of the date of this Agreement, as set forth in Exhibit B annexed hereto.
- xxvi. **First Interim Agreement Amendment** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xxvii. **Improvements** - Shall mean any building, structure or fixture permanently affixed to the Properties to be constructed and exempt under this Agreement.
- xxviii. **Interest Income** – Shall mean income earned on an intercompany loan between

the Existing Members and the Entity, to the extent such income is earned in connection with a loan related to the ownership, operation and management of the Project.

- xxix. **Interim Agreement** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xxx. **Land** - The land, but not the Improvements, identified on the official tax map of the Township of West Orange as: (i) Block 9, Lot 36 and Block 7, Lot 22, and (ii) Block 9, Lot 32 identified in the Township tax records respectively as: (i) 18 Central Avenue, West Orange, NJ 07068; and (ii) 8-10 Central Avenue or 4-10 Central Avenue, West Orange, NJ 07068, and more particularly described by the metes and bounds description set forth within **Exhibit C** of this Agreement.
- xxxi. **Land Taxes** – Shall mean the amount of real estate taxes assessed on the value of Land.
- xxxii. **Long-Term Tax Exemption** – The long-term tax exemption granted in accordance with the Exemption Law pursuant to this Financial Agreement.
- xxxiii. **Minimum Annual Service Charge** – The amount of the total taxes levied against all real property in the area covered by the Project in the last full tax year in which the area was subject to taxation. The Parties acknowledge and agree that the total taxes levied against all real property in the area covered by the Project in the last full tax year in which the area was subject to taxation was \$74,574.31.
- xxxiv. **Net Profit** - Annual Gross Revenue (AGR) less all operating and non-operating expenses and costs of the Entity, all determined in accordance with Generally Accepted Accounting Principles and the provisions of the Exemption Law.
- xxxv. **Ordinance** – Shall have the meaning specified in the recitals of this Financial Agreement.
- xxxvi. **Party or Parties** – Shall have the meaning specified in the preamble of this Financial Agreement.
- xxxvii. **Payment Default** – Shall have the meaning specified in the Section 5.3 of this Financial Agreement.
- xxxviii. **Project** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xxxix. **Properties** – Shall have the meaning specified in the recitals of this Financial Agreement.
- xl. **Redevelopment Area** – Shall have the meaning specified in the recitals of this

Financial Agreement.

- xli. **Redevelopment Agreement** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xlii. **Redevelopment Law** – Shall have the meaning defined in the recitals of this Financial Agreement.
- xliii. **Redevelopment Plan** – Shall have the meaning defined in the recitals of this Financial Agreement.
- xliv. **Rental Units** – A unit of space within the Project designed to be used as a residence or commercial space and made available for rent to the public.
- xlv. **Second Interim Agreement Amendment** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xlvi. **Secured Party or Secured Parties** – Shall have the meaning defined in Section 8.3(a) of this Financial Agreement.
- xlvii. **Security Arrangements** – Shall have the meaning defined in Section 8.3(a) of this Financial Agreement.
- xlviii. **Selecto-Flash Property** - Shall have the meaning specified in the recitals of this Financial Agreement.
- xlix. **Termination Date** – The earlier to occur of (i) the thirtieth (30<sup>th</sup>) anniversary date of the ASC Commencement Date; or (ii) such other date as this Financial Agreement may terminate pursuant to the terms hereof or pursuant to Applicable Law.
- 1. **Total Project Cost (also referred to as “TPC”)** - The total cost of developing the Project, as calculated in accordance with Section 3(h) of the Exemption Law.
- li. **Township** – Shall have the meaning specified in the preamble of this Financial Agreement.
- lii. **Transfer** – Shall have the meaning specified in Section 8.1 of this Financial Agreement.
- liii. **Transferee** – Shall have the meaning specified in Section 8.1 of this Financial Agreement.

## **ARTICLE II - PROJECT AND PROPERTIES**

### **Section 2.1. Township’s Findings**

(a) **Benefits of Project v. Costs.**

i. The development and construction of the Project as set forth in the Redevelopment Agreement and Redevelopment Plan will be beneficial to the overall community; will achieve the goals and objectives of the Redevelopment Plan; will help revitalize the Properties; will improve the quality of life for the community; will serve as a catalyst for further private investment in areas surrounding the Properties and will enhance the economic development of the Township.

ii. It is anticipated that the development of the Project will create approximately 237 construction jobs over the duration of the construction of the Project, as well as approximately 3 full-time permanent jobs in connection with the Project.

iii. In 2015, last full tax year, prior the Township's acquisition, the Selecto-Flash Property, including the previous improvements therein generated \$55,672.70 in total real estate taxes to all government units. In 2017, last full tax year, prior the Township's acquisition, the Biddleman Property, including the previous improvements therein generated \$18,901.61 in total real estate taxes to all government units. Thus, in total, in the last full tax year for each property, the Properties, including the previous improvements thereon, generated \$74,574.31 in total real estate taxes to all government units. Pursuant to this Financial Agreement, the Project is projected to generate revenue for the Township in excess of the municipal revenue generated by ad valorem taxes in the last full tax year for each property. The Township has determined that the benefits to the Township accruing as a result of the Project, including the revitalization of the Redevelopment Area, and the generation of jobs as described above, will substantially outweigh any costs to the Township resulting from the Long-Term Tax Exemption granted herein.

B. **Importance of Long-Term Tax Exemption.**

The Township's approval of the Long-Term Tax Exemption set forth herein is essential to the success of this Project because:

i. The relative stability and predictability of the Annual Service Charge associated with the Project will make it more attractive to financial institutions whose participation is necessary in order to finance the Project.

ii. The relative stability and predictability of the Annual Service Charge will allow the Entity to provide a high level of maintenance for the Properties and will have a positive impact on the surrounding area and community.

**Section 2.2 Approval of Agreement**

The Township hereby approves a Long-Term Tax Exemption for the Project, which is to be constructed and maintained on the Properties in accordance with the terms and conditions set forth herein, the provisions of the Exemption Law, and other Applicable Law.

**Section 2.3 Approval of the Entity**

The Township hereby approves of the Entity in reliance upon the Entity's representation that its Certificate of Formation contains all the requisite provisions of law, has been reviewed and approved by the Commissioner of the Department of Community Affairs, and has been filed with, as appropriate, the Department of Treasury, all in accordance with N.J.S.A. 40A:20-5.

#### **Section 2.4    Redevelopment of the Properties**

The Entity represents that it will develop and construct the Project in accordance with the terms of the Redevelopment Agreement and the Redevelopment Plan.

#### **Section 2.5    Entity's Relationship to Properties**

The Township is the owner of the Properties as of the effective date of this Agreement. Pursuant to Sections 4.04 and 4.05 of the Redevelopment Agreement, the Township shall transfer title to the Properties to the Entity consistent with the timeframes and requirements set forth therein.

### **ARTICLE III – OWNERSHIP, MANAGEMENT AND CONTROL**

#### **Section 3.1 Entity's Representations, Warranties and Covenants**

(a)    The Entity represents that it shall remain the fee title owner of the Properties throughout the development and construction of same, subject to its right of Transfer in accordance with Section 8.1 hereof and the terms of the Redevelopment Agreement.

(b)    To the extent not otherwise set forth herein, those items required by N.J.S.A. 40A:20-9 to be included in this Financial Agreement are set forth in the Application attached hereto as Exhibit A, which is incorporated herein as if set forth at length, and the Entity represents and warranties as to the accuracy of the contents thereof.

### **ARTICLE IV- TAX EXEMPTION**

#### **Section 4.1    Duration of Tax Exemption**

The Improvements proposed for development and construction within the Project shall be exempt from taxation during the Exemption Term.

#### **Section 4.2    Calculation of Annual Service Charge**

In consideration of the Township granting the Entity the exemption set forth in Section 4.1 of this Financial Agreement, during the Exemption Term, the Entity shall pay to the Township for municipal services supplied to the Project, as provided in the Exemption Law, an Annual Service Charge which shall be equal to the greater of the following:

- (i)    For years 1 through 15 of the Exemption Term, 10% of AGR or the Minimum Annual Service Charge pursuant to Section 4.3 of this Agreement;

- (ii) For years 16 through 27 of the Exemption Term, 11% of AGR or the Minimum Annual Service Charge pursuant to Section 4.3 of this Agreement; and
- (iii) For years 28 through the Termination Date, 11.5% of AGR or the Minimum Annual Service Charge pursuant to Section 4.3 of this Agreement.

#### **Section 4.3 Minimum Annual Service Charge**

Notwithstanding anything to the contrary in this Financial Agreement, including, without limitation, Section 4.2 hereof, the Annual Service Charge for the Project shall not be less than the Minimum Annual Service Charge.

#### **Section 4.4 Land Tax Exemption and Duration.**

The Properties shall be exempt from Land Taxes from the Annual Service Charge Start Date through the expiration or Termination date in accordance with N.J.S.A. 40A:20-12; provided however, that if such exemption of Land Taxes is invalidated by a court of competent jurisdiction, then this Agreement shall remain in full force and effect and shall be reformed to provide that:

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

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

#### **Section 4.5 Quarterly Installments**

The Annual Service Charge or the Minimum Annual Service Charge, as the case may be, shall be paid in quarterly installments on those dates when ad valorem real estate tax payments on other properties within the Township are due, subject to adjustment for over payment or underpayment within thirty (30) days after the close of each calendar year.

#### **Section 4.6 Rights and Obligations Related to Long Term Tax Exemption**

(a) All Annual Service Charge or Minimum Annual Service Charge payments, as the case may be, made pursuant to this Financial Agreement shall be in lieu of taxes and the Township shall have the rights and remedies of tax enforcement granted to a municipality by Applicable Law, including those of in rem tax foreclosure pursuant to N.J.S.A. 54:5-1, just as if said payments constituted regular real property tax obligations on other real properties within the Township.

(b) If the ASC Commencement Date occurs on a date other than the last day of a quarter, the amount of the ASC for such period shall be based on the per diem assessment for such quarter.

#### **Section 4.7 Remittance to County**

The Township shall remit to the County of Essex five percent (5%) of the Annual Service Charge received each year from the Entity, pursuant to N.J.S.A. 40A:20-12(b)(2)(e).

#### **Section 4.8 Administrative Fee**

The Entity shall also pay to the Township no later than December 31 of each year an administrative fee (the "Administrative Fee") in an amount equal to two percent of the Annual Service Charge due for that year, which is permitted by N.J.S.A. 40A:20-9. The amount of the Administrative Fee will be set forth in the annual invoice issued by the Township based upon the estimated ASC for that year, and will be subject to adjustment for under or over payment in the same manner as the ASC upon receipt of the audited financial statement for the applicable year.

#### **Section 4.9 Payments During Construction**

The parties agree that conventional property taxes are due from time to time in accordance with Applicable Law prior to the ASC Commencement Date. During construction, the Entity shall pay Land Taxes and conventional taxes on the existing improvements on the Properties (the "Existing Improvements").

#### **Section 4.10 Assessment Issues.**

Notwithstanding anything else contained herein, the Entity reserves all rights pursuant to Applicable Law with respect to the Township's determination of the value of the Properties and Improvements, including the right to challenge the annual assessments of the value of the Properties and Improvements through an appropriate proceeding.

### **ARTICLE V- DISPUTE RESOLUTION**

#### **Section 5.1 Agreement to Arbitrate**

If the Township or the Entity breaches this Financial Agreement, or a dispute arises between the Parties regarding the terms and provisions set forth herein, then the Parties shall submit the dispute to an arbitrator selected by mutual agreement by the Parties and located in the State of New Jersey, to be resolved in accordance with its rules and regulations in such fashion as to accomplish the purposes of the Exemption Law and this Financial Agreement. The costs of arbitration shall be borne equally by the Parties involved in the arbitration. The award rendered by the arbitrator(s) shall be final, and judgment may be entered upon it in accordance with Applicable Law in any court having jurisdiction. Notwithstanding anything to the contrary set forth in this Agreement, and in accordance with Section 4.6(a), above, the Township shall be entitled to collect any overdue payments of Annual Service Charge in the same manner as it collects overdue

payments of generally applicable real estate taxes and shall not be required to submit such matters to arbitration.

## **Section 5.2 Covenant to Make Payments**

The Entity agrees that the timely payment of the Administrative Fee, the Annual Service Charge (or the Minimum Annual Service Charge, as the case may be) and if applicable, Land Taxes, to the Township, as well as continued compliance with the Applicable Laws, are material conditions of this Financial Agreement. The failure to make any of the aforesaid payments in timely fashion shall constitute both a breach of this Financial Agreement and a tax payment delinquency under Applicable Law.

## **Section 5.3 Notification of Breach Required**

Other than with respect to the nonpayment or late payment of all or a portion of the Administrative Fee, Annual Service Charge (or Minimum Annual Service Charge, as the case may be) and if applicable, Land Taxes (any of the foregoing a "Payment Default"), the Township shall notify the Entity in writing of any breach relating to the terms of this Financial Agreement. If the Entity fails to cure a Payment Default within thirty (30) days of its occurrence, or a breach identified within thirty (30) Days after the actual delivery of such notice by the Township, or within any additional periods to which the Parties may agree to, in writing, the Township may move to invalidate the Long Term Tax Exemption upon thirty (30) Days final written notice to the Entity, which shall inform the Entity that the Long Term Tax Exemption shall terminate due to the breach of the terms of this Financial Agreement. With respect to defaults other than Payment Defaults, the Township shall not unreasonably refuse to grant a reasonable extension of the cure period, not to exceed ninety (90) days after the Notice unless the Township in its sole discretion shall agree to a longer cure period.

## **Section 5.4 Township's Remedies Upon Default**

The Township's remedies upon its declaration of default shall be cumulative and concurrent. No determination under this Financial Agreement shall deprive the Township of its right to proceed against the Entity for the nonpayment of all or a portion of the applicable Land Taxes, Administrative Fee, Annual Service Charge, or Minimum Annual Service Charge, as the case may be, including any arrearage that would accrue in the absence of such determination.

## **Section 5.5 Force Majeure**

Neither Party shall be liable to the other for failure to perform its obligations under this Agreement due to causes that are beyond the reasonable control and not substantially due to the fault or negligence of the party seeking to excuse delay or failure of performance of an obligation hereunder by reason thereof, including, but not limited to, declarations of public emergency; acts of nature (as to weather-related events, limited to severe and unusual events or natural occurrences such as hurricanes, tornadoes, earthquakes, and floods); acts of the public enemy; acts of terrorism; acts of war; fire; epidemics; quarantine restrictions; blackouts, power failures, or energy shortages; governmental embargoes; strikes or similar labor action by equipment or material suppliers or

transporters, or unavailability of necessary building materials. Notwithstanding the foregoing, the payment of the Administrative Fee, Land Taxes, Annual Service Charge and Minimum Annual Service Charge are Material Conditions of this Agreement which shall not be excused by the occurrence of a Force Majeure event.

## **ARTICLE VI- LIMITATION ON PROFITS**

### **Section 6.1 Entity's Covenant of Limitation on Profits**

During the Exemption Term, the Entity's profits shall be limited, according to the provisions of the Exemption Law and the definitions set forth therein. In accordance with Section 15 of the Exemption Law, for any period, taken as one accounting period, commencing on the ASC Commencement Date, and terminating at the end of the last full fiscal year of the Exemption Term, in which the Entity's Net Profits exceed the Allowable Net Profit, the Excess Net Profits shall be paid to the Township as an additional Annual Service Charge within One Hundred Twenty (120) Days of the close of the Entity's fiscal year.

## **ARTICLE VII- TERMINATION OF AGREEMENT AND INSPECTIONS**

### **Section 7.1 Voluntary Termination of the Financial Agreement by Entity**

Pursuant to the Exemption Law, the Entity or any Transferee may at any time after the expiration of one (1) year from the ASC Commencement Date, notify the Township that, as of a certain date designated in the notice, it relinquishes its status as an urban renewal entity under the Exemption Law and that the Entity, or Transferee, has obtained the consent of the Commissioner of the Department of Community Affairs, if required by Applicable Law. As of that date, all of the obligations and requirements contained in this Financial Agreement shall terminate. Notwithstanding the foregoing, such relinquishment shall not impact the obligation of the Entity or the Transferee, as applicable, to make payment of any Administrative Fee, Land Taxes, Annual Service Charge, or Minimum Annual Service Charge that has accrued up to and including the date of Termination, or the obligation of the Entity or the Transferee, as applicable, to perform the final accounting required by the Exemption Law and Section 7.2 below.

### **Section 7.2 Termination and Final Accounting**

Within Ninety (90) Days after the Termination Date, whether by affirmative action of the Entity or by virtue of the provisions of the Applicable Law or pursuant to the terms of this Financial Agreement, the Entity shall provide a final accounting and pay to the Township the reserve, if any, pursuant to N.J.S.A. 40A:20-15, as well as any Excess Net Profits, if any payable as of that date. For purposes of rendering a final accounting, the termination of the Financial Agreement shall be deemed to be the end of the fiscal year for the Entity.

### **Section 7.3 Taxes After Termination Date**

After the Termination Date, the Long-Term Tax Exemption shall expire, and the Properties and the Improvements constructed thereupon shall thereafter be assessed and conventionally taxed

according to Applicable Law as other real property in the Township.

#### **Section 7.4 Rights of Inspection**

Pursuant to a written request, the Entity shall authorize the Township or its representatives to examine the Entity's contracts, records and documents, related to the Project. Such examination shall be made during reasonable business hours, in the presence of a member or agent of the Entity. The Parties agree that ten (10) days written notice shall constitute a reasonable request for inspection. Notwithstanding the foregoing, the Entity may request an extension of time for such examination, up to ten (10) Days. Except to the extent required by Applicable Law, all information and documentation provided hereunder shall remain confidential and not subject to public disclosure.

### **ARTICLE VIII- SALE OR LEASE OF PROJECT**

#### **Section 8.1 Conveyance of Project**

As permitted in N.J.S.A. 40A:20-10, it is understood and agreed that the Township, upon written application by the Entity, will consent to a sale of the Project to another urban renewal entity, qualified and organized under the Exemption Law (hereinafter referred to as a "Transferee"), provided that: (a) in the event that the Project shall not have been completed, the Transferee shall have demonstrated to the reasonable satisfaction of the Township that such Transferee possesses the experience and capitalization to complete the Project; (b) such Transferee owns no other project subject to the Exemption Law at the time of the transfer, (c) the Entity is not then in Default of this Agreement or Applicable Law, and (d) the Transferee assumes the Entity's obligations under this Financial Agreement, and further provided however that any such Transfer shall comply with the provisions of Article 3 of the Redevelopment Agreement, to the extent that such provisions apply at the time of Transfer. Upon a Transferee's assumption of the Entity's obligations under this Financial Agreement, the Long-Term Tax Exemption shall continue to the benefit of the Transferee and any of its Transferees.

A Transfer under this Section 8.1 shall not include the leasing of any Rental Units to any third-party end user.

#### **Section 8.2 Obligations of Entity and Transferee After Conveyance**

If the Entity Transfers the Project to a Transferee pursuant to Section 8.1 hereof, then the Entity shall be absolutely discharged from any further obligations regarding the Project and shall be qualified to undertake another project pursuant to the Exemption Law. Within ninety (90) Days after the date of a Transfer, the Entity shall pay to the Township any Excess Net Profits payable to the Township pursuant to this Financial Agreement and the Exemption Law.

#### **Section 8.3 Collateral Assignment**

It is expressly understood and agreed that the Entity has the right, to the extent permitted by the Exemption Law and the Redevelopment Agreement, to encumber and/or assign the fee title

to the Properties and/or Improvements for purposes of (i) financing the design, development and construction of the Project and (ii) permanent mortgage financing.

(a) The Township acknowledges that the Entity and/or its affiliates intend to obtain secured financing in connection with the acquisition, development and construction of the Project. The Township agrees that the Entity and or its affiliates may, subject to compliance with Article 7 of the Redevelopment Agreement (if still in effect), and the Exemption Law, assign, pledge, hypothecate or otherwise transfer its rights under this Agreement and/or its interest in the Project to one or more secured parties or any agents therefore (each, a “**Secured Party**” and collectively, the “**Secured Parties**”) as security for obligations of the Entity, and/or its affiliates, incurred in connection with such secured financing (collectively, the “**Security Arrangements**”). The Entity shall give the Township written notice of any such Security Arrangements, together with the name and address of the Secured Party or Secured Parties. Failure to provide such Notice waives any requirement of the Township hereunder to provide any notice of Default or notice of intent to enforce its remedies under this Agreement.

(b) If the Entity shall Default in any of its obligations hereunder, the Township shall give written notice of such Default to the Secured Parties and the Township agrees that, in the event such Default is not waived by the Township or cured by the Entity, its assignee, designee or successor, within the period provided for herein, before exercising any remedy against the Entity hereunder, the Township will provide the Secured Parties not less than fifteen (15) days from the date of such written notice to the Secured Parties with regard to a Payment Default by the Entity, and ninety (90) days from the date the Entity was required to cure any other Default.

(c) To the extent permitted by the Exemption Law, and subject to compliance with Article 3 and Article 7 of the Redevelopment Agreement (if still in effect), in the absence of a Default by the Entity, the Township agrees to consent to any collateral assignment by the Entity to any Secured Party or Secured Parties of its interests in this Agreement and to permit each Secured Party to enforce its rights hereunder and under the applicable Security Arrangement and shall, upon request of the Secured Party, execute such documents as are typically requested by secured parties to acknowledge such consent. This provision shall not be construed to limit the Township’s right to payment from the Entity, nor shall the priority of such payments be affected by the Secured Party exercising its rights under any applicable Security Arrangement.

## **ARTICLE IX- ENTITY’S COVENANTS AND REPRESENTATIONS**

### **Section 9.1 Management and Operation**

Subject to its right to Transfer pursuant to Section 8.1 of this Financial Agreement, the Entity represents and covenants that it will own and operate the Project.

### **Section 9.2 Computation of Gross Revenue**

The Entity shall calculate the Annual Gross Revenue in accordance with the Exemption Law and this Financial Agreement and the computation of Annual Gross Revenue shall be shown on the Entity's Annual Audit Statement.

### **Section 9.3 Annual Audit Report**

For so long as the Entity owns the Project and within ninety (90) Days after the close of each fiscal or calendar year (depending on the Entity's accounting basis) that this Financial Agreement shall continue in effect, the Entity shall submit to the Mayor of the Township, the Township Council and the New Jersey Division of Local Government Services within the New Jersey Department of Community Affairs, its Annual Audited Statement for the preceding fiscal or calendar year in accordance with the Exemption Law. The report shall clearly identify and calculate the Net Profit for the Entity during the previous fiscal year. The Entity assumes all costs associated with preparation of the Annual Audited Statements. Except to the extent required by Applicable Law, all financial information provided hereunder shall remain confidential and not subject to public disclosure.

### **Section 9.4 Total Project Cost Audit**

Within ninety (90) days after a final Certificate of Occupancy is issued for the Project, the Entity shall submit to the Mayor and Council, an audit of Total Project Cost, certified as to actual construction costs by the Entity's architect.

## **ARTICLE X - MISCELLANEOUS PROVISIONS**

### **Section 10.1 Governing Law**

This Financial Agreement shall be governed by the provisions of Applicable Law including but not limited to the Exemption Law.

### **Section 10.2 Oral Representation**

Neither Party hereto has made any oral representation that is not contained in this Financial Agreement. This Financial Agreement and the Projections, including all of the Exhibits attached and annexed thereto, constitute the entire Financial Agreement by and between the Parties.

### **Section 10.3 Modification**

There shall be no modification of this Financial Agreement except by virtue of a written instrument executed by and between both Parties.

### **Section 10.4 Notices**

All notices required hereunder shall be sent by certified mail, return receipt requested, or by recognized overnight courier, with proof of delivery, or by facsimile transmission or an email transmission (with a hard copy and a transmission confirmation sent by a recognized overnight national carrier service for next business day delivery) addressed as follows:

a) When sent by the Township to the Entity:

Joseph Alpert  
c/o The Alpert Group, LLC  
1 Parker Plaza  
Fort Lee, New Jersey 07024  
jalpert884@aol.com

With a copy to:

William C. Sullivan, Jr., Esq.  
Scarinci Hollenbeck  
1100 Valley Brook Avenue  
P.O. Box 790  
Lyndhurst, NJ 07071  
wsullivan@sh-law.com

b) When sent by the Entity to the Township:

Township of West Orange  
66 Main Street  
West Orange, New Jersey 07052  
ATTN: Mayor Robert D. Parisi

With a copy to:

Richard D. Trenk, Esq., Township Attorney  
Trenk Isabel P.C.  
7290 W. Mt. Pleasant Avenue,  
Suite 2350  
Livingston, New Jersey 07039

And to:

Karen J. Carnevale  
Office of the Township Clerk  
Township of West Orange  
66 Main Street  
West Orange, New Jersey 07052

In addition, if the Entity delivers formal written notice to the Township in accordance with this Agreement, of the name and address of Entity's mortgagee, then the Township shall provide such mortgagee with a copy of any notice required to be sent to the Entity. Any notice given by an attorney for a party shall be effective for all purposes.

**Section 10.5 Severability**

If any term, covenant or condition of this Financial Agreement shall be judicially declared to be invalid or unenforceable, the remainder of this Financial Agreement or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each term, covenant or condition of this Financial Agreement shall be valid and be enforced to the fullest extent permitted by Applicable Law.

If any portion of this Financial Agreement shall be judicially declared to be invalid and unenforceable and provided that a default has not been declared pursuant to this Financial Agreement, the Parties shall cooperate with each other to take the actions reasonably required to restore the Financial Agreement in a manner contemplated by the Parties, including, but not limited to the authorization and amendment of this Financial Agreement in a form reasonably drafted to effectuate the original intent of the Parties.

#### **Section 10.6 Good Faith**

The Entity and the Township agree to act in good faith in all of their dealings with each other.

#### **Section 10.7 Certification**

The Township Clerk shall certify to the Township Tax Assessor, pursuant to the Exemption Law, that this Financial Agreement entered into by the Township and the Entity has been entered into and is in effect pursuant to the Exemption Law. The delivery by the Township Clerk to the Township Tax Assessor of a certified copy of the Ordinance shall constitute the required certification. Upon the delivery of the certification as required hereunder, the Township Tax Assessor shall implement the Long-Term Tax Exemption and continue to enforce the Long Term Tax Exemption without further certification by the Township Clerk until the Termination Date. Further, within ten (10) days of the execution of this Financial Agreement, the Township Clerk shall provide a copy of the Financial Agreement and the Ordinance authorizing the same to the Essex County Counsel and the Essex County Chief Financial Officer for informational purposes in accordance with P.L. 2015, c. 247, Section 1, as codified in N.J.S.A. 40A:20-12

#### **Section 10.8 Exhibits**

This Financial Agreement in its proposed form appears as an attachment to the Application at **Exhibit A**. This Financial Agreement along with each Exhibit attached and annexed hereto is incorporated into the Application.

#### **Section 10.9 Recording**

This Agreement, or a memorandum of this Agreement, may be filed and recorded with the Essex County Clerk by the Entity, and same may be discharged by the Entity or the Township upon the Termination Date.

#### **Section 10.10 Counterparts**

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

#### **Section 10.11 Estoppel Certificate**

Within thirty (30) days following written request therefor by the Entity, or any mortgagee or other party having an interest in the Project, the Township shall issue a signed estoppel certificate in reasonable form stating that (i) this Financial Agreement is in full force and effect, (ii) to the best of the Township's knowledge, no default has occurred under this Agreement (nor any event which, with the passage of time and/or the giving of notice would result in the occurrence of a default) or stating the nature of any default, and (iii) stating any such other reasonable information as may be requested.

*[Signature Page Follows]*

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

**18 CENTRAL AVENUE URBAN RENEWAL, LLC,**  
a New Jersey limited liability company and  
urban renewal entity

Dated: 5/18/21

By: \_\_\_\_\_

Name: Joseph Alpert  
Title: Owner

#### ACKNOWLEDGEMENT

STATE OF New Jersey )  
COUNTY OF Bergen )

SS.:

Be it remembered that on the 18<sup>th</sup> day of May, 2021, Joe Alpert personally appeared before me, and this person acknowledged under oath, to my satisfaction that:

- (a) he is the Owner of the 18 Central Avenue Urban Renewal, LLC, the limited liability company named as Entity in the attached Financial Agreement;
- (b) he is authorized to execute the attached Financial Agreement on behalf of the Entity;
- (c) he executed the attached Financial Agreement on behalf of and as the act of the Entity; and
- (d) the attached Financial Agreement was signed and made by the Entity as its duly authorized and voluntary act.

Notary \_\_\_\_\_

*Joyce E. Atkinson*

**JOYCE E. ATKINSON**  
Notary Public  
New Jersey

My Commission Expires March 22, 2022  
License #: 2418921

**TOWNSHIP OF WEST ORANGE**

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

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

APPROVED AS TO FORM AND LEGALITY

\_\_\_\_\_  
Richard D. Trenk, Esq., Municipal Attorney

ATTEST:

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

**EXHIBIT A – TO FINANCIAL AGREEMENT**  
**LONG TERM TAX ABATEMENT APPLICATION**

**EXHIBIT B – TO FINANCIAL AGREEMENT**  
**ORDINANCE**

**EXHIBIT C – TO FINANCIAL AGREEMENT**  
**PROPERTY DESCRIPTION**

# Exhibit “A”

Township of West Orange

66 Main St

West Orange, NJ 07052

Long Term Tax Abatement Application

8-10, 18 Central Avenue

Submitted by:

18 Central Avenue Urban Renewal LLC

c/o The Alpert Group

One Parker Plaza

Fort Lee, NJ 07024

## II. Developer Identification:

A. Name of Developer Company:

18 Central Avenue Urban Renewal LLC

B. Address:

c/o The Alpert Group  
One Parker Plaza  
Fort Lee, NJ 07024

C. Contact Numbers:

1. Phone: 201-886-7800
2. Fax: 201-886-7806
3. Email: Joe@TheAlpertGroup.com

D. Federal Tax Identification Number:

86-3092363

E. Disclosure of Ownership:

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

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

F. Certificate of Incorporation:

Please provide a copy of the approved certificate of incorporation of the entity applying for the abatement. Also include a copy of the certificate of approval of the urban renewal entity issued by the NJ Department of Community Affairs. Attach these documents as Exhibit 2.

G. Authorization to Submit Application:

Please provide a certified copy, with company seal, of the company resolution authorizing submission of the application in the form provided as Exhibit 3 of this application.

### III. Project Description:

#### A. Ownership Structure:

☒ Conventional (Fee Simple) ☐ Condominium

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

☒ Residential ☐ Retail ☐ Office ☐ Manufacturing ☐ Warehousing

☐ Other (Specify) \_\_\_\_\_

#### C. Marketing Expectation:

☐ For Sale ☒ For Lease

#### D. Project Location:

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

Address #1: 8-10, 18 Central Avenue

Use additional sheets if necessary

##### 2. Provide all tax lots that comprise the project site:

Block 9 Lots: 32 + 36

Block 7 Lot 22

Use additional sheets if necessary

3. Metes and Bounds Description:

Please attach the metes and bounds description of the project site as Exhibit 4 of this application.

4. Survey:

Please attach survey of the project site as Exhibit 5 of this application. If a survey has not yet been completed, a plotting on the official tax map may be provided at this time. A certified survey will be required prior to execution of any financial agreement.

E. Narrative Description of Project:

Provide a narrative description of the project, including the height and bulk of proposed improvements, type of construction materials to be used and expected square foot area of each proposed use. Include maps, renderings and other graphic materials if available. Attach this description as Exhibit 6 of this application.

F. Current Conditions:

Provide a brief description of any improvements as may be in place currently on the project site and indicate which if any are expected to be reused as part of the project. Attach this description as Exhibit 7 of this application.

G. Site Plan Approval:

Provide a copy of the resolution of the Planning Board providing final site plan approval for the project. Attach the resolution as Exhibit 8 of this application

H. Estimated Project Cost:

Provide a detailed estimate of the projected cost of the project. Attach this estimate as Exhibit 9 of this application.

I. Project Financing Plan:

1. Provide a detailed explanation of the expected method by which the project will be financing, indicating the amount of equity to be contributed and its source, all public loans and/or grants that are to be used and all private sources of capital. Attach this explanation as Exhibit 10 of this application.

2. Private Financing Commitments: Provide certified copies of any and all letters from public or private sources of capital indicating a commitment to make funds available for the project. Attach these letters as Exhibit 11 of this application.

J. Project Schedule:

Attach a detailed schedule of the key milestone dates in the approval and implementation of the project as Exhibit 12 of the application.

K. Statement of Project Benefits:

Provide a detailed analysis of the benefits that would be provided as a result of the implementation of the project. At a minimum, include a projection of the number and type of construction jobs to be created, the number and type of permanent jobs to be created and the amount of municipal revenue to be generated by the project through the payment of taxes, payments-in-lieu of taxes, water and sewer fees and any other municipal payments. Attach the description as Exhibit 13 of the application.

L. Affirmative Action Plan:

Please provide a description of the steps that the project will take to insure compliance with the City's requirements for Affirmative Action and Local Source Hiring. Attach the description as Exhibit 14 of the application.

#### IV. Abatement Information:

A. Abatement Basis Requested: (check one)

☒ Annual Gross Revenue (non-condominium)      ☐ Project Cost

☐ Annual Gross Revenue (Condominium; Imputed debt service method)

B. Term Requested:

30 Years

C. Proposed Rates and Phases:

| <u>Starting Year</u> | <u>Ending Year</u> | <u>Rate</u> | <u>Minimum</u>   |
|----------------------|--------------------|-------------|------------------|
| 1                    | 15                 | 10%*        |                  |
| 16                   | 21                 | 10%         | AGR or 20% OAT** |
| 22                   | 27                 | 10%         | AGR or 40% OAT   |
| 28                   | 29                 | 10%         | AGR or 60% OAT   |
| 30                   | 30                 | 10%         | AGR or 80% OAT   |

\* Annual Gross Revenue

\*\* Otherwise Applicable Taxes

D. Form of Financial Agreement:

Attach the proposed form of the financial agreement as Exhibit 15 of the application. Please note that the final financial agreement must include the sealed certification of the project architect as to the final project cost.

## V. Representations and Certifications:

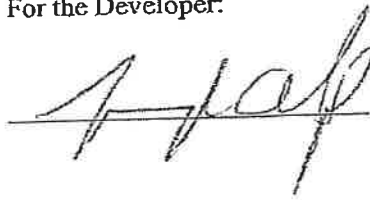
In submitting the application, the Developer certifies that all of the information is true and accurate to the best of his or her knowledge and further certifies to the following:

- A. The project conforms to the Redevelopment Plan that is in effect for the area that includes the project site and with any Redevelopment Agreement as may be in place between the City and the Developer.
- B. The project will conform to all Federal and state laws and to all applicable municipal ordinances.
- C. The Developer will comply with the City's requirements regarding affirmative Action and Local Source Hiring.
- D. Construction of the project has not commenced as of the time of the submission of this application. Construction of the project shall not commence until after the approval and execution of the financial agreement between City and the Developer.
- E. No officer or employee of the City has any interest, directly or indirectly, in the project that is the subject of this application.

## VI. Signatures

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

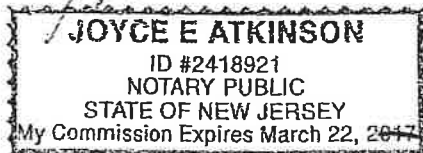
For the Developer:



4/7/21

Date

Please notarize here or  
provide attestation and  
seal of corporate secretary



2022

List of Exhibits

| <u>Exhibit #</u> | <u>Description</u>                               |
|------------------|--------------------------------------------------|
| 1                | Disclosure of Ownership                          |
| 2                | Certificates of Incorporation and DCA Approval   |
| 3                | Resolution Authorizing Submission of Application |
| 4                | Metes and Bounds Description                     |
| 5                | Survey                                           |
| 6                | Narrative Description of Project                 |
| 7.               | Description of Current Conditions                |
| 8.               | Site Plan Approval Resolution                    |
| 9                | Estimated Project Cost                           |
| 10               | Project Financing Plan                           |
| 11               | Private Financing Commitments                    |
| 12               | Project Schedule                                 |
| 13               | Summary of Project Benefits                      |
| 14               | Affirmative Action Plan                          |
| 15               | Form of Financial Agreement                      |

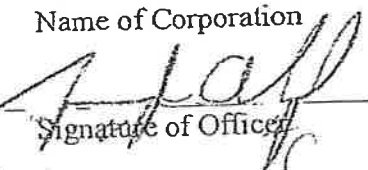
EXHIBIT 1

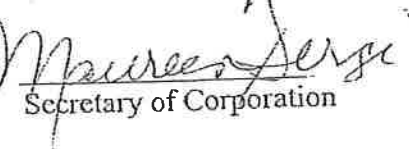
DISCLOSURE OF OWNERSHIP  
(for use by Corporations)

I. Principals (list all owners of 10% or more of stock)

| <u>Name</u>            | <u>Home Address</u>              | <u>Title</u> | <u>%Owned</u> |
|------------------------|----------------------------------|--------------|---------------|
| Joseph Alpert          | One Parker Plaza Fort Lee, NJ    | Member       | 50%           |
| Ironstate Holdings LLC |                                  | Member       | 50%           |
| David Barry            | 50 Washington Street Hoboken, NJ |              | 50%           |
| Michael Barry          | 50 Washington Street Hoboken, NJ |              | 50%           |
|                        |                                  |              |               |
|                        |                                  |              |               |
|                        |                                  |              |               |
|                        |                                  |              |               |

Name of Corporation

By:  4/7/21  
 Signature of Officer Date

Attested by:  4/7/21  
 Secretary of Corporation Date

(Affix Corporate Seal)

## EXHIBIT 2

NEW JERSEY DEPARTMENT OF THE TREASURY  
DIVISION OF REVENUE AND ENTERPRISE SERVICES

**CERTIFICATE OF FORMATION**

**18 CENTRAL AVENUE LLC**  
**0450631129**

The above-named DOMESTIC LIMITED LIABILITY COMPANY was duly filed in accordance with New Jersey State Law on 04/06/2021 and was assigned identification number 0450631129. Following are the articles that constitute its original certificate.

1. **Name:**  
18 CENTRAL AVENUE LLC
2. **Registered Agent:**  
JOSEPH ALPERT
3. **Registered Office:**  
C/O THE ALPERT GROUP  
ONE PARKER PLAZA  
FORT LEE, NEW JERSEY 07024
4. **Effective Date of this Filing is:**  
04/06/2021

**Signatures:**

DAVID J. RITTER, ESQ.  
AUTHORIZED REPRESENTATIVE



Certificate Number : 4133061023

Verify this certificate online at

[https://www1.state.nj.us/TYTR\\_StandingCert/USP/Verify\\_Cert.jsp](https://www1.state.nj.us/TYTR_StandingCert/USP/Verify_Cert.jsp)

*IN TESTIMONY WHEREOF, I have  
hereunto set my hand and  
affixed my Official Seal  
6th day of April, 2021*

A handwritten signature in cursive script, appearing to read "Elizabeth Maher Muoio".

Elizabeth Maher Muoio  
State Treasurer

NEW JERSEY DEPARTMENT OF COMMUNITY AFFAIRS  
DIVISION OF CODES AND STANDARDS  
BUREAU OF HOMEOWNER PROTECTION  
PO BOX 805  
TRENTON, NEW JERSEY 08625-0805

URBAN RENEWAL ENTITIES  
DISCLOSURE INFORMATION

Instructions for Completion: You have filed an application for approval of an urban renewal entity pursuant to the Long Term Tax Exemption Law (N.J.S.A. 40A:20-1 et seq.). In order for us to process the application, we require that you provide the following information and forward this form to the above address or fax it to (609)292-2839. This form must be completed prior to Division approval of the entity. If you have any questions, please call Karen Schwacha at (609)984-5831.

Name of Urban Renewal Entity: 18 Central Avenue Urban Renewal LLC

**SECTION 1: TYPE OF APPROVAL REQUESTED (check one):**

☐ Original certificate (of incorporation, limited partnership, formation, etc.)

☒ Amendment to original certificate (of incorporation, limited partnership, formation, etc.). Note: In the case of amendments, please forward a copy of original certificate marked "filed, State Treasurer" or "filed, Secretary of State" with this form.

☐ Other (please specify) \_\_\_\_\_

**SECTION 2: PROJECT INFORMATION**

Project Name: Selecto Flash Apartments

Project Street Address: 8-10, 18 Central Avenue

Project Block Number(s) 9 Project Lot Numbers 32 + 36

Municipality in which the Project is located West Orange

County in which the Project is located Essex

**SECTION 3 (for project listed in SECTION 2.)**

(Check one)

☐ 1. This project is solely a commercial project (with no housing units) developed in a redevelopment area pursuant to a municipal redevelopment plan.

-next-

URBAN RENEWAL ENTITIES  
DISCLOSURE INFORMATION, PAGE 2

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

**SECTION 3 (cont.)**

☒ 2. This project consists solely of market rate housing units developed in a redevelopment area pursuant to a municipal redevelopment plan.

NOTE: If you checked 1 or 2, complete **SECTIONS 4, 6, and 7.**

☐ 3. The project consists of low and moderate income housing units, which may include senior citizen low and moderate income housing units.

NOTE: If you checked 3, complete **SECTION 5, 6, and 7.**

☐ 4. This project consists of mixed uses.

Specify type:

☐ Market rate and low and moderate income housing.

☐ Commercial and market rate housing.

☐ Commercial and low and moderate income housing.

☐ Other (please describe) \_\_\_\_\_

NOTE: If you checked 4, complete **SECTIONS 4, 5, 6, and 7.**

**SECTION 4: REDEVELOPMENT PLAN INFORMATION**

Name of Municipal Redevelopment Agency Township of West Orange

Citation of municipal ordinance adopting the redevelopment plan Ordinance 34-2007

For housing projects, complete the following:

Specify type and number of units as applicable:

☐ Condominium units \_\_\_\_\_

☒ Market rate rental 94

☐ Low and moderate income in mixed use projects \_\_\_\_\_

☐ Senior citizen in mixed use projects \_\_\_\_\_

☐ Other (please specify) \_\_\_\_\_

Total number of units 94

**SECTION 5: PROJECT FUNDING SOURCES**

The low and moderate income housing project will be financed or insured by which of the following (check all applicable):

☐ Private funds (Please specify) \_\_\_\_\_

☐ State or Federal financing or insuring agencies (Please specify below) \_\_\_\_\_

☐ Other (Please specify) \_\_\_\_\_

-next-

URBAN RENEWAL ENTITIES  
DISCLOSURE INFORMATION, PAGE 3

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

**SECTION 5: PROJECT FUNDING SOURCES (cont.)**

State or Federal Financing or Insuring Agencies for the Project (check all that apply):

NJ Department of Community Affairs:

- ☐ Neighborhood Preservation Balanced Housing  
☐ Downtown Living Initiative Program  
☐ HOME – Housing Production Investment Fund  
☐ HOME – Neighborhood Preservation  
☐ HOME – Rental Rehabilitation

NJ Housing and Mortgage Finance Agency:

- ☐ NJ Community Housing Demo Program (developmental disabilities)  
☐ NJ Supportive Housing Program  
☐ Shared Residence Rental Housing Program (community residence)  
☐ Transitional Housing Revolving Loan Program  
☐ Multifamily Rental Housing Program  
☐ Public Housing Construction and Permanent Loan Program  
☐ Rental Housing Incentive Finance Fund  
☐ 100% Mortgage Program  
☐ Urban Home Ownership Recovery Program  
☐ Low-Income Housing Tax Credit Allocation Program

NJ Redevelopment Authority:

- ☐ NJ Urban Site Acquisition Program

US Department of Housing and Urban Development (HUD)

- ☐ Section 811 Supportive Housing for Persons with Disabilities  
☐ Section 202 Supportive Housing for the Elderly  
☐ HOPE VI Grants  
☐ HOME Program

US Department of Agriculture

- ☐ Rural Resources Administration (formerly Farmers' Home Administration)

☐ Other (Please specify) \_\_\_\_\_

List the information of the State or Federal financing or insuring agency's contact person:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Department/Agency: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number \_\_\_\_\_

-next-

URBAN RENEWAL ENTITIES  
DISCLOSURE INFORMATION, PAGE 4

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

**SECTION 6: PROJECT CONSTRUCTION/OWNERSHIP**

☒ 1. The project is new construction.

☐ 2. An existing project is being rehabilitated.  
If rehab, specify name of individual, entity, etc. who is the current owner of the project.

☐ 3. Ownership of an existing project is being transferred to the new urban renewal entity.  
If transfer, specify name of individual, entity, etc. from whom the project is being or has been transferred.

Is the transferor entity a limited dividend corporation or association, established pursuant to the Limited Dividend and Nonprofit Housing Corporations and Associations Law, N.J.S.A. 55:16-1 et seq.? (yes or no) \_\_\_\_\_

Is the transferor entity an existing urban renewal entity established pursuant to the Long Term Tax Exemption Law, N.J.S.A. 40A:20-1 et seq.? (yes or no) \_\_\_\_\_

☒ 4. Has this project caused or will this project cause displacement of individuals or businesses? (yes or no) No

**SECTION 7: CERTIFICATION**

NOTE: This certification must be completed by an individual authorized to execute the certificate of incorporation (incorporator), the certificate of limited partnership (general partner), or other similar certificate or statement as may be required by law.

**CERTIFICATION**

I attest that the information stated herein is truthful and accurate to the best of my knowledge and understand that failure to fully and accurately disclose any information may delay processing the application while the Department investigates the application and project. Further, I understand that any project of the urban renewal entity may be subject to additional Department review and approval, pursuant to the requirements of the Limited Dividend and Nonprofit Corporations or Associations Law, N.J.S.A. 55:16-1 et seq., the Long Term Tax Exemption Law, N.J.S.A. 40A:20-1 et seq., and/or rules governing Limited Dividend and Nonprofit Housing Corporations and Associations and Urban Renewal Entities, N.J.A.C. 5:13-1 et seq.

Sworn to me and subscribed before me this 6<sup>th</sup>  
day of (mo/day/year) April 2021

X [Signature]  
(authorized individual's signature)

[Signature]  
(notary public/attorney)

Joseph Alperi  
(print name of authorized individual)

Rev. 6/2011

**JOYCE E. ATKINSON**  
Notary Public  
New Jersey  
My Commission Expires March 22, 2022  
License #: 2418921

EXHIBIT 3

FORM OF CERTIFIED CORPORATE RESOLUTION

PLEASE TAKE NOTICE that a meeting of the Board of Directors of the  
18 Central Avenue Urban Renewal LLC was held at 10 A.M. on 4/7/21  
(Name of Corporation) P.M. (Date)  
at One Parker Plaza Fort Lee NJ 07024  
(Address)

at which time the following RESOLUTION was unanimously adopted:

RESOLVED that this Corporation is authorized to submit an application to the City of Orange Township ("Orange") for the provision of a long term tax abatement.

BE IT FURTHER RESOLVED that if this Corporation's application is accepted by Orange, the President of this Corporation is authorized to execute and deliver on its behalf, a contract with Orange, substantially in the form attached to the application, with such changes thereto as may be negotiated by the parties.

The undersigned Secretary of this Corporation hereby certifies that the foregoing Resolution was lawfully adopted by the Board of Directors of this Corporation on the date set forth above, that the foregoing Resolution is a true, accurate and complete copy of the Resolution so adopted and placed in the Corporation's records, and that they are in full force and effect as of the date hereof.

[Signature] 4/7/21  
Secretary Date

(Affix Corporate Seal)

EXHIBIT 4

# NOTICE OF SETTLEMENT

---

## SCHEDULE A Legal Description

**File #: 18-058581-AFW-WC**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE, LYING AND BEING IN THE Township of West Orange, IN THE COUNTY OF Essex, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING IN THE SOUTHERLY LINE OF CENTRAL AVENUE AT A POINT THEREIN DISTANT 125 FEET EASTERLY FROM THE EASTERLY LINE OF VALLEY ROAD; RUNNING THENCE

1) ALONG THE LINE OF SAID CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST 100 FEET; THENCE

2) SOUTH 38 DEGREES 20 MINUTES WEST 216.47 FEET TO THE LINE OF LANDS FRONTING ON MITCHELL STREET; THENCE

3) ALONG THE LINE OF SAID LANDS NORTH 56 DEGREES 27 MINUTES WEST 109.64 FEET; THENCE

4) NORTH 40 DEGREES 41 MINUTES EAST 225.78 FEET TO THE POINT AND PLACE OF BEGINNING.

**FOR INFORMATIONAL PURPOSES ONLY:** ALSO BEING KNOWN AS TAX LOT 32 IN TAX BLOCK 9 ON THE OFFICIAL TAX MAP OF THE Township of West Orange, Essex COUNTY, STATE OF NJ.

# Westcor Land Title Insurance Company

## SCHEDULE A (Continued) LEGAL DESCRIPTION

File No. 16AFCW-054315

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

### PARCEL ONE:

BEGINNING AT A POINT IN THE SOUTHERLY SIDE OF CENTRAL AVENUE DISTANT SOUTHEASTERLY 225 FEET FROM THE EASTERLY SIDE OF VALLEY ROAD; THENCE

- (1) ALONG SAID SOUTHERLY LINE OF CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST, 205.66 FEET TO LANDS NOW OR FORMERLY OF BRISTOW; THENCE
- (2) ALONG SAID LINE OF LANDS NOW OR FORMERLY OF BRISTOW, SOUTH 38 DEGREES 20 MINUTES WEST, 199.27 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE
- (3) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY AND LANDS FRONTING ON MITCHELL STREET, NORTH 56 DEGREES 27 MINUTES WEST, 206.31 FEET; THENCE
- (4) NORTH 38 DEGREES 20 MINUTES EAST, 216.47 FEET TO THE AFORESAID SOUTHERLY SIDE OF CENTRAL AVENUE, THE POINT AND PLACE OF BEGINNING.

### PARCEL TWO:

BEGINNING AT A POINT IN THE NORTHERLY SIDE OF MITCHELL STREET, DISTANT SOUTHEASTERLY 337.71 FEET FROM THE EASTERLY SIDE LINE OF VALLEY ROAD; THENCE RUNNING

- (1) ALONG SAID NORTHERLY SIDELINE OF MITCHELL STREET, SOUTH 54 DEGREES 13 MINUTES EAST, 96.99 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE
- (2) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY, NORTH 35 DEGREES 46 MINUTES EAST, 164.70 FEET TO A POINT; THENCE
- (3) NORTH 56 DEGREES 27 MINUTES WEST, 95.15 FEET TO A POINT; THENCE
- (4) SOUTH 36 DEGREES 27 MINUTES WEST, 161.01 FEET TO THE AFORESAID NORTHERLY SIDE OF MITCHELL STREET, THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 36 IN BLOCK 9 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

# Westcor Land Title Insurance Company

## **SCHEDULE A** *(Continued)* **LEGAL DESCRIPTION**

File No. 16AFCW-054314

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING ON THE SOUTHERLY SIDE OF MITCHELL STREET AT A POINT THEREIN DISTANT 216 FEET 9 INCHES WESTERLY FROM THE CENTER OF THE KEYSTONE OF THE ARC OF THE BRIDGE OVER THE BROOK; THENCE

- (1) ALONG SAID MITCHELL STREET, NORTH 53 DEGREES 45 MINUTES WEST, 70 FEET TO THE CORNER OF SAID MITCHELL AND TOMPKINS STREETS; THENCE
- (2) ALONG SAID TOMPKINS STREET, SOUTH 36 DEGREES 30 MINUTES WEST, 100 FEET; THENCE
- (3) AT RIGHT ANGLES TO SAID TOMPKINS STREET, 53 DEGREES 30 MINUTES EAST, 70 FEET; THENCE
- (4) PARALLEL WITH SAID TOMPKINS STREET, NORTH 36 ½ DEGREES EAST, 100 FEET TO THE BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 22 IN BLOCK 7 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

EXHIBIT 5

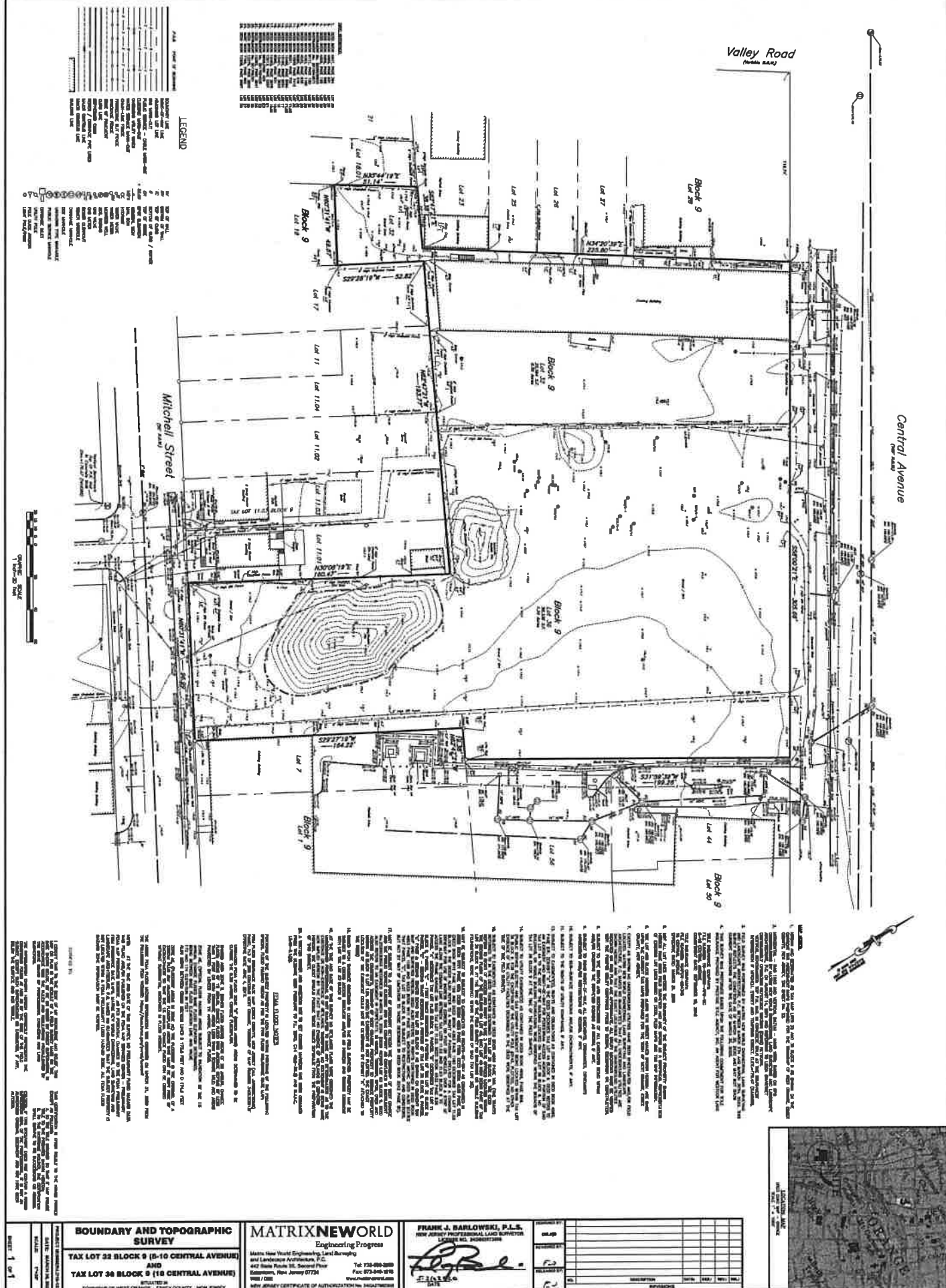


EXHIBIT 6

## **18 Central Avenue Project Description**

The 18 Central Avenue project will create 94 units of new market rate multifamily, rental housing for families.

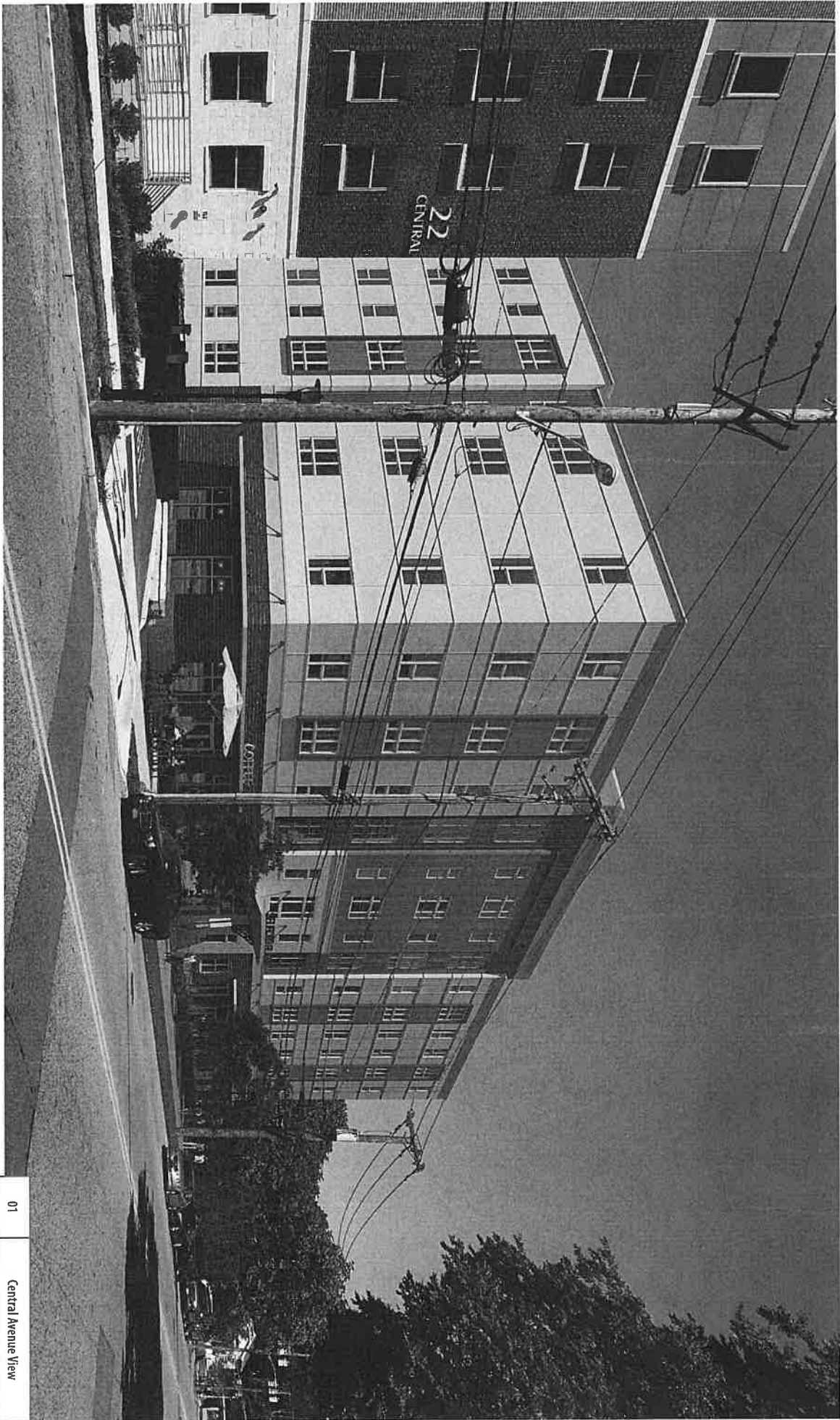
The 18 Central Avenue project will be located at 8-10, 18 Central Avenue in the City of West Orange in Essex County. Development of the project will contribute to the other revitalization initiatives underway in the surrounding area including the opening and beautification of the East Branch of the Rahway River and redevelopment of the Valley neighborhood as a vibrant mixed-use residential neighborhood and arts district. The site is also ideally situated three blocks from the Highland Rail Station.

The Alpert Group LLC is the developer and property manager for the 18 Central Avenue project. The Alpert Group, LLC is a third generation, family owned and operated full-service real estate management and development company based in Fort Lee. Since it's founding over 40 years ago, the company has developed over 3,000 units in new construction and adaptive reuse housing projects. Currently, The Alpert Group owns and manages a portfolio of over 2,500 units. The Alpert Group has extensive experience working with the requirements of municipal, state, and federal affordable housing programs such as local Affordable Housing Trust Funds, HOME, Section 8 Rehabilitation, and the low income housing tax credit program.

Other development team members for the 18 Central Avenue Project include Kitchen Associates (Architect), Brach Eichler (Attorney), and Monarch Housing Associates (Housing Development Consultant). The project general contractor will be selected through a bidding process.

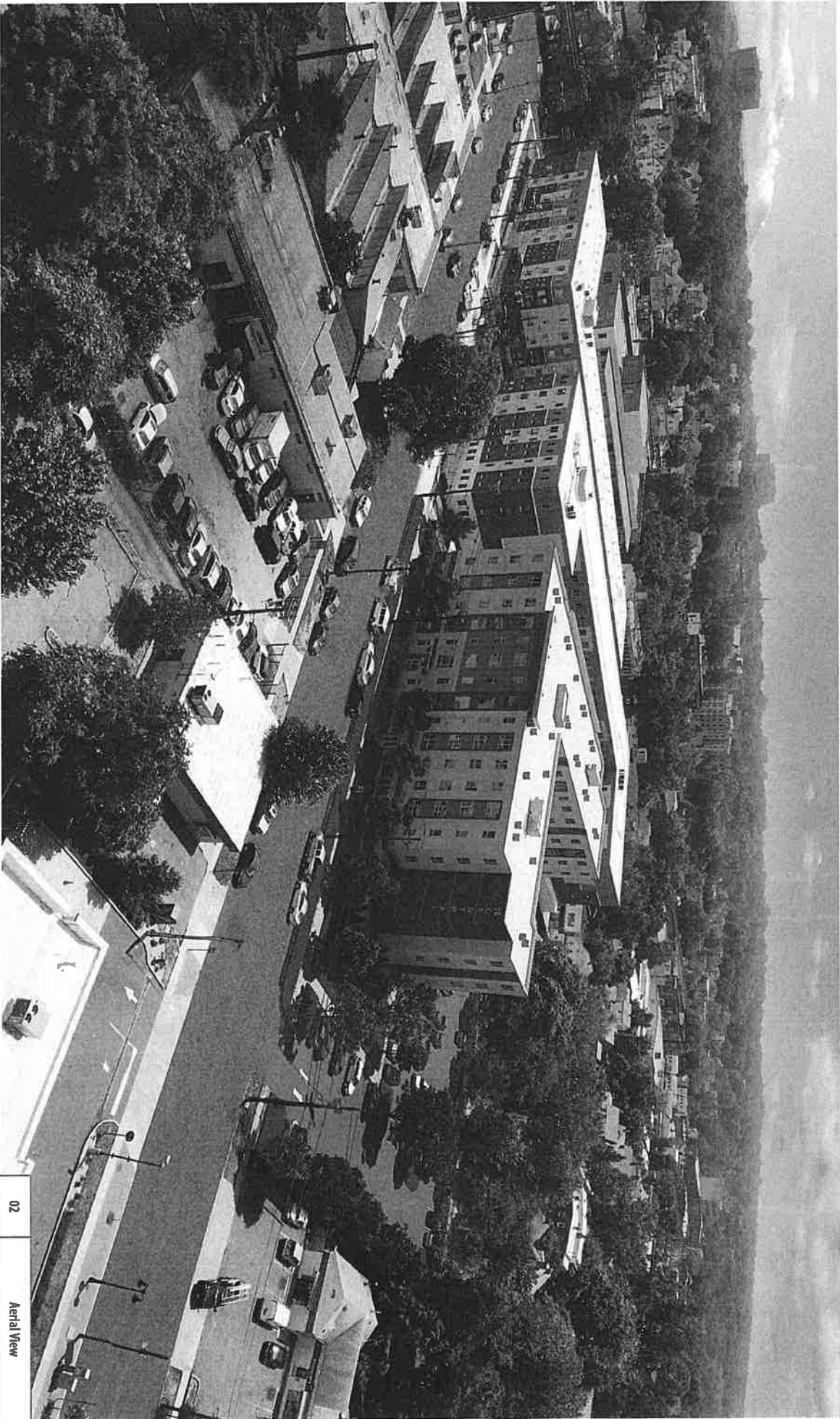
The 18 Central Avenue Project will entail the adaptive re-use of a vacant light industrial site into 94 high-quality apartments. The housing will be in a newly constructed 5-story building. The development will offer a wide range of apartment types to accommodate singles and families including: 49 one-bedroom units; 44 two-bedroom units; and 1 two-bedroom superintendent's unit. All apartments will have private kitchens and bathrooms, Energy Star appliances (including washing machines and dryers) and window blinds. The development will include on-site parking, elevator service, community room space, security features, and offices for property management functions. The Project will also contain approximately 3,500 square feet of commercial space and 22 parking spaces for municipal use.

A construction start is planned for April 2022 with lease-up of units beginning in December 2023.



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|               |                     |
|---------------|---------------------|
| 01            | Central Avenue View |
| DATE: 8/20/20 | SCALE: 1/800        |



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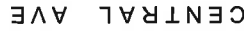


**Kitchen & Associates**  
Architecture • Engineering • Planning • Interiors

THE  
ALPERT  
GROUP LLC  
**IRONSTATE**

**SELECTO-FLASH**  
WEST ORANGE, NJ

|    |             |             |                   |
|----|-------------|-------------|-------------------|
| 02 | Aerial View | DATE: 02/20 | SCALE: 1/8"=1'-0" |
|----|-------------|-------------|-------------------|



**SCALE: 1" = 40'**

**SCALE: 1" = 40'**



**Kitchen & Associates**  
Architecture • Engineering • Planning • Interiors



EXHIBIT 7

**Exhibit 7:**

The site is currently 2 acres of vacant land

**EXHIBIT 8**

EXHIBIT 9

## Development Budget

|                                   |    |               |
|-----------------------------------|----|---------------|
| Acquisition                       | \$ | 1,500,000.00  |
| Demolition                        | \$ | 300,000.00    |
| Residential Structures @ \$150/sf | \$ | 16,000,000.00 |
| Surety & Bonding                  | \$ | 160,000.00    |
| Building Permits                  | \$ | 100,000.00    |
| Hard Contingency                  | \$ | 800,000.00    |
| Soft Contingency                  | \$ | 100,000.00    |
| Appraiser & Market Study          | \$ | 15,000.00     |
| Architect                         | \$ | 705,000.00    |
| Engineer                          | \$ | 100,000.00    |
| Attorney                          | \$ | 200,000.00    |
| Cost Certification/Audit          | \$ | 20,000.00     |
| Environmental Consultant          | \$ | 20,000.00     |
| Testing Engineer                  | \$ | 25,000.00     |
| Soil Investigation                | \$ | 25,000.00     |
| Surveyor                          | \$ | 25,000.00     |
| Interest                          | \$ | 1,000,000.00  |
| Points & Bank Fees                | \$ | 400,000.00    |
| R.E. Taxes                        | \$ | 100,000.00    |
| Insurance                         | \$ | 150,000.00    |
| Title Insurance & Recording       | \$ | 100,000.00    |
| FF & E                            | \$ | 100,000.00    |
| Developer Fee                     | \$ | 1,000,000.00  |
| Marketing                         | \$ | 188,000.00    |
| Working Capital                   | \$ | 300,000.00    |
| Total                             | \$ | 23,433,000.00 |



April 7, 2021

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

REF: 18 Central Avenue  
Tax Abatement Application

**SUB: Estimated Construction Costs**

To Whom It May Concern:

I am a licensed architect in the State of New Jersey, engaged by 18 Central Avenue Urban Renewal, LLC to prepare plans and specifications for the development of the 18 Central Avenue project, a 94 unit multi-family housing development.

Although final plans and specifications have not yet been completed, the estimated construction costs for the development of these units are as follows:

Total Construction Cost: \$16,000,000.

Sincerely,

Mary M. Johannesen, AIA, LEED AP  
Principal  
NJ License #A101218000

**Principals**

Stephen L. Schoch, AIA, LEED\* AP BD+C  
Eugene F. Schiavo, AIA, PP, LEED\* AP  
Mary M. Johannesen, AIA, LEED\* AP  
Roger Keyser, AIA  
Stephen Finkelman, PE, CEM, LEED\* AP  
Matthew Bartner, AIA, LEED\* AP BD+C  
Alkesh Taylor, PE, LEED\* AP  
Claire Van Haren  
Keith Peacock, AIA

**Senior Associates**

Raymond Rebilas, AIA  
Milton D. Smith, RA  
Susan C. Nurge, AIA, LEED\* AP BD+C

**Associates**

Christopher Panella  
Claudia Bitran, AICP, PP  
Tammy Schiavo, AIA  
Andrea Garland, RA, LEED\* AP  
Ryan Wolfe, PE  
Al DeLuca, RA, LEED\* AP  
Megan McGinley, AIA, LEED\* AP BD+C  
Jason M. Lutz, AIA  
Nina Simonetti, AIA

**Collingswood NJ**

756 Haddon Avenue - 08108  
Tel: 856.854.1880

**On the Web**

[www.kitchenandassociates.com](http://www.kitchenandassociates.com)

**Kitchen & Associates**

Architecture • Engineering • Planning • Interiors

Founded by Ben & Beth Kitchen - 1971

**EXHIBIT 10**

### **Project Financing Plan**

|        |              |
|--------|--------------|
| Equity | \$ 3,433,000 |
|--------|--------------|

|           |              |
|-----------|--------------|
| Bank Loan | \$20,000,000 |
|-----------|--------------|

|                         |              |
|-------------------------|--------------|
| Total Development Costs | \$23,433,000 |
|-------------------------|--------------|

**EXHIBIT 11**

### **Project Financing Plan**

|                         |              |
|-------------------------|--------------|
| Equity                  | \$ 3,433,000 |
| Bank Loan               | \$20,000,000 |
|                         |              |
| Total Development Costs | \$23,433,000 |

EXHIBIT 12

Exhibit 12:

Project Schedule

|                           |       |
|---------------------------|-------|
| Construction Loan Closing | 4/22  |
| Construction Commencement | 4/22  |
| Construction Completion   | 12/23 |

EXHIBIT 13

### Summary of Project Benefits

|                      |    |
|----------------------|----|
| Construction Jobs    |    |
| Demolition/Site Work | 30 |
| Electricians         | 21 |
| Plumbers             | 21 |
| HVAC                 | 15 |
| Carpenters           | 45 |
| Painters             | 30 |
| Masonry              | 45 |
| Miscellaneous        | 30 |
| Permanent Jobs       |    |
| Superintendent       | 1  |
| Maintenance          | 2  |

Real Estate Tax Calculation for Tax Abatement

| Unit Type            | # of Units | Monthly Rent | Annual Income   |
|----------------------|------------|--------------|-----------------|
| 1BR                  | 49         | \$ 1,800.00  | \$ 1,058,400.00 |
| 2BR                  | 44         | \$ 2,200.00  | \$ 1,161,600.00 |
| Superintendent       | 1          | \$ -         | \$ -            |
|                      | 94         |              | \$ 2,220,000.00 |
| Commercial Income    | 3,500 sf   | \$2/sf       | \$ 84,000.00    |
| Total                |            |              | \$ 2,304,000.00 |
| Less: Vacancy        | 5%         |              | \$ 115,200.00   |
| Annual Gross Revenue |            |              | \$ 2,188,800.00 |
| Rate                 | 10%        |              |                 |
| PILOT                |            |              | \$ 218,880.00   |

EXHIBIT 14

April 7, 2021

Affirmative Action Plan  
Statement of Compliance

The employment policies and practices of Valley Road Residential Urban Renewal, LLC are to recruit and hire employees without discrimination because of race, creed, color or nation origin, and treat them equally with respect to compensation and opportunities for advancement, including upgrading, promotion and transfer.

This company submits this plan to assure compliance with Executive Order No. 11246 and subsequent orders that may pertain to this program and to reaffirm its continued commitment to a program of equal employment opportunity and merit employment policies.

It agrees to assert leadership within the community to put forth the maximum effort to achieve full employment and utilization of the capabilities and production to all our citizens without regard to race, creed, color or nation origin.

This company further recognizes that the effective application of a policy of merit employment involves more than a policy statement and will, therefore undertake a program of affirmative action to make known that equal opportunities are available on the basis of individual merit and to encourage all persons seek employment with the company and to strive for advancement on this basis



Managing Member

18 Central Avenue Urban Renewal LLC  
c/o The Alpert Group  
One Parker Plaza  
Fort Lee, NJ 07024

Job Site

8-10, 018 Central Avenue  
West Orange, NJ

EXHIBIT 15

# Exhibit “B”

# Exhibit “C”

# NOTICE OF SETTLEMENT

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## SCHEDULE A Legal Description

**File #: 18-058581-AFW-WC**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE, LYING AND BEING IN THE Township of West Orange, IN THE COUNTY OF Essex, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING IN THE SOUTHERLY LINE OF CENTRAL AVENUE AT A POINT THEREIN DISTANT 125 FEET EASTERLY FROM THE EASTERLY LINE OF VALLEY ROAD; RUNNING THENCE

1) ALONG THE LINE OF SAID CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST 100 FEET; THENCE

2) SOUTH 38 DEGREES 20 MINUTES WEST 216.47 FEET TO THE LINE OF LANDS FRONTING ON MITCHELL STREET; THENCE

3) ALONG THE LINE OF SAID LANDS NORTH 56 DEGREES 27 MINUTES WEST 109.64 FEET; THENCE

4) NORTH 40 DEGREES 41 MINUTES EAST 225.78 FEET TO THE POINT AND PLACE OF BEGINNING.

**FOR INFORMATIONAL PURPOSES ONLY:** ALSO BEING KNOWN AS TAX LOT 32 IN TAX BLOCK 9 ON THE OFFICIAL TAX MAP OF THE Township of West Orange, Essex COUNTY, STATE OF NJ.

# Westcor Land Title Insurance Company

## **SCHEDULE A** *(Continued)* **LEGAL DESCRIPTION**

File No. **16AFCW-054315**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

### **PARCEL ONE:**

BEGINNING AT A POINT IN THE SOUTHERLY SIDE OF CENTRAL AVENUE DISTANT SOUTHEASTERLY 225 FEET FROM THE EASTERLY SIDE OF VALLEY ROAD; THENCE

- (1) ALONG SAID SOUTHERLY LINE OF CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST, 205.66 FEET TO LANDS NOW OR FORMERLY OF BRISTOW; THENCE
- (2) ALONG SAID LINE OF LANDS NOW OR FORMERLY OF BRISTOW, SOUTH 38 DEGREES 20 MINUTES WEST, 199.27 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE
- (3) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY AND LANDS FRONTING ON MITCHELL STREET, NORTH 56 DEGREES 27 MINUTES WEST, 206.31 FEET; THENCE
- (4) NORTH 38 DEGREES 20 MINUTES EAST, 216.47 FEET TO THE AFORESAID SOUTHERLY SIDE OF CENTRAL AVENUE, THE POINT AND PLACE OF BEGINNING.

### **PARCEL TWO:**

BEGINNING AT A POINT IN THE NORTHERLY SIDE OF MITCHELL STREET, DISTANT SOUTHEASTERLY 337.71 FEET FROM THE EASTERLY SIDE LINE OF VALLEY ROAD; THENCE RUNNING

- (1) ALONG SAID NORTHERLY SIDELINE OF MITCHELL STREET, SOUTH 54 DEGREES 13 MINUTES EAST, 96.99 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE
- (2) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY, NORTH 35 DEGREES 46 MINUTES EAST, 164.70 FEET TO A POINT; THENCE
- (3) NORTH 56 DEGREES 27 MINUTES WEST, 95.15 FEET TO A POINT; THENCE
- (4) SOUTH 36 DEGREES 27 MINUTES WEST, 161.01 FEET TO THE AFORESAID NORTHERLY SIDE OF MITCHELL STREET, THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 36 IN BLOCK 9 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

# Westcor Land Title Insurance Company

## **SCHEDULE A** *(Continued)* **LEGAL DESCRIPTION**

File No. **16AFCW-054314**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING ON THE SOUTHERLY SIDE OF MITCHELL STREET AT A POINT THEREIN DISTANT 216 FEET 9 INCHES WESTERLY FROM THE CENTER OF THE KEYSTONE OF THE ARC OF THE BRIDGE OVER THE BROOK; THENCE

- (1) ALONG SAID MITCHELL STREET, NORTH 53 DEGREES 45 MINUTES WEST, 70 FEET TO THE CORNER OF SAID MITCHELL AND TOMPKINS STREETS; THENCE
- (2) ALONG SAID TOMPKINS STREET, SOUTH 36 DEGREES 30 MINUTES WEST, 100 FEET; THENCE
- (3) AT RIGHT ANGLES TO SAID TOMPKINS STREET, 53 DEGREES 30 MINUTES EAST, 70 FEET; THENCE
- (4) PARALLEL WITH SAID TOMPKINS STREET, NORTH 36 ½ DEGREES EAST, 100 FEET TO THE BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 22 IN BLOCK 7 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

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-21

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

---

CINDY MATUTE-BROWN, COUNCIL PRESIDENT

Introduced: May 18, 2021

Adopted:

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

---

Karen J. Carnevale, Municipal, Clerk

#### LEGISLATIVE HISTORY

Added Account Clerk  
Added FMBA 2018-2022 MOA  
Added Fire Superior Amended 2018-2022 MOA

| 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    |
| Account Clerk                                            |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10005                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 38,400  | 43,456 | 48,512 | 53,567 | 58,623 | 63,679 | 68,734  | 6     | 5,056     | 1,820    | 21.10    | 37.77    |
| AU10005                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 38,976  | 44,108 | 49,239 | 54,371 | 59,502 | 64,634 | 69,765  | 6     | 5,132     | 1,820    | 21.42    | 38.33    |
| AU10005                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 39,561  | 44,769 | 49,978 | 55,186 | 60,395 | 65,603 | 70,812  | 6     | 5,209     | 1,820    | 21.74    | 38.91    |
| AU10005                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 40,154  | 45,441 | 50,727 | 56,014 | 61,301 | 66,587 | 71,874  | 6     | 5,287     | 1,820    | 22.06    | 39.49    |
| 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    |

| 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 |
| 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    |

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

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

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

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Architect                                         |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10830                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,344  | 39,309 | 53,274 | 67,239 | 81,203 | 95,168  | 109,133 | 6     | 13,965    | 1,820    | 13.93    | 59.96    |
| AU10830                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,598  | 39,702 | 53,806 | 67,911 | 82,015 | 96,120  | 110,224 | 6     | 14,104    | 1,820    | 14.06    | 60.56    |
| AU10830                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 25,982  | 40,298 | 54,614 | 68,930 | 83,246 | 97,562  | 111,878 | 6     | 14,316    | 1,820    | 14.28    | 61.47    |
| AU10830                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,371  | 40,902 | 55,433 | 69,964 | 84,494 | 99,025  | 113,556 | 6     | 14,531    | 1,820    | 14.49    | 62.39    |
| AU10830                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 26,767  | 41,516 | 56,264 | 71,013 | 85,762 | 100,510 | 115,259 | 6     | 14,749    | 1,820    | 14.71    | 63.33    |
| AU10830                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,168  | 42,138 | 57,108 | 72,078 | 87,048 | 102,018 | 116,988 | 6     | 14,970    | 1,820    | 14.93    | 64.28    |
| AU10830                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,576  | 42,770 | 57,965 | 73,159 | 88,354 | 103,548 | 118,743 | 6     | 15,194    | 1,820    | 15.15    | 65.24    |
| AU10830                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 27,990  | 43,412 | 58,834 | 74,257 | 89,679 | 105,102 | 120,524 | 6     | 15,422    | 1,820    | 15.38    | 66.22    |
| Senior Body & Fender Mechanic                            |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10840                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,762 | 38,515 | 48,269 | 58,023 | 67,776  | 77,530  | 6     | 9,754     | 2,080    | 9.14     | 37.27    |
| AU10840                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,049 | 38,900 | 48,752 | 58,603 | 68,454  | 78,305  | 6     | 9,851     | 2,080    | 9.23     | 37.65    |
| AU10840                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,485 | 39,484 | 49,483 | 59,482 | 69,481  | 79,480  | 6     | 9,999     | 2,080    | 9.37     | 38.21    |
| AU10840                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,927 | 40,076 | 50,225 | 60,374 | 70,523  | 80,672  | 6     | 10,149    | 2,080    | 9.51     | 38.78    |
| AU10840                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,376 | 40,677 | 50,979 | 61,280 | 71,581  | 81,882  | 6     | 10,301    | 2,080    | 9.65     | 39.37    |
| AU10840                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,832 | 41,288 | 51,743 | 62,199 | 72,654  | 83,110  | 6     | 10,456    | 2,080    | 9.80     | 39.96    |
| AU10840                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,294 | 41,907 | 52,519 | 63,132 | 73,744  | 84,357  | 6     | 10,612    | 2,080    | 9.94     | 40.56    |
| AU10840                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,764 | 42,535 | 53,307 | 64,079 | 74,850  | 85,622  | 6     | 10,772    | 2,080    | 10.09    | 41.16    |
| Senior Field Rep/Property Improvement                    |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10850                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,886 | 36,763 | 45,641 | 54,519 | 63,396  | 72,274  | 6     | 8,878     | 1,820    | 10.44    | 39.71    |
| AU10850                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,165 | 37,131 | 46,097 | 55,064 | 64,030  | 72,996  | 6     | 8,966     | 1,820    | 10.55    | 40.11    |
| AU10850                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,587 | 37,688 | 46,789 | 55,890 | 64,991  | 74,091  | 6     | 9,101     | 1,820    | 10.71    | 40.71    |
| AU10850                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,016 | 38,253 | 47,491 | 56,728 | 65,965  | 75,203  | 6     | 9,237     | 1,820    | 10.87    | 41.32    |
| AU10850                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,451 | 38,827 | 48,203 | 57,579 | 66,955  | 76,331  | 6     | 9,376     | 1,820    | 11.03    | 41.94    |
| AU10850                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,893 | 39,409 | 48,926 | 58,443 | 67,959  | 77,476  | 6     | 9,517     | 1,820    | 11.20    | 42.57    |
| AU10850                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,341 | 40,001 | 49,660 | 59,319 | 68,979  | 78,638  | 6     | 9,659     | 1,820    | 11.36    | 43.21    |
| AU10850                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,796 | 40,601 | 50,405 | 60,209 | 70,013  | 79,817  | 6     | 9,804     | 1,820    | 11.53    | 43.86    |
| Senior Mason                                             |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10860                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 24,836 | 30,664 | 36,492 | 42,320 | 48,148  | 53,976  | 6     | 5,828     | 2,080    | 9.14     | 25.95    |
| AU10860                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 25,085 | 30,971 | 36,857 | 42,744 | 48,630  | 54,516  | 6     | 5,886     | 2,080    | 9.23     | 26.21    |
| AU10860                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 25,461 | 31,435 | 37,410 | 43,385 | 49,359  | 55,334  | 6     | 5,975     | 2,080    | 9.37     | 26.60    |
| AU10860                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 25,843 | 31,907 | 37,971 | 44,035 | 50,100  | 56,164  | 6     | 6,064     | 2,080    | 9.51     | 27.00    |
| AU10860                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 26,230 | 32,386 | 38,541 | 44,696 | 50,851  | 57,006  | 6     | 6,155     | 2,080    | 9.65     | 27.41    |
| AU10860                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 26,624 | 32,871 | 39,119 | 45,366 | 51,614  | 57,862  | 6     | 6,248     | 2,080    | 9.80     | 27.82    |
| AU10860                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 27,023 | 33,364 | 39,706 | 46,047 | 52,388  | 58,729  | 6     | 6,341     | 2,080    | 9.94     | 28.24    |
| AU10860                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 27,429 | 33,865 | 40,301 | 46,738 | 53,174  | 59,610  | 6     | 6,436     | 2,080    | 10.09    | 28.66    |

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Public Works Repairer/Parking Meter 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    |

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|--------------------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Tax Searcher                                                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11010                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 33,355 | 40,310 | 47,265 | 54,220 | 61,175 | 68,130  | 6     | 6,955     | 1,820    | 14.51    | 37.43    |
| AU11010                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 33,689 | 40,713 | 47,737 | 54,762 | 61,786 | 68,811  | 6     | 7,024     | 1,820    | 14.65    | 37.81    |
| AU11010                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 34,194 | 41,324 | 48,454 | 55,583 | 62,713 | 69,843  | 6     | 7,130     | 1,820    | 14.87    | 38.38    |
| AU11010                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 34,707 | 41,944 | 49,180 | 56,417 | 63,654 | 70,891  | 6     | 7,237     | 1,820    | 15.09    | 38.95    |
| AU11010                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 35,227 | 42,573 | 49,918 | 57,263 | 64,609 | 71,954  | 6     | 7,345     | 1,820    | 15.32    | 39.54    |
| AU11010                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 35,756 | 43,211 | 50,667 | 58,122 | 65,578 | 73,033  | 6     | 7,455     | 1,820    | 15.55    | 40.13    |
| AU11010                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 36,292 | 43,860 | 51,427 | 58,994 | 66,561 | 74,129  | 6     | 7,567     | 1,820    | 15.78    | 40.73    |
| AU11010                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 36,837 | 44,517 | 52,198 | 59,879 | 67,560 | 75,241  | 6     | 7,681     | 1,820    | 16.02    | 41.34    |
| Technical Assistant to the Construction Official                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,892 | 32,776 | 39,660 | 46,544 | 53,428 | 60,313  | 6     | 6,884     | 1,820    | 10.44    | 33.14    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,151 | 33,104 | 40,057 | 47,010 | 53,963 | 60,916  | 6     | 6,953     | 1,820    | 10.55    | 33.47    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,543 | 33,601 | 40,658 | 47,715 | 54,772 | 61,829  | 6     | 7,057     | 1,820    | 10.71    | 33.97    |
| AU11020                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 26,942 | 34,105 | 41,268 | 48,431 | 55,594 | 62,757  | 6     | 7,163     | 1,820    | 10.87    | 34.48    |
| AU11020                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,346 | 34,616 | 41,887 | 49,157 | 56,428 | 63,698  | 6     | 7,271     | 1,820    | 11.03    | 35.00    |
| AU11020                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,756 | 35,135 | 42,515 | 49,895 | 57,274 | 64,654  | 6     | 7,380     | 1,820    | 11.20    | 35.52    |
| AU11020                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,172 | 35,662 | 43,153 | 50,643 | 58,133 | 65,623  | 6     | 7,490     | 1,820    | 11.36    | 36.06    |
| AU11020                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,595 | 36,197 | 43,800 | 51,403 | 59,005 | 66,608  | 6     | 7,603     | 1,820    | 11.53    | 36.60    |
| Technical Assistant to the Construction Official/Construction Department |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 24,008  | 30,892 | 37,776 | 44,660 | 51,544 | 58,428 | 65,313  | 6     | 6,884     | 1,820    | 13.19    | 35.89    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 31,201 | 38,154 | 45,107 | 52,060 | 59,013 | 65,966  | 6     | 6,953     | 1,820    | 13.32    | 36.24    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 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 Financial Officer - West Orange and Dover                                 |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| 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/Informatic                                     |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |
| MA10120                                                                         | 0.00% | 1/1/2018 | 12/31/2018 | 68,080  | 75,472 | 82,864 | 90,256 | 97,648  | 105,041 | 112,433 | 6     | 7,392     | 1,820    | 37.41    | 61.78    |
| MA10120                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 68,761  | 76,227 | 83,693 | 91,159 | 98,625  | 106,091 | 113,557 | 6     | 7,466     | 1,820    | 37.78    | 62.39    |
| MA10120                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 69,793  | 77,371 | 84,948 | 92,526 | 100,104 | 107,682 | 115,260 | 6     | 7,578     | 1,820    | 38.35    | 63.33    |
| MA10120                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 70,839  | 78,531 | 86,223 | 93,914 | 101,606 | 109,298 | 116,989 | 6     | 7,692     | 1,820    | 38.92    | 64.28    |
| MA10120                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 71,902  | 79,709 | 87,516 | 95,323 | 103,130 | 110,937 | 118,744 | 6     | 7,807     | 1,820    | 39.51    | 65.24    |
| MA10120                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 72,981  | 80,905 | 88,829 | 96,753 | 104,677 | 112,601 | 120,525 | 6     | 7,924     | 1,820    | 40.10    | 66.22    |
| MA10120                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 74,075  | 82,118 | 90,161 | 98,204 | 106,247 | 114,290 | 122,333 | 6     | 8,043     | 1,820    | 40.70    | 67.22    |
| MA10120                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 75,186  | 83,350 | 91,514 | 99,677 | 107,841 | 116,004 | 124,168 | 6     | 8,164     | 1,820    | 41.31    | 68.22    |
| Director of Planning and Development                                            |       |          |            |         |        |        |        |         |         |         |       |           |          |          |          |

| 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 |        |        | Police Line Detective |        |        | Police Stipend |       | Police 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  |        | 4,500          |       | 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  | 125,347 |   |   |   |   |   |  |  | 140,615 | 1     | 15,268    | 2,184    | 57.39    | 64.38    |
| FS10020E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 127,164 |   |   |   |   |   |  |  | 142,661 | 1     | 15,497    | 2,184    | 58.23    | 65.32    |
| FS10020E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 129,258 |   |   |   |   |   |  |  | 144,987 | 1     | 15,729    | 2,184    | 59.18    | 66.39    |
| FS10020E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 131,129 |   |   |   |   |   |  |  | 147,094 | 1     | 15,965    | 2,184    | 60.04    | 67.35    |
| 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  | 129,045 |   |   |   |   |   |  |  | 143,864 | 1     | 14,819    | 2,184    | 59.09    | 65.87    |
| FS10023E                                                 | 1.50% | 7/1/2020 | 12/31/2020 | 130,808 |   |   |   |   |   |  |  | 145,850 | 1     | 15,042    | 2,184    | 59.89    | 66.78    |
| FS10023E                                                 | 1.50% | 1/1/2021 | 6/30/2021  | 132,597 |   |   |   |   |   |  |  | 147,865 | 1     | 15,268    | 2,184    | 60.71    | 67.70    |
| FS10023E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 134,414 |   |   |   |   |   |  |  | 149,911 | 1     | 15,497    | 2,184    | 61.54    | 68.64    |
| FS10023E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 136,258 |   |   |   |   |   |  |  | 151,987 | 1     | 15,729    | 2,184    | 62.39    | 69.59    |
| FS10023E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 138,129 |   |   |   |   |   |  |  | 154,094 | 1     | 15,965    | 2,184    | 63.25    | 70.56    |

|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--|--|--|--|--|--|--|---------|---|--------|-------|-------|-------|
| 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  | 129,847 |  |  |  |  |  |  |  | 145,115 | 1 | 15,268 | 2,184 | 59.45 | 66.44 |
| FS10027E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 131,664 |  |  |  |  |  |  |  | 147,161 | 1 | 15,497 | 2,184 | 60.29 | 67.38 |
| FS10027E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 133,758 |  |  |  |  |  |  |  | 149,487 | 1 | 15,729 | 2,184 | 61.24 | 68.45 |
| FS10027E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 135,629 |  |  |  |  |  |  |  | 151,594 | 1 | 15,965 | 2,184 | 62.10 | 69.41 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| 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  | 107,447 |  |  |  |  |  |  |  | 116,951 | 1 | 9,504  | 2,184 | 49.20 | 53.55 |
| FS10040E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 108,995 |  |  |  |  |  |  |  | 118,642 | 1 | 9,647  | 2,184 | 49.91 | 54.32 |
| FS10040E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 110,816 |  |  |  |  |  |  |  | 120,608 | 1 | 9,792  | 2,184 | 50.74 | 55.22 |
| FS10040E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 112,411 |  |  |  |  |  |  |  | 122,350 | 1 | 9,939  | 2,184 | 51.47 | 56.02 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| 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  | 114,947 |  |  |  |  |  |  |  | 124,450 | 1 | 9,503  | 2,184 | 52.63 | 56.98 |
| FS10050E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 116,495 |  |  |  |  |  |  |  | 126,141 | 1 | 9,646  | 2,184 | 53.34 | 57.76 |
| FS10050E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 118,316 |  |  |  |  |  |  |  | 128,107 | 1 | 9,791  | 2,184 | 54.17 | 58.66 |
| FS10050E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 119,911 |  |  |  |  |  |  |  | 129,848 | 1 | 9,937  | 2,184 | 54.90 | 59.45 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.                                                 |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Holiday Pay at 7%                                                                                                                                                                              |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Firefighters hired after the the date of signing of the FMBA Superior 2018-2022 Amended MOA. |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |

| 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% | 1/1/2018 | 12/31/2018 | 43,557  | 48,444 | 53,331 | 58,218 | 63,105 | 67,992 | 87,075  | 6     | 4,887     | 2,184    | 19.94    | 39.87    |
| FF10010                                                                                                                                                                    | 0.00% | 1/1/2019 | 12/31/2019 | 43,557  | 48,444 | 53,331 | 58,218 | 63,105 | 67,992 | 87,075  | 6     | 4,887     | 2,184    | 19.94    | 39.87    |
| FF10010                                                                                                                                                                    | 1.50% | 1/1/2020 | 6/30/2020  | 44,210  | 49,170 | 54,130 | 59,090 | 64,050 | 69,010 | 88,381  | 6     | 4,960     | 2,184    | 20.24    | 40.47    |
| FF10010                                                                                                                                                                    | 1.50% | 7/1/2020 | 12/31/2020 | 44,874  | 49,908 | 54,942 | 59,976 | 65,010 | 70,044 | 89,707  | 6     | 5,034     | 2,184    | 20.55    | 41.07    |
| FF10010                                                                                                                                                                    | 1.50% | 1/1/2021 | 6/30/2021  | 45,547  | 50,657 | 55,767 | 60,877 | 65,987 | 71,097 | 91,053  | 6     | 5,110     | 2,184    | 20.85    | 41.69    |
| FF10010                                                                                                                                                                    | 1.50% | 7/1/2021 | 12/31/2021 | 46,230  | 51,417 | 56,604 | 61,791 | 66,978 | 72,165 | 92,419  | 6     | 5,187     | 2,184    | 21.17    | 42.32    |
| FF10010                                                                                                                                                                    | 3.00% | 1/1/2022 | 6/30/2022  | 47,617  | 52,960 | 58,303 | 63,646 | 68,989 | 74,332 | 95,192  | 6     | 5,343     | 2,184    | 21.80    | 43.59    |
| FF10010                                                                                                                                                                    | 0.00% | 7/1/2022 | 12/31/2022 | 47,617  | 52,960 | 58,303 | 63,646 | 68,989 | 74,332 | 95,192  | 6     | 5,343     | 2,184    | 21.80    | 43.59    |
| Firefighter with EMT                                                                                                                                                       |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| FF10020E                                                                                                                                                                   | 0.00% | 1/1/2018 | 12/31/2018 | 46,557  | 51,444 | 56,331 | 61,218 | 66,105 | 70,992 | 90,075  | 6     | 4,887     | 2,184    | 21.32    | 41.24    |
| FF10020E                                                                                                                                                                   | 0.00% | 1/1/2019 | 12/31/2019 | 47,557  | 52,444 | 57,331 | 62,218 | 67,105 | 71,992 | 91,075  | 6     | 4,887     | 2,184    | 21.78    | 41.70    |
| FF10020E                                                                                                                                                                   | 1.50% | 1/1/2020 | 6/30/2020  | 48,210  | 53,170 | 58,130 | 63,090 | 68,050 | 73,010 | 92,381  | 6     | 4,960     | 2,184    | 22.07    | 42.30    |
| FF10020E                                                                                                                                                                   | 1.50% | 7/1/2020 | 12/31/2020 | 48,874  | 53,908 | 58,942 | 63,976 | 69,010 | 74,044 | 93,707  | 6     | 5,034     | 2,184    | 22.38    | 42.91    |
| FF10020E                                                                                                                                                                   | 1.50% | 1/1/2021 | 6/30/2021  | 49,547  | 54,657 | 59,767 | 64,877 | 69,987 | 75,097 | 95,053  | 6     | 5,110     | 2,184    | 22.69    | 43.52    |
| FF10020E                                                                                                                                                                   | 1.50% | 7/1/2021 | 12/31/2021 | 50,480  | 55,667 | 60,854 | 66,041 | 71,228 | 76,415 | 96,669  | 6     | 5,187     | 2,184    | 23.11    | 44.26    |
| FF10020E                                                                                                                                                                   | 3.00% | 1/1/2022 | 6/30/2022  | 52,117  | 57,210 | 62,553 | 67,896 | 73,239 | 78,582 | 99,692  | 6     | 5,343     | 2,184    | 23.86    | 45.65    |
| FF10020E                                                                                                                                                                   | 0.00% | 7/1/2022 | 12/31/2022 | 52,117  | 57,460 | 62,803 | 68,146 | 73,489 | 78,832 | 99,692  | 6     | 5,343     | 2,184    | 23.86    | 45.65    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.                             |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Holiday Pay at 7%                                                                                                                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Firefighters hired after the the date of signing of the FMBA 2018-2022 M |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| 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.                         |       |          |            |                          |   |                |   |                |   |                 |   |             |       |            |          |          |          |
| Stponds 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          |   | 4,500          |   | 2,000           |   | 7%          |       | 10.5%      |          |          |          |
|                                                                                                                                                                        |       |          |            |                          |   |                |   |                |   |                 |   |             |       |            |          |          |          |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base 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  |        | 4,500          |        | 2,000           |       | 7%          |          | 10.5%      |          |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Police hired after the the date of signing of the PBA 2018-2022 CBA. |       |          |            |                          |        |        |                |        |        |                |        |                 |       |             |          |            |          |
|                                                                                                                                                                        |       |          |            |                          |        |        |                |        |        |                |        |                 |       |             |          |            |          |
|                                                                                                                                                                        |       |          |            |                          |        |        |                |        |        |                |        |                 |       |             |          |            |          |