1. Conference Agenda

Documents:

CA 6.22.21.PDF

2. Public Meeting Agenda

Documents:

PM 6.22.21.PDF

3. Resolution(S)

3.I. 125-21

Documents:

125-21 AUTHORIZING LICENSE AGREEMENT MONTCLAIR YMCA FOR USE OF THE GINNY DUENKEL POOL - 2021.PDF
125-21 LICENSE AGREEMENT WITH THE MONTCLAIR YMCA FOR USE OF THE GINNY DUENKEL POOL - 2021.PDF

3.II. 126-21

Documents:

126-21 AUTHORIZING FIREWORKS AT MONTCLAIR GOLF CLUB - 2021.PDF

3.III. 127-21

Documents:

127-21 AUTHORIZING CONTRACT AND FIREWORKS PERMIT FOR WEST ORANGE RECREATION - 2021.PDF

3.IV. 128-21 Amended

Documents:

128-21 RESOLUTION AUTHORIZING USE OF COMPETITIVE CONTRACTING FOR AWARD OF BILLBOARD SIGNAGE AGREEMENT.PDF

3.V. 129-21

Documents:

129-21 CERT NO. 19-032 RESOLUTION LIEN REDEMPTION.PDF
129-21 ATTACHMENT - REDEMPTION SPREADSHEET.PDF

3.VI. 130-21

Documents:

130-21 CERT NO. 20-133 RESOLUTION LIEN REDEMPTION - 11 SUBURBAN

DRIVE.PDF
130-21 ATTACHMENT - REDEMPTION SPREADSHEET.PDF

3.VII. 131-21

Documents:

131-21 DUPLICATE PAYMENT RESOLUTION 2NDQTR2021-FINAL.PDF

3.VIII. 132-21

Documents:

132-21 CERT NO. 20-140 RESOLUTION LIEN REDEMPTION.PDF
132-21 ATTACHMENT - REDEMPTION SPREADSHEET.PDF

3.IX. 133-21

Documents:

133-21 CERT NO. 20-121 RESOLUTION LIEN REDEMPTION.PDF

3.X. 134-21

Documents:

134-21 AUTHORIZING RETENTION OF ARCARI AND IOVINO ARCHITECTS-WO PUBLIC LIBRARY.PDF

3.XI. 135-21

Documents:

135-21 RESOLUTION - AUTHORIZING GARBAGE REIMBURSEMENT 2020.PDF

3.XII. 136-21

Documents:

136-21 RESOLUTION AUTHORIZING SUBORDINATION OF MORTGAGE RE 71 WHITTLESEY AVENUE.PDF

3.XIII. 137-21

Documents:

137-21 RESOLUTION - LIEN REDEMPTION RES NO. 20-176 - 23 BAYOWSKI.PDF
137-21 ATTACHMENT - REDEMPTION SPREADSHEET-23 BAYOWSKI RD..PDF

3.XIV. 138-21

Documents:

138-21 CERT NO. 20-041 RESOLUTION LIEN REDEMPTION-39

ROLLINSON.PDF
138-21 ATTACHMENT - REDEMPTION SPREADSHEET.PDF

3.XV. 139-21

Documents:

139-21 AUTHORIZING SUBORDINATION OF MORTGAGE RE 49 RIDGEHURST ROAD.PDF
139-21 EXHIBIT TO RESOLUTION AUTHORIZING SUBORDINATION OF MORTGAGE RE 49 RIDGEHURST ROAD.PDF

3.XVI. 140-21

Documents:

140-21 CERT NO. 20-108 RESOLUTION LIEN REDEMPTION-71 ELM ST.PDF
140-21 ATTACHMENT - REDEMPTION SPREADSHEET - 71 ELM STREET.PDF

3.XVII. 141-21

Documents:

141-21 AUTHORIZING LICENSE AGREEMENT MONTCLAIR YMCA FOR USE OF THE GINNY DUENKEL POOL - 2021.PDF
141-21 EXHIBIT - AUTHORIZING LICENSE AGREEMENT WITH MONTCLAIR YMCA FOR USE OF THE GINNY DUENKEL POOL FOR SUMMER 2021.PDF

3.XVIII. 142-21

Documents:

142-21 CERT NO.20-044 RESOLUTION LIEN REDEMPTION.PDF
142-21 ATTACHMENT - CERT NO.20-044 SPREADSHEET.PDF

3.XIX. 143-21

Documents:

143-21 AUTHORIZING AGREEMENT WITH CAVANAUGH AND KEENA LLC FOR TRAINING AS PART OF THE JUSTICE AND MENTAL HEALTH COLLABORATION PROGRAM.PDF
143-21 EXHIBIT - AGREEMENT WITH CAVANAUGH AND KEENAN LLC FOR TRAINING AS PART OF THE JUSTICE AND MENTAL HEALTH COLLABORATION PROGRAM.PDF

3.XX. 144-21

Documents:

144-21 RESOLUTION - EMERGENCY AND NON EMERGENCY RICH TREE SERVICE 2021-22 EXTENSION.PDF

3.XXI. 145-21

Documents:

145-21 RESOLUTION - EMERGENCY AND NON EMERGENCY TREE SERVICE 2021-22 EXTENSION.PDF

3.XXII. 146-21

Documents:

146-21 TAX OVERPAYMENT RESOLUTION - B 71.01 L 58 Q C0037.PDF

3.XXIII. 147-21

Documents:

147-21 RESOLUTION - B58 L40.10 - 60 BEVERLY ROAD - EXEMPT VET.PDF

3.XXIV. 148-21

Documents:

148-21 RESOLUTION AUTHORIZING FIREWORKS AT ESSEX COUNTY COUNTRY CLUB - 2021.PDF

3.XXV. 149-21

Documents:

149-21 TAX RATE RESOLUTION.PDF

3.XXVI. 150-21

Documents:

150-21 AUTHORIZING RETENTION OF MATRIX-MONITOR AND REPORT W-NJDEP RE CONTAMINATED CONCRETE AT SELECTOFLASH-18 CENTRAL AVE.PDF
150-21 EXHIBIT - RETENTION OF MATRIX TO MONITOR AND REPORT WITH THE NJDEP RE CONTAMINATED CONCRETE AT THE SELECTO-FLASH 18 CENTRAL AVE..PDF

3.XXVII. 151-21

Documents:

151-21 AUTHORIZING PROFESSIONAL SERVICES AGMT.-ESSEX REGIONAL HEALTH COMMISSION- HIRING-MANAGING OF A VULNERABLE POPULATIONS OUTREACH.PDF
151-21 EXHIBIT - ESSEX REGIONAL HEALTH COMMISSION FOR HIRING AND MANAGING OF A VULNERABLE POPULATION.PDF

3.XXVIII. 152-21

Documents:

152-21 RESOLUTION INTRODUCING 2021 MUNICIPAL BUDGET.PDF

3.XXIX. 153-21

Documents:

153-21 AUTHORIZING PROFESSIONAL SERVICES AGREEMENT WITH MONTCLAIR STATE UNIVERSITY FOR COVID-19 VACCINATION PROGRAM.PDF

3.XXX. 154-21

Documents:

154-21 WEST ORANGE FY2022 MUNICIPAL AID APPLICATION.PDF

3.XXXI. 155-21

Documents:

155-21 MORRIS COUNTY COOP 2021.PDF
155-21 MCCPC AGREEMENT 2021 EXHIBIT A.PDF

3.XXXII. 156-21

Documents:

156-21 RESOLUTION CHANGE ORDER NO. 1 VMG ROOF IMPROVEMENTS.PDF
156-21 VMG CHANGE ORDER PROPOSALS.PDF
156-21 - ATTACHMENT.PDF

3.XXXIII. 157-21

Documents:

157-21 RESO - FORM SALE_COMBINATION RESO - WEST ORANGE - GIBS - ADJUST MATURITIES - 7 PERCENT PREMIUM - 7_2021 (PARITY).PDF

3.XXXIV. 158-21

Documents:

158-21 RE-BID FS NO. 1 INTERIOR EXTERIOR IMPROVEMENTS AND RENOVATIONS AND WINDOW REPLACEMENTS.PDF
158-21 SUMMARY OF BIDS.PDF

3.XXXV. 159-21

Documents:

159-21 RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH PHILLIPS PREISS GRYGIEL FOR TOWNSHIP PLANNER - 2021.PDF
159-21 EXHIBIT - AGREEMENT WITH PHILLIPS PREISS GRYGIEL FOR APPOINTMENT AS TOWNSHIP PLANNER 2021.PDF

3.XXXVI. 160-21

Documents:

160-21 RESOLUTION AUTHORIZING APPRAISER FOR ACQUISITIONS.PDF

3.XXXVII. 161-21

Documents:

161-21 TAX COURT JUDGMENT - 2021-05-13 BLOCK 166.15 LOT 9 - 2020 - RESOLUTION.PDF

3.XXXVIII. 162-21

Documents:

162-21 RESOLUTION AUTHORIZING PLACEMENT OF LIEN AT 71 MAPLE AVENUE.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2643-21

Documents:

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

5. Ordinance(S) On First Reading

5.I. 2645-21

Documents:

2645-21 BOND ORD. - LIBRARY RENOVATIONS (LIBRARY GRANT) (NO DP) - WEST ORANGE.PDF

5.II. 2646-21

Documents:

2646-21 HC ORDINANCE 172 HIGH ST. 41 LIBERTY ST. RESOLUTION.PDF

5.III. 2647-21

Documents:

2647-21 - DRAFT ORDINANCE GOVERNING CANNIBIS BUSINESSES.PDF

5.IV. 2648-21

Documents:

2648-21 CAP CALC ORDINANCE V2021-06-21.PDF

5.V. 2649-21

Documents:

2649-21 AUTHORIZING THE CONSTRUCTION OF SANITARY SEWERAGE MELLON AVE BETWEEN CLEVELAND TERR. AND KITCHNER AVE.PDF
2649-21 EXHIBIT - A MELLON AVENUE.PDF
2649-21 EXHIBIT B - MELLON AVENUE.PDF

5.VI. 2650-21

Documents:

2650-21 SALARY ORDINANCE 6.22.21.PDF

6. ABC Hearing

6.I. 659-21 Final

Documents:

659-21 RENEWAL RESOLUTION (1) 6.22.21.PDF

6.II. 660-21

Documents:

660-21 SUZYQUES.PDF

6.III. 661-21

Documents:

661-21 AMC_2017KWK.PDF

6.IV. 662-21

Documents:

662-21 EXPANSION OF PREMISES 6.22.21.PDF
662-21 SKETCH OF PREMISES FOR TRANSFER.PDF

6.V. 663-21

Documents:

663-21 LAS PALMERAS INC. T-A LA DOLCE VITA BAR AND RESTAURANT.PDF

6.VI. 664-21

Documents:

664-21 CLUB 466.PDF

6.VII. 666-21

Documents:

666-21 1920S ESSEX HOUSE.PDF

6.VIII. 665-21

Documents:

665-21 HUGUITOS-SPECIAL CONDITIONS.PDF

6.IX. 667-21

Documents:

667-21 HAT SPECIAL CONDITIONS RENEWAL 2020.PDF

6.X. 668-21

Documents:

668-21 ANGELITOS LLC T-A EL PALACIO DE POLLO 6.22.21.PDF

Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, June 22, 2021
Meeting No. 11

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

- **Mayor's Proclamation Recognizing Main Street Hardware**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA-REVISED
Township of West Orange
66 Main Street – 7:00 p.m.
June 22, 2021 – Meeting No. 11

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 18, 2021 Public Meeting and Executive Session June 7, 2021

5. ***Report of Township Officers – None**

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

7. ***Bills**

8. ***Resolutions**

a. **125-21** Resolution Authorizing License Agreement Montclair YMCA for Use of the Ginny Duenkel Pool – 2021 (Legal-Moon)

b. **126-21** Resolution Permitting Display of Fireworks at the Montclair County Country Club (Legal-Moon)
This resolution permits the Montclair Golf Club to display fireworks on July 3, 2021 with a rain date of July 5, 2021.

c. **127-21** Resolution Permitting the West Orange Recreation Department to Display Fireworks at West Orange High School (Legal-Moon)
This resolution permits the West Orange Recreation Department to display fireworks on July 4, 2021 with a rain date of July 5, 2021.

d. **128-21** Resolution Authorizing Use of Competitive Contracting for Award of Billboard Signage Agreement (Legal-Moon)

e. **129-21** Resolution Authorizing a Tax Lien Redemption – 164 Watson Avenue (Tax Collector)

f. **130-21** Resolution Authorizing a Tax Lien Redemption – 11 Suburban Drive (Tax Collector)

g. **131-21** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer(s) Due to An Overpayment of Taxes Due to a Duplicate Payment (Tax Collector)

h. **132-21** Resolution Authorizing a Tax Lien Redemption – 69 Clarken Drive (Tax Collector)

i. **133-21** Resolution Authorizing a Tax Lien Redemption – Eagle Street (Tax Collector)

j. **134-21** Resolution Authorizing a Professional Services Agreement with Arcari Iovino Architects, PC, One Katherine Street, Little Ferry, NJ 07643, to Provide Architectural Services for the New Library at the Rates specified in the Agreement (Legal-Trenk)

k. **135-21** Resolution Authorizing Reimbursement Costs for Private Garbage Collection for the Period of January 1, 2020 through December 31, 2020 to Private Home Owner Associations/Individuals (Gross)

l. **136-21** Resolution Authorizing the Subordination of the Township's Mortgage on the Property at 71 Whittlesey Avenue to Allow the Property Owners to Refinance their Mortgage (Legal-Moon)

m. **137-21** Resolution Authorizing a Tax Lien Redemption – 23 Bayowski Road (Tax Collector)

n. **138-21** Resolution Authorizing a Tax Lien Redemption – 39 Rollinson (Tax Collector)

o. **139-21** Resolution Authorizing the Subordination of the Township's Mortgage on the Property at 49 Ridgehurst Road to Allow the Property Owners to Refinance their Mortgage (Legal-Moon)

p. **140-21** Resolution Authorizing a Tax Lien Redemption – 71 Elm Street (Tax Collector)

q. **141-21** Resolution Authorizing the Execution of a License Agreement with the Montclair YMCA for Use of the Ginny Duenkel Pool for the Summer 2021 (Legal-Moon)

r. **142-21** Resolution Authorizing a Tax Lien Redemption – 129 Main Street (Tax Collector)

s. **143-21** Resolution Authorizing the Execution of an Agreement with Cavanaugh and Keenan to Hold a Police Training for the West Orange Police Department (Legal-Moon)

t. **144-21** Resolution Extending the Contract for Tree Removal Services with Rich Tree Service, Inc., 325 Bergen Street, So. Plainfield, NJ in the Amounts Indicated on the Resolution (Lepore)

u. **145-21** Resolution Extending Award of Contract for Emergency and Non-Emergency Tree Services with Rich Tree Service, Inc., 325 Bergen Street, So. Plainfield, NJ, as Lowest Responsible Bidder, Tree Tech, Inc., P.O. Box 158, 1248 Sussex Tpk., Mt. Freedom, NJ 07970, as the Second Lowest Responsible Bidder and Downes Tree Service Co., Inc., 65 Royal Avenue, Hawthorne, NJ 07505, as Third Lowest Bidder in the Amounts Indicated on the Resolution (Lepore)

v. **146-21** Resolution Authorizing the Refund of Tax Overpayment – 24 Hutton Avenue, Unit 37, West Orange, NJ (Tax Collector)

w. **147-21** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to Veteran Exemption (Tax Collector)

x. **148-21** Resolution Permitting Display of Fireworks at the Essex County Country Club (Legal-Moon)
This resolution permits the Essex County Country Club to display fireworks on July 3, 2021 with a rain date of July 5, 2021.

y. **149-21** Resolution Authorizing the Township of West Orange Tax Collector to Prepare and Mail Estimated Tax Bills in Accordance with P.L. 1994, c.72 (Gross)

z. **150-21 R**esolution Authorizing the Township to Retain Matrix to Perform Monitoring and Reporting to the New Jersey Department of Environmental Protection Regarding the Contaminated Concrete Located on the Selecto-Flash Property at 18 Central Avenue (Legal-Moon)

aa. **151-21 R**esolution Authorizing the Execution of an **A**greement with the Essex Regional Health Commission to Hire and Manage a Vulnerable Populations Outreach Coordinator Utilizing Grant Funding from the New Jersey Department of Health, Office of Local Public Health (Legal-Moon)

bb. **152-21** Resolution to Introduce the 2021 Municipal Budget (Gross/Prochilo)

cc. **153-21** Resolution authorizing the Township to Execute an Agreement with Montclair State University for Vaccine Administration Utilizing a Grant Issued by the New Jersey Department of Health, Office of Local Public Health (Legal-Moon)

dd. **154-21** Resolution for Approval to Submit a Grant Application and Execute a Grant Contract with the New Jersey Department of Transportation for the Nance Road, Warren Road, and King Road Improvements Project (C. Kapura)

ee. **155-21** Resolution to Enter into an Agreement with the Morris County Cooperative Pricing Council, by the Township of Randolph, Acting as Lead Agency (Reynolds)

ff. **156-21** Resolution Authorizing Change Order No. 1 to Amend Contract with VMG, Group for Roof Improvements at the Municipal Building, Fire Headquarters and Fire Station No. 2 in the Amount of $10,031.55 an Increase of 3.4 Percent of the Original Contract Amount (Lepore)

gg. **157-21** Resolution Providing for the Combination of Certain Bond Ordinances and Determining the Form and Other Details of the Offering of $9,107,000 General Improvement Bonds, Series 2021 of the Township of West Orange, in the County of Essex, State of New Jersey Providing for their Sale (Legal-Thompson)

hh. **158-21** Resolution Authorizing an Award of Contract for the Re-bid; Fire Station #1 Interior and Exterior Improvements and Renovations and Window Replacements to TNS Construction, LLC, 1294 Waterloo Road, Stanhope, NJ 07874 in the Amount of $796,000.00 which Represents the Base Bid of $786,000.00, and an Allowance of $10,000.00 for Additional Work for Unit Price No. 1, Ceiling and Metal Grid Suspension System and forUnit Price No. 2, Exterior Masonry Tuck Pointing (Lepore)

ii. **159-21** Resolution Authorizing Execution of Professional Services Agreement with Phillips Preiss Grygiel, 33-41 Newark Street, 3rd Flr., Suite D, Hoboken, NJ 07030 for Township Planner – 2021 at the Rates Specified in the Agreement (Legal-Moon)

jj. **160-21**Resolution Authorizing Negotiations and Appointing Appraiser in Connection with Property Acquisitions in Furtherance of the Downtown Redevelopment Plan (Legal-Trenk)

kk. **161-21** Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey – 769 Northfield Avenue (Tax Collector)

ll. **162-21** Resolution Authorizing the Township of West Orange to Place a Lien in the Amount of $2,308.00 against 71 Maple Avenue, West Orange for the Cost of Services to Remediate the Condition of the Property and for the Legal Fees Incurred by the Township (Gross)

9. Ordinances on Second and Final 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 and Account Clerk (Gross)

10. Ordinances on First Reading

a. **2645-21** Bond Ordinance Providing for Renovations to the West Orange Public Library, By and In the Township of West Orange, In the County of Essex, State of New Jersey; Appropriating $6,506,217 Therefor and Authorizing the Issuance of $3,408,000 Bonds or Notes of the Township to Finance the Cost Thereof (Gross)

b. **2646-21** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.2, Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange – Handicapped Parking Stalls at 172 High Street and 41 Liberty Street (Lepore)

c. **2647-21** An Ordinance Amending Chapter 4, Sections 5.1 and 5.2; Chapter 5, Section 34; Chapter 22, Section 3 and Chapter 25, Sections 4, 24.2 and Part A: Permitted Uses Table of District Regulations of the Revised General Ordinances of the Township of West Orange (Licensed Cannabis Entities) (Legal-Moon)

d. **2648-21** Calendar Year 2021 Ordinance to Exceed the Municipal Budget Appropriation Limits and to Establish a CAP Bank (N.J.S.A. 40A: 4-45.14) (Gross/Prochilo)

e. **2649-21** An Ordinance Authorizing the Construction of a System of Sanitary Sewerage Within Mellon Avenue Between Cleveland Terrace and Kitchener Avenue in Blocks 175.08 and 175.14 of the Township of West Orange as Local Improvements to be Assessed Upon the Abutting Land Pursuant to N.J.S.A. 40:49-6 and N.J.S.A. 40:56-1, et. seq. (Legal-Moon/Lepore)

f. **2650-21** 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 – (Gross)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing

a. **659-21** Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2021-2022 License Term (Clerk) **Resolution Subject to Change as Additional Licensees Pay their Fees**

b. **660-21** Hearing on Renewal for 2021-2022 License Term – **SuzyQues, LLC** 0722-33-009-012 (Special Conditions)

c. **661-21** Hearing on Renewal for 2021-2022 License Term-**AMC Entertainment International** 0722-33-066-009 (Special Conditions)

d. **662-21** Resolution Authorizing an Extension of Premises for License No. 0722-31-074-001, **West Orange Elks Home, Inc**., 424 Main Street, West Orange, NJ (Kayser)

e. **663-21** Hearing on Renewal for 2021-2022 License Term – **Las Palmeras, Inc**. 0722-33-045-005 (Special Conditions)

f. **664-21 He**aring on Renewal for 2021-2022 License Term-**Club 466** 0722-33-035-011 (Special Conditions)

g. **665-21** Hearing on Renewal for 2021-2022 License Term-**Huguitos Restaurant and Bar, LLC** 0722-33-024-005 (Special Conditions)

h. **666-21** Hearing on Renewal for 2020-2021 License Term – **1920's Road House, Inc.** 0722-33-071-003 (Special Conditions)

i. **667-21** Hearing on Renewal for 2020-2021 License Term – **Harrison Avenue Tavern, Inc. 0722-33-058-008** (Special Conditions)

j. **668-21** Hearing on Renewal for 2020-2021 License Term-**Angelito's, LLC** 0722-33-066-009 (Special Conditions)

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): July 13, 2021

125-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") owns and maintains an outdoor pool facility, which includes locker room facilities, at the Ginny Duenkel Pool Complex, located at 60 ½ Cherry Street in the Township (the "Pool Facilities"); and

WHEREAS, the Montclair YMCA has for many years used the Pool Facilities during limited hours for youth swim practices and for competitive swimming programs; and

WHEREAS, the Montclair YMCA has once again requested to use the Pool Facilities for youth swim practices during the summer 2021 season, generally between the hours of 6:00 A.M. and 7:45 A.M. on weekdays from approximately May 1, 2021 through August 31, 2021; and

WHEREAS, the Montclair YMCA has agreed to use the Pool Facilities in exchange for the payment of an hourly rental fee, plus payment of various costs and expenses, pursuant to other terms and conditions set forth in the License Agreement annexed hereto as Attachment **"A"**; and

WHEREAS, the Montclair YMCA has agreed that its use of the Pool Facilities will not conflict with the Township's uses; and

WHEREAS, the Montclair YMCA has agreed to comply with all pool regulations and all applicable laws;

NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Mayor be and hereby is authorized to enter into the annexed License Agreement for the Montclair YMCA's limited use of Pool Facilities and the Municipal Clerk shall be authorized to attest to the Mayor's signature; and be it further

RESOLVED, that the entry of the License Agreement shall be subject to the Licensee's providing proof of adequate insurance with the Township named as an additional insured, subject to approval of the Law Department, prior to the use of the Pool Facilities.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

LICENSE AGREEMENT FOR LIMITED USE OF POOL FACILITIES

THIS AGREEMENT, effective June ___, 2021 upon full execution by all parties, between:

Township of West Orange, as Licensor ("Township" or "Licensor")

and

The Montclair YMCA, as Licensee ("Montclair Y" or "Licensee")

WHEREAS, the Montclair Y runs a competitive swimming program in the summer and requires pool time for the same; and

WHEREAS, the Township owns a certain outdoor pool and surrounding facility in the Township located at 60½ Cherry Street, West Orange, New Jersey ("Pool Facility"); and

WHEREAS, the Montclair Y is desirous of using West Orange's outdoor swimming pool and changing room facilities for swim practices.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto agree as follows:

1. **License Date and Effective Date of Agreement**. This License is made with an effective date of May 1, 2021 ("Effective Date"). This Agreement shall not be effective until the Township receives a copy of this Agreement executed by the President of the Board of Trustees or Executive Director of Licensee and the required insurance certificate approved by the Township Attorney along with a Resolution evidencing approval by the Licensor's Township Council.

2. **Description of Agreement Premises**. The premises licensed by Township to Licensee includes the pool and locker rooms located at 60 ½ Cherry Street in the Township of West Orange, New Jersey ("Premises").

3. **Term**. The term of this License shall be for four (4) months, beginning on May 1, 2021 through August 31, 2021. The Director of Recreation reserves the right to terminate this contract at any time at his/her sole discretion.

4. **Licensee's Use**. Licensee shall use the Premises for swim practices and not for any other use. The hours of use will be 6:00 a.m. until approximately 7:45 a.m. Monday through Friday beginning no earlier than May 1, 2021 and ending no later than August 31, 2021. Assigned days and hours are subject to change during the period of this agreement if West Orange activities mandate such change. In the event of a conflict with a Township activity where pool and changing room use is required, the Township shall

contact the Senior Aquatics Director of the Montclair Y and notify the Licensee of the unavailability of the premises as soon as the conflict is evident. No alternate arrangements need be made.

5. **Fee and Insurance**. A fee shall be payable in the amount of $65.00 per hour of actual use. If the Township is required to hire a manager or other authorized individual, the Licensee shall pay those additional expenses. Licensee agrees to maintain public liability insurance naming itself and Township as named insured in an amount not less than one million ($1,000,000) dollars per occurrence and two million ($2,000,000) dollars in the aggregate. The Montclair Y shall carry liability insurance with a minimum combined single limit of One Million ($1,000,000.00) dollars for bodily injury and property damage. The Montclair Y shall provide the original of a Certificate of Insurance to this effect upon signing this agreement. Further, the Montclair Y represents that all participants and staff have additional medical insurance and emergency room coverage under a policy provided through United States Swimming (liability amount of $10,000,000.00) and will provide a copy of that documentation included with this signed agreement. The policy expiration dates shall be no earlier than August 31, 2021.

6. **Indemnification**. Licensee shall indemnify and hold harmless Licensor including attorney's fees and expenses from any claims arising from Licensee's use of the Premises.

7. **Usage**. Licensee shall comply with all state and local laws, regulations, codes and ordinances. In addition, Licensee shall comply with all Township pool rules as shall be promulgated from time to time by the Township. Licensee hereby acknowledges receipt and full understanding of all current pool rules.

8. **Hours of Licensee Use**. Licensee shall be permitted to use the Premises during the hours of 6:00 a.m. until 7:45 a.m. Monday through Friday during the term set forth above. Any other hours of use shall be subject to prior written request and approval by the Township in its sole discretion. Licensee may not use the Premises at any time without the Licensor's authorized representative present.

9. **Licensee's Care**. Licensee will commit no act of waste, will take good care of the Premises, and will comply with all laws, regulations, rules, and orders of any federal, state, or local government agencies or departments. Licensee will do nothing that may potentially increase the cost of Township's fire or public liability insurance.

10. **Staffing/Supervision & Safety:** Licensee shall provide a certified swim coach (USAS) for all competitive swimming activities and shall also provide a certified pool manager (CPO) to properly open the pool and assure its safety for participants. It shall be the responsibility of the Licensee to ensure the safety of its staff and all participants and to ensure that all staff and participants are properly trained in safety and health procedures and concerns. The Licensee shall immediately report any incidents to West Orange in writing, shall provide the Township with a written incident report, and shall fully cooperate with the Township in all regards. The Licensee shall assume all liabilities of injuries resulting from swim team related activities. All of Licensee's

employees, agents and representatives shall be free of any criminal charge or conviction having any impact upon their ability to work with or be in the vicinity of minors.

11. **Lifeguard:** A fully certified lifeguard shall be present at all times. The Licensee will pay all costs for providing the lifeguard and shall reimburse West Orange for the utilization of a West Orange staff lifeguard.

12. **Repairs**. Township will make all necessary repairs to the Premises at Township's expense except when the repairs are caused by the misuse or neglect by Licensee or by persons under Licensee's control or on the Premises at Licensee's invitation, in which even, Licensee shall make those repairs at Licensee's own expense. Licensee shall surrender the Premises in the same condition as they were at beginning of the term, reasonable wear and tear excepted.

13. **Improvements**. Licensee shall not cause any improvements, renovations or other work to be done at the Premises. All of Licensee's personal property shall be removed by Licensee on a daily basis upon the completion of Licensee's hours of use hereunder.

14. **Abandoned Property**. All of Licensee's property remaining on the Premises shall be deemed abandoned and the sole property of the Township.

15. **Payment.** An initial payment of $2,000 shall be due to the Township by no later than May 1, 2021. The remaining balance, the amount of which will be presented to the Licensee by the Township by no later than September 15, 2021, shall be due to the Township by no later than October 15, 2021.

16. **Services.** The Township shall provide no services for Licensee's use except as specifically provided herein. Licensee agrees to place all garbage in a designated area. Township agrees to maintain the electrical, plumbing, HVAC and structural systems on the Premises.

17. **Damage to Building**. If the Premises are damaged by fire or any other cause, then Township may, give Licensee notice of election to terminate this Agreement.

18. **Township May Terminate**. If Licensee defaults in the performance of any covenant or condition of this Agreement, Township may, on written notice to Licensee terminate this Agreement.

19. **Notices**. Any notice by either party to the other shall be in writing and shall be deemed to be properly given only if delivered personally, telecopied, or mailed by registered or certified mail, return receipt requested, addressed (a) if to Licensee, at the above indicated location; (b) if to Township, at Township’s address set out in this Agreement; or (c) at such addresses as Licensee or Township from time to time may designate in writing. Notice shall be deemed to have been given upon delivery if delivered personally, and if mailed, upon the third day after the date of mailing.

20. **Township's Right to Inspect Premises**. Township may enter the Premises at any time without notice to Licensee to inspect the premises or make those repairs, replacements, and additions to the Premises as Township deems necessary or desirable. Licensee shall have no claim or cause of action against Township solely for entering the premises in accordance with the Paragraph.

21. **Interruption of Services or of Occupancy**. Interruption or curtailment of any service maintained on the Premises if caused by strikes, mechanical difficulties, or any other causes beyond Township's control shall not entitle Licensee to any claim against Township or to any abatement in rent, nor shall they constitute constructive or partial eviction.

22. **Elements of Construction Eviction**. Licensee shall not be entitled to claim a constructive eviction from the Premises.

23. **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.

24. **Covenant of Quiet Enjoyment**. Township covenants that as long as Licensee pays the rent and any additional rent required under this Agreement and performs Licensee's covenants, Licensee shall peaceably and quietly have, hold, and enjoy the premises for the term provided, subject to the provisions of this Agreement.

25. **Waiver of Jury Trial**. To the extent waiver is permitted by law, the parties waive trial by jury in any action or proceeding brought in connection with this Agreement or the premises.

26. **Captions**. The captions 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.

27. **No Assignment**. The Licensee is not permitted to assign sublet or transfer any aspect of this Agreement, in whole or in part, to any entity or person.

28. **Agreement Binding on Successors, Representatives, and Assigns**. The provisions of this Agreement shall apply to, bind, and inure to the benefit of Township and Licensee, their successors, legal representatives, and assigns.

29. **Entire Agreement:** This Agreement may not be modified except by written agreement signed by both of the parties hereto.

IN WITNESS WHEREOF, the parties have hereunto executed this Agreement.

MONTCLAIR YMCA

Dated: _____ Signed: _____

TOWNSHIP OF WEST ORANGE

Dated:_____ Signed: _____

126-21
June 22, 2021

RESOLUTION

WHEREAS, an application has been submitted by the Montclair Golf Club, which wishes to sponsor its annual Fourth of July fireworks exhibition at the Montclair Golf Club on July 3, 2021 (Rain Date: July 5, 2021); and

WHEREAS, all of the necessary documentation has been submitted to the Township Clerk, on an Application for Permission to Conduct Fireworks Display (the "Application"), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, Inc., P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official, and confirms that a Certificate of Insurance naming the Township as an additional insured has been provided;

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Montclair Golf Club be and is hereby granted permission to conduct a firework display on July 3, 2021 (Rain Date: July 5, 2021); subject to the directives of the Fire Official, or his designees.

_____ _____

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

Cindy Matute-Brown
Council President

Adopted: June 22, 2021

127-21
June 22, 2021

RESOLUTION

WHEREAS, an application has been submitted by the Township of West Orange Recreation Department, which wishes to sponsor the Township's annual Fourth of July fireworks exhibition at Degnan Field/West Orange High School on July 4, 2021 (Rain Date: July 5, 2021); and

WHEREAS, all of the necessary documentation has been submitted to the Township Clerk, on an Application for Permit to Conduct Fireworks Display (the "Application"), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township of West Orange Recreation Department be and is hereby granted permission to conduct a firework display on July 4, 2021 (Rain Date: July 5, 2021); subject to the directives of the Fire Official, or his designees; and

BE IT FURTHER RESOLVED that the Mayor be and is hereby authorized to execute any documents between the Township of West Orange and Garden State Fireworks necessary to formally retain Garden State Fireworks for the Fourth of July fireworks exhibition.

_____ _____

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

Cindy Matute-Brown
Council President

Adopted: June 22, 2021

128-21
June 22,2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") owns, controls or will own property to be identified (the "Township Properties"); and

WHEREAS, the Township also operates a jitney bus system for Township seniors which includes a number of jitney buses and bus shelters located throughout the Township (the "Jitney Facilities"); and

WHEREAS, the Township is interested in awarding a contract ("Signage Agreement") for the use of public space for advertising on signage, including billboards at the Township Properties and on the Jitney Facilities; and

WHEREAS, the Township seeks to utilize Competitive Contracting in lieu of public bidding ("Competitive Contracting") whereby the Township can award the contract for the use of public space for advertising on signage, including billboards at the Township Properties and on the Jitney Facilities utilizing criteria including price and other factors in lieu of public bidding; and

WHEREAS, Competitive Contracting involves a procedure wherein proposals are evaluated and ranked in a methodology by scoring of categories in technical, management and cost related criteria; and

WHEREAS, pursuant to N.J.S.A. 40A:11-4.1(j) of the Local Public Contracts Law a municipality can utilize Competitive Contracting for the award of a contract for "concessions;" and

WHEREAS, the definition of "concessions" includes the "[u]se of public space or facilities (such as scoreboards, bus shelter or facility advertising) for advertising in exchange for

fees or services, or discounts on services" as set forth in the regulations promulgated by the Department of Community Affairs, see N.J.A.C. 5:34-9.4(b)(3); and

WHEREAS, pursuant to N.J.S.A. 40A:11-4.3 a resolution of the governing body is required to authorize the use of competitive contracting each time specialized goods or services are desired to be contracted.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is authorized to initiate the competitive contracting process for the award of a Signage Agreement consistent with the requirements of N.J.S.A. 40A:11-4.4 of the Local Public Contracts Law.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: June 22, 2021

Exhibit “A”

Township Properties:

Township Properties:

1. The Pleasant Valley Way Fire Station;

2. The municipal parking lot near the intersection of Pleasant Valley Way and Eagle Rock Avenue;

3. Certain Property within the Executive Drive redevelopment area;

4. The Valley Firehouse;

5. The Property at the intersection of Northfield Avenue and Valley Road; and

6. The Property at the intersection of Northfield Avenue and Old Short Hills Road.

129-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #19-032 for Block 122 lot 64 a/k/a 164 Watson Avenue, has been Redeemed and

WHEREAS, the redemption funds of $ 38,668.91 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 $ 38,668.91 plus the premium of $ 28,200.00 to Daxuan Wang, 11 Walnut Street, Livingston, NJ 07039

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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 164 WATSON AVENUE
Block Lot Qualifier: 0012200064
Certificate Year and Number: 19-032

Total to Redeem:(01-2150) **$38,668.91** **Through (meeting date):** **05/28/2021**

Total Due to Lienholder including premium: **$66,868.91**

LIEN HOLDER
DAXUAN WANG
11 WALNUT STREET
LIVINGSTON, NJ 07039 07039

OWNER INFORMATION
164 WATSON AVE, LLC
PO BOX 640
MARTINSVILLE, NJ 08836

Original Certificate: 19-032 2019

Date of Sale: October 29, 2019
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$6,094.72	$1,132.35	$7,227.07
Other Delinquencies	$700.00	$88.36	$788.36
COSTS OF SALE			$150.00
TOTAL AMOUNT OF SALE			**$8,165.43**
PREMIUM (IF ANY) PAID $ (01-2155)		**$28,200.00**	

Redemption Information:

Original Certifcate:	$8,165.43
Redemption Penalty 4%:	$326.62
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$25,886.02
Interest on Subsequents:	$4,225.84
Total to Redeem:	$38,668.91
Through:	05/28/2021

Redeemed on 05/28/2021 Amount: 38668.91

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
11/13/2019	2019 1 P Payment	PD BY LIENHOLDER 2019	40040	2,069.00	620.70	600
11/13/2019	2019 1 I Interest	PD BY LIENHOLDER 2019	40040	498.70	149.61	600
11/13/2019	2019 1 IW Interest	PD BY LIENHOLDER	40041	34.53	10.36	600
11/13/2019	2019 1 PW Payment	PD BY LIENHOLDER	40041	700.00	210.00	600
11/13/2019	2019 2 P Payment	PD BY LIENHOLDER 2019	40040	2,069.00	620.70	600
11/13/2019	2019 3 P Payment	PD BY LIENHOLDER 2019	40040	2,211.00	663.30	600
11/13/2019	2019 4 P Payment	PD BY LIENHOLDER 2019	40040	2,181.05	654.32	600
Totals for 11/13/2019 Amt:		**9,763.28**	**Int:**	**2,928.99**	**Days 600**	
12/30/2020	2020 1 P Payment	02/18/20	40060	2,133.00	205.83	193
12/30/2020	2020 1 I Interest	02/18/20	40060	18.13	1.75	193
12/30/2020	2020 1 IW Interest	06/22/20	40016	12.91	1.25	193
12/30/2020	2020 1 PW Payment	06/22/20	40016	700.00	67.55	193
12/30/2020	2020 2 P Payment	06/22/20	40014	2,133.00	205.83	193
12/30/2020	2020 2 I Interest	06/22/20	40014	56.52	5.45	193
12/30/2020	2020 3 P Payment	12/09/20	40051	2,132.00	205.74	193
12/30/2020	2020 3 I Interest	12/09/20	40051	132.09	12.75	193
12/30/2020	2020 4 P Payment	12/09/20	40051	2,384.20	230.08	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	1.39	0.13	193

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 164 WATSON AVENUE
Block Lot Qualifier: 0012200064
Certificate Year and Number: 19-032

Total to Redeem:(01-2150) **$38,668.91** **Through (meeting date):** 05/28/2021

Total Due to Lienholder including premium: **$66,868.91**

LIEN HOLDER
DAXUAN WANG
11 WALNUT STREET
LIVINGSTON, NJ 07039 07039

OWNER INFORMATION
164 WATSON AVE, LLC
PO BOX 640
MARTINSVILLE, NJ 08836

Original Certificate: 19-032 2019
Date of Sale: October 29, 2019
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$6,094.72	$1,132.35	$7,227.07
Other Delinquencies	$700.00	$88.36	$788.36
COSTS OF SALE			$150.00
TOTAL AMOUNT OF SALE			**$8,165.43**
PREMIUM (IF ANY) PAID $ (01-2155)		**$28,200.00**	

Redemption Information:

Original Certifcate:	$8,165.43
Redemption Penalty 4%:	$326.62
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$25,886.02
Interest on Subsequents:	$4,225.84
Total to Redeem:	$38,668.91
Through:	05/28/2021

Redeemed on 05/28/2021 Amount: 38668.91

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
12/30/2020	2020 4 ST Payment	Interest on 6%	0	1.21	0.12	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	25.03	2.42	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	332.75	32.11	193
12/30/2020	2020 4 ST Payment	6 pct 12/30/20	0	621.54	59.98	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	2.83	0.27	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	200.50	19.35	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	65.80	6.35	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	5.31	0.51	193
12/30/2020	2020 4 ST Payment	Interest on 6%	0	22.39	2.16	193
Totals for 12/30/2020 Amt:		**10,980.60** **Int:**	**1,059.63**		**Days 193**	
02/23/2021	2021 1 P Payment	PD BY LIENHOLDER 2019	40015	2,196.00	153.72	140
02/23/2021	2021 1 I Interest	PD BY LIENHOLDER 2019	40015	24.16	1.69	140
Totals for 02/23/2021 Amt:		**2,220.16** **Int:**	**155.41**		**Days 140**	
05/17/2021	2021 1 IW Interest	PD BY LIENHOLDER	40037	7.31	0.20	56
05/17/2021	2021 1 PW Payment	PD BY LIENHOLDER	40037	700.00	19.60	56
05/17/2021	2021 2 P Payment	PD BY LIENHOLDER 2019	40036	2,196.00	61.49	56
05/17/2021	2021 2 I Interest	PD BY LIENHOLDER 2019	40036	18.67	0.52	56

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 164 WATSON AVENUE
Block Lot Qualifier: 0012200064
Certificate Year and Number: 19-032

Total to Redeem:(01-2150) **$38,668.91** **Through (meeting date):** 05/28/2021

Total Due to Lienholder including premium: **$66,868.91**

LIEN HOLDER
DAXUAN WANG
11 WALNUT STREET
LIVINGSTON, NJ 07039 07039

OWNER INFORMATION
164 WATSON AVE, LLC
PO BOX 640
MARTINSVILLE, NJ 08836

Original Certificate: 19-032 2019
Date of Sale: October 29, 2019
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$6,094.72	$1,132.35	$7,227.07
Other Delinquencies	$700.00	$88.36	$788.36
COSTS OF SALE			$150.00
TOTAL AMOUNT OF SALE			**$8,165.43**
PREMIUM (IF ANY) PAID $ (01-2155)		**$28,200.00**	

Redemption Information:

Original Certifcate:	$8,165.43
Redemption Penalty 4%:	$326.62
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$25,886.02
Interest on Subsequents:	$4,225.84
Total to Redeem:	$38,668.91
Through:	05/28/2021

Redeemed on 05/28/2021 Amount: 38668.91

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
Totals for 05/17/2021	**Amt:**	**2,921.98**	**Int:** **81.81**		**Days 56**	
TOTAL SUBSEQUENT TAXES				25,886.02	4,225.84	

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

130-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-133 for Block 154.17 lot 146 a/k/a 11 Suburban Drive, has been Redeemed and

WHEREAS, the redemption funds of $ 940.87 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 $ 940.87 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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 11 SUBURBAN DRIVE
Block Lot Qualifier: 00154 1700146
Certificate Year and Number: 20-133

Total to Redeem:(01-2150) **$940.87** **Through (meeting date):** **05/28/2021**

Total Due to Lienholder including premium: **$2,640.87**

LIEN HOLDER
FIG NJ19, LLC / FIG CUST FIGNJ19LLC & SEC PTY
PO BOX 54226
NEW ORLEANS, LA 70154-4226

OWNER INFORMATION
HALIBEY, LEV & DANIELLE
11 SUBURBAN DRIVE
WEST ORANGE, NJ 07052

Original Certificate: 20-133 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$350.00	$44.02	$394.02
COSTS OF SALE			$65.00
TOTAL AMOUNT OF SALE			**$459.02**
PREMIUM (IF ANY) PAID $ (01-2155)		**$1,700.00**	

Redemption Information:

Original Certifcate:	$459.02
Redemption Penalty 2%:	$9.18
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$370.44
Interest on Subsequents:	$37.23
Total to Redeem:	$940.87
Through:	05/28/2021

Redeemed on 05/28/2021 Amount: 940.87

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
12/22/2020	2020 1 IW Interest	PD BY LIENHOLDER	40056	20.44	2.05	201
12/22/2020	2020 1 PW Payment	PD BY LIENHOLDER	40056	350.00	35.18	201
Totals for 12/22/2020 Amt:		**370.44**	**Int:**	**37.23**	**Days 201**	
TOTAL SUBSEQUENT TAXES				370.44	37.23	

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

131-21
June 22, 2021

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

WHEREAS, certain West Orange property owners or their mortgage company have made a duplicate payment for the second quarter 2021 taxes;

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

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2021 taxes.

Block	**Lot**	**Name & Address**	**Amount**
18	58	Alexandra Godinez-Lopez 30 Mountain View Avenue Long Valley,NJ 07853	$4,085.00
41.02	107	Better Settlement Services 600 West Germantown Pike Suite 450 Plymouth Meeting, PA 19462	$3,668.00
79.01	16	Res/Title Inc. 175 Metro Center Blvd Suite 4 Warwick, RI 02886	$6,732.00
105 6	C0201	Bony Shamurailatpam 201 Zeppi Lane West Orange, NJ 07052	$2,929.39
119	8	Watchung Avenue Venture,LLC %Judith Wildman, Attorney at Law 180 Glenridge Avenue Montclair, NJ 07042	$4,100.00
146	12	Cynthia & Douglas Cummings 58 Valley Way West Orange, NJ 07052	$2,261.00

154.12		7	National Link 100 Commerce Drive, STE#300 Pittsburgh, PA 15275	$3,287.00
164	37	C0026	Town Title Agency, LLC 40 East Midland Avenue Paramus, NJ 07652	$2,463.00
164.07		15	SouthCoast Title& Escrow 150 Burnside Street Cranston, RI 02910	$2,927.00
172.14		10	Inspire Closing Services 420 Rouser Rd, Bldg 3, 5th Fl Moon Township, PA 15108	$2,380.00
173.16		45	Allied Title, LLC 360 Route 24 Chester, NJ 07930	$2,977.00
			TOTAL:	$37,809.39

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

_____
Cindy Matute-Brown
Council President

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

_____
John Gross, Chief Financial Officer

132-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-140 for Block 155.22 lot 42.01 Qual C0199 a/k/a 69 Clarken Drive, has been redeemed and

WHEREAS, the redemption funds of $891.71 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 $ 891.71 plus the premium of $2,200.00 to DAXUAN WANG, 11 WALNUT STREET, LIVINGSTON, NJ 07039.

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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 69 CLARKEN DRIVE
Block Lot Qualifier: 00155 2200042 01C0199
Certificate Year and Number: 20-140

Total to Redeem:(01-2150) **$891.17** **Through (meeting date):** 06/01/2021

Total Due to Lienholder including premium: **$3,091.17**

LIEN HOLDER
DAXUAN WANG
11 WALNUT STREET
LIVINGSTON, NJ 07039

OWNER INFORMATION
WITTER, DAMIEN & PATNETT,
69 CLARKEN DRIVE
WEST ORANGE NJ 07052

Original Certificate: 20-140 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$348.36	$43.82	$392.18
COSTS OF SALE			$65.00
TOTAL AMOUNT OF SALE			**$457.18**
PREMIUM (IF ANY) PAID $ (01-2155)		**$2,200.00**	

Redemption Information:

Original Certifcate:	$457.18
Redemption Penalty 2%:	$9.14
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$353.66
Interest on Subsequents:	$6.19
Total to Redeem:	$891.17
Through:	06/01/2021

Redeemed on 06/01/2021 Amount: 891.17

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
05/17/2021	2021 1 IW Interest	PD BY LIENHOLDER	40057	3.66	0.06	35
05/17/2021	2021 1 PW Payment	PD BY LIENHOLDER	40057	350.00	6.13	35
Totals for 05/17/2021 Amt:		**353.66**	**Int:**	**6.19**	**Days 35**	
TOTAL SUBSEQUENT TAXES				353.66	6.19	

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

133-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-121 for Block 152.19 lot 1062 a/k/a Eagle Street, has been Redeemed and

WHEREAS, the redemption funds of $ 1,503.19 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 $ 1,503.19 to AGPS Investments, LLC, PO Box 2111, Livingston, NJ 07039.

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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

134-21
June 22, 2021

RESOLUTION

WHEREAS, the Township seeks to engage a professional architectural firm for architectural and engineering services to relocate the library to another location; and

WHEREAS, Arcari and Iovino Architects, PC with offices at One Katherine Street in Little Ferry, NJ 07643 ("Arcari + Iovino") has provided a professional services proposal, annexed hereto as Exhibit **"A"** (the "Proposal") whereby in the Design Development Phase Arcari + Iovino will resolve significant design issues such as the technical aspects of materials and building systems, the arrangement of spaces, and selection of interior finishes. Mechanical, electrical, plumbing, fire protection and structural design concepts are investigated and integrated into the design; and

WHEREAS, in the Construction Documents Phase Arcari + Iovino will prepare a final set of drawings and specifications which set forth in detail the requirements for the building's construction; and

WHEREAS, in the Bidding Phase Arcari + Iovino will assemble the bid documents and assist with the distribution of sets to contractors. Arcari + Iovino will answer contractors' questions and attend the bid opening, evaluate the bids and prepare a summary letter of their findings.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is authorized to retain Arcari + Iovino pursuant to the Proposal annexed hereto as Exhibit **"A;"** and be it further

RESOLVED, that the Mayor is authorized to execute any formal Agreement, if any, to finalize the retention of Arcari + Iovino pursuant to the Proposal.

_____	_____
Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: June 22, 2021

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

_____
John Gross, Chief Financial Officer

135-21

22-Jun-21

RESOLUTION

WHEREAS, Township Ordinance #1115-92 grants to this Township Council the discretion to reimburse the owners of one-family residential dwellings who do not receive garbage collection services from the Township of West Orange for the costs in an amount equal to the actual cost of private garbage collection or equal to the estimate of the cost to the Township if they were to provide said services, whichever is lower; and

WHEREAS, this council desires to reimburse those home owner associations or individuals; who have complied with the terms of Ordinance # 1115-92, for the cost of private garbage collection for the period January 1, 2020 through December 31, 2020; and

WHEREAS, there is attached hereto and made a part hereof a report of the Chief Financial Officer detailing the names of those who have filed for reimbursement and the sum of monies the applicants are entitled to for the period January 1, 2020 through December 31, 2020; and

NOW, THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the private home owner associations or individuals set forth in the attached report of the Chief Financial Officer and those who subsequently apply be paid the sums set forth therein as reimbursement fo their costs of private garbage collection for the period January 1, 2020 through December 31, 2020; and

NOW, THEREFORE BE IT RESOLVED that the Chief Financial Officer issue the appropriate checks to comply with this Resolution as soon as is feasible.

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

Cindy Matute-Brown
Council President

Maximum GARBAGE REIMBURSEMENT
2020

135-21

	VENDOR #	PERIOD	APPLICANT	UNITS	Rate		12 month REIMBURSEME
2	122585	1/1-12/31/20	ESSEX GREEN VILLAS	80	113.79	up to	9,102.80
4	202900	1/1-12/31/20	300-306 MAIN STREET	27	113.79	up to	3,072.20
6							
			TOTAL	107	Grand Total		12,175.00

MEMORANDUM

CERIFICATION OF SOLID WASTE COSTS
2020

	From	1/1/2020
	To	12/31/2020
		Full Year REIMBURSEMENT
Refuse Collection Services per unit per month		
Bulky Trash Collection per unit per month		
Total Collection Fee per month based upon bidded contract		
Total Collection Fee per year per unit prorata per contract (a)		71.52
Tipping Fee @ Essex Co. Resource Facility	84.53	
Ton of Solid Waste per unit per year*	0.50	
Total Tipping Fee per unit per fee (b)	42.27	42.27
Total Solid Watse Cost per unit per ye ("a" plus "b")		113.79

* 1/2 ton solid waste per unit is determined as follows: on several occasions the Township had solid waste collected from various apartment and condominium complexes which contents were weighed at a weighing station to determine the amount of tonnage per unit.

John O. Gross
Director of Finance

136-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange Housing Rehabilitation Program has a mortgage against certain real property owned by Margaret Williams (the "Owner") residing at 71 Whittlesey Avenue, Block 126, Lot 8 (the "Property"), in the amount of Fifteen Thousand Dollars ($15,000.00), which was dated July 27, 2005 and recorded in the Essex County Register's Office on October 18, 2005 in Book 10807, Page 139 (the "WOHRP Mortgage"); and

WHEREAS, there is a first mortgage on the Property held by Bank of America in the outstanding amount of One Hundred Seventy Thousand, One Hundred and Eight Dollars ($170,108) (the "First Mortgage") at an interest rate of 4.5%; and

WHEREAS, the Owners desire to refinance their home to obtain a new mortgage loan from Nationstar Mortgage LLC d/b/a Mr. Cooper ("Nationstar") in the amount of One Hundred Seventy-One Thousand Four Hundred Forty-Six Dollars ($171,446), and with an interest rate of 3.125% (the "New Mortgage"); and

WHEREAS, the New Mortgage will pay off the First Mortgage; and

WHEREAS, the Owners have requested that the Township of West Orange subordinate the WOHRP Mortgage to the New Mortgage; and

WHEREAS, the appraised value of the property is $280,000; and

WHEREAS, based on the amount of the New Mortgage as compared to the First Mortgage, the proposed subordination will not materially change the equity available to satisfy the WOHRP Mortgage.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Mayor be and hereby is authorized to

execute a Subordination of Mortgage, annexed hereto as Exhibit **"A,"** in favor of Nationstar with respect to the Property and the Owners; and be it further

RESOLVED, that the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature on the Subordination of Mortgage; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

137-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-176 for Block 178.29 lot 29 C0149 a/k/a 23 Bayowski Road, has been Redeemed and

WHEREAS, the redemption funds of $1,299.72have 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 $ 1.299.72 plus the premium of $ 2,200.00 to Daxuan Wang, 11 Walnut Street, Livingston, NJ 07039.

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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 23 BAYOWSKI ROAD
Block Lot Qualifier: 00178 2900023C0149
Certificate Year and Number: 20-176

Total to Redeem:(01-2150) **$1,299.72** **Through (meeting date):** 06/07/0221

Total Due to Lienholder including premium: **$3,499.72**

LIEN HOLDER
DAXUAN WANG
11 WALNUT STREET
LIVINGSTON, NJ 07039

OWNER INFORMATION
GOURVITZ, JASON & LEIGH
136 WALNUT STREET
LIVINGSTON, NJ 07039

Original Certificate: 20-176 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$350.00	$44.02	$394.02
COSTS OF SALE			$65.00
TOTAL AMOUNT OF SALE			**$459.02**
PREMIUM (IF ANY) PAID $ (01-2155)		**$2,200.00**	

Redemption Information:

Original Certifcate:	$459.02
Redemption Penalty 2%:	$9.18
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$720.85
Interest on Subsequents:	$45.67
Total to Redeem:	$1,299.72
Through:	06/07/0221

Redeemed on 06/07/0221 Amount: 1299.72

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
11/17/2020	2020 1 IW Interest	PD BY LIENHOLDER	40040	17.19	1.85	215
11/17/2020	2020 1 PW Payment	PD BY LIENHOLDER	40040	350.00	37.63	215
Totals for 11/17/2020 Amt:		**367.19**	**Int:**	**39.48**	**Days 215**	
05/17/2021	2021 1 IW Interest	PD BY LIENHOLDER	40065	3.66	0.06	35
05/17/2021	2021 1 PW Payment	PD BY LIENHOLDER	40065	350.00	6.13	35
Totals for 05/17/2021 Amt:		**353.66**	**Int:**	**6.19**	**Days 35**	

TOTAL SUBSEQUENT TAXES 720.85 45.67

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

138-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-041 for Block 59.04 lot 1.19 a/k/a 39 Rollinson Street, has been Redeemed and

WHEREAS, the redemption funds of $ 1,236.22 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 $ 1,236.22 plus the premium of $ 1,500.0 to Zhengrong Yun, 74 Adler Lane, Basking Ridge, NJ 07920.

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: June 22, 2021

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

_____
John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 39 ROLLINSON STREET
Block Lot Qualifier: 00059 0400001 19
Certificate Year and Number: 20-041

Total to Redeem:(01-2150) **$1,236.22** **Through (meeting date):** 06/07/2021

Total Due to Lienholder including premium: **$2,736.22**

LIEN HOLDER
ZHENGRONG YUN
74 ALDER LN
BASKING RIDGE,, NJ 07920

OWNER INFORMATION
CHESTER, PAUL
39 ROLLINSON STREET
WEST ORANGE, NJ 07052

Original Certificate: 20-041 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$350.00	$44.02	$394.02
COSTS OF SALE			$65.00
TOTAL AMOUNT OF SALE			**$459.02**
PREMIUM (IF ANY) PAID $ (01-2155)		**$1,500.00**	

Redemption Information:

Original Certifcate:	$459.02
Redemption Penalty 2%:	$9.18
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$0.00
Other Fees:	$0.00
Subsequent Taxes:	$736.86
Interest on Subsequents:	$19.16
Total to Redeem:	$1,236.22
Through:	06/07/2021

Redeemed on 06/07/2021 Amount: 1236.22

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
05/21/2021	2020 1 IW Interest	PD BY LIENHOLDER	40038	36.86	0.96	52
05/21/2021	2020 1 PW Payment	PD BY LIENHOLDER	40038	350.00	9.10	52
05/21/2021	2021 1 PW Payment	PD BY LIENHOLDER	40038	350.00	9.10	52
Totals for 05/21/2021		**Amt:**	**736.86**	**Int:**	**19.16**	**Days 52**
TOTAL SUBSEQUENT TAXES				736.86	19.16	

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

139-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange Housing Rehabilitation Program has a mortgage against certain real property owned by Karen Ector (the "Owner") residing at 49 Ridgehurst Road, Block 113, Lot 69 (the "Property"), in the amount of Fifteen Thousand Dollars ($15,000.00), which was dated December 20, 2005 and recorded in the Essex County Register's Office on March 7, 2006 in Book 11113, Page 284 (the "WOHRP Mortgage"); and

WHEREAS, there is a first mortgage on the Property held by Specialized Loan Servicing in the outstanding amount of One Hundred Fifty-Seven Thousand, Six Hundred Fifty Dollars and Eighty-Seven Cents ($157,650.87) (the "First Mortgage") at an interest rate of 2.625%; and

WHEREAS, the Owners desire to refinance their home to obtain a new mortgage loan from Affinity Federal Credit Union ("Affinity") in the amount of Two-Hundred Seventy Thousand Dollars ($270,000), and with an interest rate of 3.125% (the "New Mortgage"); and

WHEREAS, the New Mortgage will pay off the First Mortgage; and

WHEREAS, the Owners have requested that the Township of West Orange subordinate the WOHRP Mortgage to the New Mortgage; and

WHEREAS, the appraised value of the property is $370,000; and

WHEREAS, based on the amount of the New Mortgage as compared to the First Mortgage, the proposed subordination will not materially change the equity available to satisfy the WOHRP Mortgage;

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Mayor be and hereby is authorized to

execute a Subordination of Mortgage, annexed hereto as Exhibit **"A,"** in favor of Affinity with respect to the Property and the Owners; and be it further

RESOLVED, that the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature on the Subordination of Mortgage; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

Exhibit “A”

*Prepared by:*_____

Record and Return to:

CLOSING PARTNER LLC
49 Parker Road
Long Valley, NJ 07853

POSTPONEMENT OF MORTGAGE

(Subordination Agreement)

This Postponement is made on _____, 2021

BETWEEN the Mortgage Holder(s) ***TOWNSHIP OF WEST ORANGE,***

whose address is: *66 Main Street, West Orange, NJ 07052,*
referred to as "I",

AND the New Lender(s) ***AFFINITY FEDERAL CREDIT UNION,***

whose address is: *73 Mountain View Boulevard, Basking Ridge, NJ 07920,*
referred to as "You".

If there is more than one Mortgage Holder, the word "I" shall mean "We".

PRESENT MORTGAGE. *I hold a mortgage (referred to as the "present mortgage"). The present mortgage is dated* ***December 20, 2005*** *and was made by Karen Ector.*
I also hold the note, bond or other agreement for payment that is secured by the present mortgage. The present mortgage covers property commonly known as 49 Ridgehurst Road, Township of West Orange, Essex County, NJ . This present mortgage was recorded on March 7, 2006 in the office of the Register of ***Essex County****, New Jersey in Book 11113 of Mortgages on Page 284. The original amount of the present mortgage was* ***$15,000.00***

NEW MORTGAGE *You are about to make a loan in the principal amount of* ***$ 270,000.00 ,*** *which will be secured by a mortgage (referred to as the "new mortgage" covering the same property as the present mortgage.*
POSTPONEMENT. *The present mortgage will be subject, subordinate and inferior in priority to the new mortgage. This includes all renewals and extensions of the new mortgage. I have been paid* ***$0.00****, for making this Postponement.*
CONTINUING EFFECT. *This Postponement changes only the priority of the present mortgage. The present mortgage remains in effect in all other respects.*
WHO IS BOUND. *This Postponement is binding upon me and all who succeed to my rights as holder of the present mortgage.*

SIGNATURES. *I agree to this Postponement. If this Postponement is made by a corporation, its proper corporate officers sign and its corporate seal is affixed.*

Witnessed or Attested by: *TOWNSHIP OF WEST ORANGE*

*BY:*_____

_____

STATE OF NEW JERSEY , COUNTY OF) SS.:
I CERTIFY that on , 20 21 , personally came before me, and this person acknowledged under oath, to my satisfaction, that:

(a) this person is the secretary of Township of West Orange , the corporation named in this document;
(b) this person is the attesting witness to the signing of this document by the proper corporate officer who is the President of the corporation;
(c) this document was signed and delivered by the corporation as its voluntary act duly authorized by a proper resolution of its Board of Directors;
(d) this person knows the proper seal of the corporation which was affixed to this document; and
(e) this person signed this proof to attest to the truth of these facts.

Signed and sworn to before me on
2021

_____

_____

140-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-108 for Block 138 lot 35 a/k/a 71 Elm Street, has been Redeemed and

WHEREAS, the redemption funds of $ 757.41 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 $ 757.41 plus the premium of $ 1,500.00 to Zhengrong Yun, 74 Adler Lane, Basking Ridge, NJ 07920.

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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 71 ELM STREET
Block Lot Qualifier: 0013800035
Certificate Year and Number: 20-108

Total to Redeem:(01-2150) **$757.41** **Through (meeting date):** **06/09/2021**

Total Due to Lienholder including premium: **$2,257.41**

LIEN HOLDER
ZHENGRONG YUN
74 ALDER LN
BASKING RIDGE,, NJ 07920

OWNER INFORMATION
PARKER, MICHAEL
71 ELM STREET
WEST ORANGE, NJ 07052

Original Certificate: 20-108 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$286.42	$22.85	$309.27
COSTS OF SALE			$65.00
TOTAL AMOUNT OF SALE			**$374.27**
PREMIUM (IF ANY) PAID $ (01-2155)		**$1,500.00**	

Redemption Information:

Original Certifcate:	$374.27
Redemption Penalty 2%:	$7.49
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$0.00
Other Fees:	$0.00
Subsequent Taxes:	$354.43
Interest on Subsequents:	$9.22
Total to Redeem:	$757.41
Through:	06/09/2021

Redeemed on 06/09/2021 Amount: 757.41

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
05/21/2021	2021 1 IW Interest	PD BY LIENHOLDER	40025	4.43	0.12	52
05/21/2021	2021 1 PW Payment	PD BY LIENHOLDER	40025	350.00	9.10	52
Totals for 05/21/2021 Amt:		**354.43**	**Int:**	**9.22**	**Days 52**	
TOTAL SUBSEQUENT TAXES				354.43	9.22	

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

141-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") owns and maintains an outdoor pool facility, which includes locker room facilities, at the Ginny Duenkel Pool Complex, located at 60 ½ Cherry Street in the Township (the "Pool Facilities"); and

WHEREAS, the Montclair YMCA has for many years used the Pool Facilities during limited hours for youth swim practices and for competitive swimming programs; and

WHEREAS, the Montclair YMCA has once again requested to use the Pool Facilities for youth swim practices during the summer 2021 season, generally between the hours of 6:00 A.M. and 7:45 A.M. on weekdays from approximately May 1, 2021 through August 31, 2021; and

WHEREAS, the Montclair YMCA has agreed to use the Pool Facilities in exchange for the payment of an hourly rental fee, plus payment of various costs and expenses, pursuant to other terms and conditions set forth in the License Agreement annexed hereto as Attachment **"A"**; and

WHEREAS, the Montclair YMCA has agreed that its use of the Pool Facilities will not conflict with the Township's uses; and

WHEREAS, the Montclair YMCA has agreed to comply with all pool regulations and all applicable laws;

NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Mayor be and hereby is authorized to enter into the annexed License Agreement for the Montclair YMCA's limited use of Pool Facilities and the Municipal Clerk shall be authorized to attest to the Mayor's signature; and be it further

RESOLVED, that the entry of the License Agreement shall be subject to the Licensee's providing proof of adequate insurance with the Township named as an additional insured, subject to approval of the Law Department, prior to the use of the Pool Facilities.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

Exhibit “A”

LICENSE AGREEMENT FOR LIMITED USE OF POOL FACILITIES

THIS AGREEMENT, effective May ___, 2021 upon full execution by all parties, between:

Township of West Orange, as Licensor ("Township" or "Licensor")

and

The Montclair YMCA, as Licensee ("Montclair Y" or "Licensee")

WHEREAS, the Montclair Y runs a competitive swimming program in the summer and requires pool time for the same; and

WHEREAS, the Township owns a certain outdoor pool and surrounding facility in the Township located at 60½ Cherry Street, West Orange, New Jersey ("Pool Facility").

WHEREAS, the Montclair Y is desirous of using West Orange's outdoor swimming pool and changing room facilities;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto agree as follows:

1. **License Date and Effective Date of Agreement**. This License is made with an effective date of May 1, 2021 ("Effective Date"). This Agreement shall not be effective until the Township receives a copy of this Agreement executed by the President of the Board of Trustees or Executive Director of Licensee and the required insurance certificate approved by the Township Attorney along with a Resolution evidencing approval by the Licensor's Township Council.

2. **Description of Agreement Premises**. The premises licensed by Township to Licensee includes the pool and locker rooms located at 60 ½ Cherry Street in the Township of West Orange, New Jersey ("Premises").

3. **Term**. The term of this License shall be for four (4) months, beginning on May 1, 2021 through August 31, 2021. The Director of Recreation reserves the right to terminate this contract at any time at his/her sole discretion.

4. **Licensee's Use**. Licensee shall use the Premises for swim practices and not for any other use. The hours of use will be 6:00 a.m. until approximately 7:45 a.m. Monday through Friday beginning no earlier than May 1 and ending no later than August 31 Assigned days and hours are subject to change during the period of this agreement if West Orange activities mandate such change. In the event of a conflict with a Township activity where pool and changing room use is required, the Township shall contact the Senior Aquatics Director of the Montclair Y and notify the Licensee of the unavailability

of the premises as soon as the conflict is evident. No alternate arrangements need be made.

5. **Fee and Insurance**. A fee shall be payable in the amount of $65.00 per hour of actual use. If the Township is required to hire a manager or other authorized individual, the Licensee shall pay those additional expenses. Licensee agrees to maintain public liability insurance naming itself and Township as named insured in an amount not less than one million ($1,000,000) dollars per occurrence and two million ($2,000,000) dollars in the aggregate. The Montclair Y shall carry liability insurance with a minimum combined single limit of One Million ($1,000,000.00) dollars for bodily injury and property damage. The Montclair Y shall provide the original of a Certificate of Insurance to this effect upon signing this agreement. Further, the Montclair Y represents that all participants and staff have additional medical insurance and emergency room coverage under a policy provided through United States Swimming (liability amount of $10,000,000.00) and will provide a copy of that documentation included with this signed agreement. The policy expiration dates shall be no earlier than August 31, 2021.

6. **Indemnification**. Licensee shall indemnify and hold harmless Licensor including attorney's fees and expenses from any claims arising from Licensee's use of the Premises.

7. **Usage**. Licensee shall comply with all state and local laws, regulations, codes and ordinances. In addition, Licensee shall comply with all Township pool rules as shall be promulgated from time to time by the Township. Licensee hereby acknowledges receipt and full understanding of all current pool rules.

8. **Hours of Licensee Use**. Licensee shall be permitted to use the Premises during the hours of 6:00 a.m. until 7:45 a.m. Monday through Friday during the term set forth above. Any other hours of use shall be subject to prior written request and approval by the Township in its sole discretion. Licensee may not use the Premises at any time without the Licensor's authorized representative present.

9. **Licensee's Care**. Licensee will commit no act of waste, will take good care of the Premises, and will comply with all laws, regulations, rules, and orders of any federal, state, or local government agencies or departments. Licensee will do nothing that may potentially increase the cost of Township's fire or public liability insurance.

10. **Staffing/Supervision & Safety:** Licensee shall provide a certified swim coach (USAS) for all competitive swimming activities and shall also provide a certified pool manager (CPO) to properly open the pool and assure its safety for participants. It shall be the responsibility of the Licensee to ensure the safety of its staff and all participants and to ensure that all staff and participants are properly trained in safety and health procedures and concerns. The Licensee shall immediately report any incidents to West Orange in writing, shall provide the Township with a written incident report, and shall fully cooperate with the Township in all regards. The Licensee shall assume all liabilities of injuries resulting from swim team related activities. All of Licensee's

employees, agents and representatives shall be free of any criminal charge or conviction having any impact upon their ability to work with or be in the vicinity of minors.

11. **Lifeguard:** A fully certified lifeguard shall be present at all times. The Licensee will pay all costs for providing the lifeguard and shall reimburse West Orange for the utilization of a West Orange staff lifeguard.

12. **Repairs**. Township will make all necessary repairs to the Premises at Township's expense except when the repairs are caused by the misuse or neglect by Licensee or by persons under Licensee's control or on the Premises at Licensee's invitation, in which even, Licensee shall make those repairs at Licensee's own expense. Licensee shall surrender the Premises in the same condition as they were at beginning of the term, reasonable wear and tear excepted.

13. **Improvements**. Licensee shall not cause any improvements, renovations or other work to be done at the Premises. All of Licensee's personal property shall be removed by Licensee on a daily basis upon the completion of Licensee's hours of use hereunder.

14. **Abandoned Property**. All of Licensee's property remaining on the Premises shall be deemed abandoned and the sole property of the Township.

15. **Payment.** An initial payment of $2,000 shall be due to the Township by no later than May 1, 2021. The remaining balance, the amount of which will be presented to the Licensee by the Township by no later than September 15, 2021, shall be due to the Township by no later than October 15, 2021.

16. **Services.** The Township shall provide no services for Licensee's use except as specifically provided herein. Licensee agrees to place all garbage in a designated area. Township agrees to maintain the electrical, plumbing, HVAC and structural systems on the Premises.

17. **Damage to Building**. If the Premises are damaged by fire or any other cause, then Township may, give Licensee notice of election to terminate this Agreement.

18. **Township May Terminate.** If Licensee defaults in the performance of any covenant or condition of this Agreement, Township may, on written notice to Licensee terminate this Agreement.

19. **Notices**. Any notice by either party to the other shall be in writing and shall be deemed to be properly given only if delivered personally, telecopied, or mailed by registered or certified mail, return receipt requested, addressed (a) if to Licensee, at the above indicated location; (b) if to Township, at Township's address set out in this Agreement; or (c) at such addresses as Licensee or Township from time to time may designate in writing. Notice shall be deemed to have been given upon delivery if delivered personally, and if mailed, upon the third day after the date of mailing.

20. **Township's Right to Inspect Premises.** Township may enter the premises at any time without notice to Licensee to inspect the premises or make those repairs, replacements, and additions to the Premises as Township deems necessary or desirable. Licensee shall have no claim or cause of action against Township solely for entering the premises in accordance with the Paragraph.

21. **Interruption of Services or of Occupancy.** Interruption or curtailment of any service maintained on the Premises if caused by strikes, mechanical difficulties, or any other causes beyond Township's control shall not entitle Licensee to any claim against Township or to any abatement in rent, nor shall they constitute constructive or partial eviction.

22. **Elements of Construction Eviction.** Licensee shall not be entitled to claim a constructive eviction from the Premises.

23. **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.

24. **Covenant of Quiet Enjoyment.** Township covenants that as long as Licensee pays the rent and any additional rent required under this Agreement and performs Licensee's covenants, Licensee shall peaceably and quietly have, hold, and enjoy the premises for the term provided, subject to the provisions of this Agreement.

25. **Waiver of Jury Trial.** To the extent waiver is permitted by law, the parties waive trial by jury in any action or proceeding brought in connection with this Agreement or the premises.

26. **Captions.** The captions 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.

27. **No Assignment.** The Licensee is not permitted to assign sublet or transfer any aspect of this Agreement, in whole or in part, to any entity or person.

28. **Agreement Binding on Successors, Representatives, and Assigns.** The provisions of this Agreement shall apply to, bind, and inure to the benefit of Township and Licensee, their successors, legal representatives, and assigns.

29. **Entire Agreement:** This Agreement may not be modified except by written agreement signed by both of the parties hereto.

IN WITNESS WHEREOF, the parties have hereunto executed this Agreement.

MONTCLAIR YMCA

Dated: 5/19/21

Signed: _____ C.F.O.

TOWNSHIP OF WEST ORANGE

Dated: _____

Signed: _____

4852-2104-3491, v. 1

142-21
June 22, 2021

RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-044 for Block 65 lot 9 a/k/a 129 Main Street, has been Redeemed and

WHEREAS, the redemption funds of $ 3,663.55 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 $ 3,663.55 plus the premium of $2,000.00 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: June 22, 2021

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

_____

John Gross, Chief Financial Officer

TAX LIEN REDEMPTION SPREADSHEET

TOWNSHIP OF WEST ORANGE
66 Main St
West Orange, NJ 07052
973-325-4075

THIRD PARTY LIEN REDEMPTION WORKSHEET

Property Address: 129 MAIN STREET
Block Lot Qualifier: 0006500009
Certificate Year and Number: 20-044

Total to Redeem:(01-2150) **$3,663.55** **Through (meeting date):** 06/11/2021

Total Due to Lienholder including premium: **$5,663.55**

LIEN HOLDER
FIG NJ19, LLC / FIG CUST FIGNJ19LLC & SEC PTY
PO BOX 54226
NEW ORLEANS, LA 70154-4226

OWNER INFORMATION
CASTELLONESE,M&E & G&S
129 MAIN ST.
WEST ORANGE, NJ 07052

Original Certificate: 20-044 2020
Date of Sale: October 27, 2020
Interest Rate Bid: 0%

	AMOUNT	INTEREST	TOTAL
Taxes	$0.00	$0.00	$0.00
Other Delinquencies	$1,050.00	$132.07	$1,182.07
COSTS OF SALE			$73.64
TOTAL AMOUNT OF SALE			**$1,255.71**
PREMIUM (IF ANY) PAID $ (01-2155)		**$2,000.00**	

Redemption Information:

Original Certifcate:	$1,255.71
Redemption Penalty 2%:	$25.11
Interest on Certificate:	$0.00
Search Fee:	$12.00
Recording Fees:	$53.00
Other Fees:	$0.00
Subsequent Taxes:	$2,175.04
Interest on Subsequents:	$142.69
Total to Redeem:	$3,663.55
Through:	06/11/2021

Redeemed on 06/11/2021 Amount: 3663.55

SUBSEQUENT TAXES AND PAYMENTS

Date	For	Notes	Trans #	Amount Paid	Calculated Interest *	Interest Days
12/22/2020	2020 1 IW Interest	PD BY LIENHOLDER	40064	60.57	6.36	210
12/22/2020	2020 1 PW Payment	PD BY LIENHOLDER	40064	1,050.00	110.25	210
Totals for 12/22/2020	**Amt:**	**1,110.57**	**Int:**	**116.61**	**Days 210**	
06/03/2021	2021 1 IW Interest	PD BY LIENHOLDER	40006	14.47	0.35	49
06/03/2021	2021 1 PW Payment	PD BY LIENHOLDER	40006	1,050.00	25.73	49
Totals for 06/03/2021	**Amt:**	**1,064.47**	**Int:**	**26.08**	**Days 49**	

TOTAL SUBSEQUENT TAXES 2,175.04 142.69

Instructions to Taxpayer:
The above is valid only through the date shown on the form.
In addition, the amount can change should the third party lienholder pay any subsequent municipal charges including taxes.
All payments should be made in cash, certified check, bank check or money order.
Redemptions are only made at meetings by resolution.

Payment must be received 10 days in advance of the meeting date to ensure resolution is on the agenda.

Instructions to Lien holder
The above is valid only through the date shown on the form.
Provide all affidavits to the tax collector.

143-21
June 22, 2021

RESOLUTION

WHEREAS, in 2018, the Township of West Orange (the "Township") was awarded a grant from the United States Department of Justice (the "DOJ") Office of Justice Programs (the "OJP") to create and implement a Justice and Mental Health Collaboration Program ("JMHCP") for the West Orange Police Department; and

WHEREAS, on June 25, 2019, the Township adopted Resolution 171-19 which authorized the Township to enter into an Agreement with Cavanaugh & Keenan, LLC ("Cavanaugh & Keenan") to serve as a Policing Consultant as part of the JMHCP program; and

WHEREAS, to continue the goals of the JMHCP, the Township seeks to enter into an agreement with Cavanaugh & Keenan, annexed hereto as Exhibit **"A"** whereby Cavanaugh & Keenan will provide trainings for the West Orange Police Department addressing the following subjects: (1) Overview of Mental Illness; (2) De-Escalation and Active Listening; (3) Dealing with Anger/Empathy; (4) Culture, LGBTQ and Biases; and (5) Use of Force Policy review.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and is hereby authorized to retain Cavanaugh & Keenan to provide training for the West Orange Police Department; and be it further

RESOLVED, that the Mayor is hereby authorized to execute the Agreement with Cavanaugh & Keenan annexed hereto as Exhibit **"A,"** and be it further

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

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

_____	_____
Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

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

_____
John O. Gross, CFO

4853-2188-6043, v. 1

Exhibit “A”

AGREEMENT FOR POLICE TRAINING

This Agreement ("Agreement") is made and entered into this _____ day of May 2021, (the "Effective Date"), by and between the Township of West Orange (the "Township") and Cavanaugh and Keenan, LLC., with its offices located at 20 Knollwood Terrace, Caldwell, New Jersey 07006 (the "Contractor") (collectively the "Parties").

Article 1
Definitions

1.1 **Definitions.** As used in the Agreement, the following terms shall have the meaning set forth below, unless the context requires otherwise:

"Agreement" means this agreement for Police Training as defined below.

"Township" means the Township of West Orange, a municipality in Essex County, New Jersey with its offices located at 66 Main Street, West Orange, New Jersey 07052 and a party to this Agreement.

"Contractor" means Cavanaugh and Keenan, LLC., with its offices located at 20 Knollwood Terrace, Caldwell, New Jersey 07006.

"Parties" means the Township and the contractors collectively.

"Effective Date" means (i) the date on which this Agreement commences; and (ii) the date on which the Township authorizes to execute the Agreement.

"Training" means the actual training to be presented to the members of the West Orange Police Department.

"Training Materials" means PowerPoints, lesson plans, videos and recordings, handouts, booklets, pamphlets or any other material provided by the contractor to supplement a didactic presentation.

Article 2
Terms and Conditions

2.1 **Term.** This agreement shall be effective upon the Effective Date and shall be in effect for a term of six (6) months.

2.2 **Rate.** Consistent with the Contractor's Proposal, Contractor shall be paid $15,000.00 for the term of this agreement. Contractor shall issue to the Township an invoice for the fee for services within 30 days after the training.

2.3 **Payment.** Payment shall be made to the Contractor in the full amount of $ 15,000.00.

Article 3
Scope of Services

3.1 **Services to be Performed.** Contractor shall provide the following services:

- In-person training for a maximum of 100 members of the West Orange Police Department.
- Ten (10) Trainings, each eight (8) hours inclusive of lunch and appropriate breaks.
- Training shall consist of the five (5) subjects listed below:
    1. Overview of Mental Illness
    2. De-Escalation and Active Listening
    3. Dealing with Anger/Empathy
    4. Culture, LGBTQ and Biases
    5. Use of Force Policy review
- Training materials*, Evaluation forms and Certificates will be provided by the Contractor.
    *All training materials are considered proprietary commercial information and are owned exclusively by Cavanaugh and Keenan, LLC.

3.2 **Facilities.** The Township will provide a facility, suitable for learning, to accommodate the number of students referred to in Section 3.1. The facility shall have electricity, internet access and a screen and amplifying devices for the expected group size.

Article 4
Insurance and Indemnification

4.1 **Insurance Requirements.** The Contractor shall maintain in force at all times during the term of the Agreement as a direct cost of operation, insurance coverage. Such coverage shall be provided on a primary and noncontributory basis and will be obtained from an insurance company authorized and licensed to do business in the State of New Jersey.

4.2 **Indemnification.** The Parties shall indemnify and hold the each other harmless, from any and all liabilities, damages, penalties, claims, demands, actions, suits, judgments and any and all costs, expenses or disbursements (including reasonable attorneys' fees and expenses) resulting from and against all claims, suits, judgments, expense, fines, penalties assessments and costs of every kind and description, by reason of injury to persons or damage to property, resulting or alleged to result from any act or omission of the other Party.

Article 5
State and Federal Law Compliance

5.1 **Affirmative Action/ EEO Compliance Notice.** The contractor shall comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27-1 et. seq. (Affirmative Action/Equal Employment Opportunity).

5.2 **Business Registration Certificate**. On file with the Township of West Orange. If needed, no later than ten (10) days from the Effective Date, the Contractor shall provide to the Township of its proof of its business registration.

Proof of business registration shall be:

A copy of a Business Registration Certificate issued by the Department of Treasury, Division of Revenue or a copy of the web printed version provided by the NJ Division of Revenue.

Article 6
Miscellaneous

6.1 **Notices.** All notices, demands, requests and other communications provided for under this agreement, except for the real-time or routine communications between the designated representatives concerning the services provided pursuant to this Agreement or any term or condition of this Agreement, will be in writing addressed to the respective Party, as the case may be, at the following addresses. Either party may change the address to which notices are sent or the designation of its designated representative by written notice to the other as required by this Section 6.1. Notice will be deemed to have been given (a) when presented personally, upon receipt, (b) when sent by mail, postage prepaid, registered or certified, return receipt requested, on the date delivered to the addressee or (c) when sent by facsimile or other electronic transmission, on the date of electronic confirmation of transmission (if sent on a Business Day before 5:00 p.m. Eastern Prevailing Time) or the first Business Day thereafter (if sent at any other time) The names and addresses for the service of notices referred to in this section and the designated representatives are:

To Contractor: Cavanaugh & Keenan, LLC.
20 Knollwood Terrace
Caldwell, New Jersey 07006
Attn: Richard Cavanaugh

To the Township: Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Attn: Clerk of Township of West Orange

6.2 **No Partnership**. This Agreement shall not be interpreted or construed to create an association, joint venture or partnership among the Parties, or to impose any partnership duty, obligation or liability on the Parties. No Party shall act as agent for the other, have the authority or hold itself out as having the authority to bind the other Party to any contract, obligation or commitment or take any other action on behalf of the other Party, in each case as expressly set forth in this Agreement.

6.3 **Third Party Beneficiaries**. This Agreement is for the benefit of the Parties hereto and their respective successors and permitted assigns, and this Agreement shall not otherwise be

deemed to confer upon or give to any third party any remedy, claim, liability, reimbursement, cause of action or other right.

6.4 **Governing Law.** This Agreement shall be governed by and shall be construed and interpreted in accordance with the laws of the State of New Jersey, without reference to principles of conflict laws there under. The jurisdiction and the venue of any action or claim between the Parties shall be the Superior Court of New Jersey, Essex Vicinage.

6.5 **Entire Agreement.** Each Party acknowledges that it and its counsel have reviewed and revised this Agreement and that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement.

6.6 **Amendments.** No amendment, modification, waiver, change or addition hereto shall be effective or binding on any of the Parties hereto unless the same is in writing and signed by each of the Parties hereto.

6.7 **Waivers.** Any waiver expressed or implied, by any Party of any right or of any failure to perform or breach of this Agreement by any Party shall not constitute or be deemed as a waiver of any other right or of any other failure to perform or breach of this Agreement by such other Party, whether of a similar or dissimilar nature.

6.8 **Severability.** In the event of the invalidity or unenforceability of any provision of this Agreement, the validity or enforceability of the other provisions hereof shall not be affected, and the Parties shall substitute for such invalid or unenforceable provisions a valid and enforceable provision that most closely approximates the intended effect of the invalid or unenforceable provision.

6.9 **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one and the same instrument.

6.10 **Facsimile Delivery**. This Agreement may be duly executed and delivered by a Party by execution and facsimile delivery of the signature page of a counterpart to the other Parties, and if delivery is made by facsimile, the executing Party shall promptly deliver, via overnight delivery, a complete original counterpart that it has executed to the other Parties, but this Agreement shall be binding on and enforceable against the executing Party whether or not it delivers such original counterpart.

In Witness Whereof, the parties hereto have hereunto set their hands and seals the day and year first written above.

Attest:

Township of West Orange

By: _____

Cavanaugh & Keenan, LLC.

By: _____

144-21
June 22, 2021

RESOLUTION

RESOLVED by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that the contract for EMERGENCY AND NON EMERGENCY TREE SERVICES in the Township of West Orange, in accordance with the plans and specifications on file in the Engineering Division of the Department of Public Works, dated August 2019, approved by the Township Council, by Resolution No. 265-19 dated November 12, 2019, pursuant to an advertisement duly authorized therefore, awarded to the below named bidder for a one year period commencing January 1, 2020 with an option for two additional one year periods be extended for an additional one year period commencing January 1, 2021 to:

RICH TREE SERVICE, INC.

325 BERGEN STREET

SOUTH PLAINFIELD, NEW JERSEY 07080

who submitted the lowest responsible bid for all six tree sizes specified.

BE IT FURTHER RESOLVED that the following unit prices be awarded by tree size:

Tree Size	**Unit Price**
Less than 16”	$ 50.00
16” – 23”	$ 370.00
24” – 30”	$ 750.00
31” – 36”	$ 950.00
37” – 41”	$1,575.00
53” +	$4,200.00
75’ Bucket truck, 12 c.y. chipping Body 14” capacity brush chipper and (3) men crew	$ 250.00/hr.
(1) 7-ton log loading crane and Operator	$ 80.00/hr.
(1) 2-men brush chipping crew With brush chipper and 12 c.y.	$ 175.00/hr.

Chipper truck

(1) 20 ton 100’ tree crane with NJ Certified Operator, Climber and Grounds person	$ 200.00/hr.
(1) 30 h.p. or larger stump grinder	$ 50.00/hr.

BE IT FURTHER RESOLVED that this award is subject to a 2021 Budget appropriation for contractual tree services and that the authorization to perform the work specified above is contingent upon the execution of a valid purchase order between the Township and the vendor(s) prior to the commencement of the work.

_____ _____

Karen J. Carnevale, R.M.C. **Cindy Matute-Brown**
Municipal Clerk **Council President**

Adopted: June 22, 2021

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

_____

John Gross, Chief Financial Officer

145-21
June 22, 2021

RESOLUTION

RESOLVED by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that the contract for EMERGENCY AND NON EMERGENCY TREE SERVICES in the Township of West Orange, in accordance with the plans and specifications on file in the Engineering Division of the Department of Public Works, dated August 2019, approved by the Township Council, by Resolution No. 263-19 dated November 12, 2019, pursuant to an advertisement duly authorized therefore, awarded to the below named bidder for a one year period commencing January 1, 2020 with an option for two additional one year periods be extended for an additional one year period commencing January 1, 2021 to:

RICH TREE SERVICE, INC.
325 BERGEN STREET
SOUTH PLAINFIELD, NEW JERSEY 07080

As the lowest responsible bidder

TREE TECH, INC.
P.O. BOX 158
1248 SUSSEX TPKE
MT. FREEDOM, NEW JERSEY 07970

As the second lowest bidder

AND

DOWNES TREE SERVICE CO., INC.
65 ROYAL AVENUE
HAWTHORNE, NEW JERSEY 07505

As the third lowest bidder

who submitted the lowest responsible bid.

BE IT FURTHER RESOLVED that the following unit prices submitted by Rich Tree Service, Inc. be used for work associated with their contracts:

DESCRIPTION	EMERGENCY HOURLY RATE	NON-EMERGENCY HOURLY RATE
75’ Bucket truck, 12 c.y. chipping Body 14” capacity brush chipper and (3) men crew	$ 250.00/hr.	$ 200.00/hr.
(1) 7-ton log loading crane and Operator	$ 80.00/hr.	$ 75.00/hr.
(1) 2-men brush chipping crew With brush chipper and 12 c.y. Chipper truck	$ 175.00/hr.	$ 125.00/hr.
(1) 20 ton 100’ tree crane with NJ Certified Operator, Climber and Grounds person	$ 200.00/hr.	$ 150.00/hr.
(1) 30 h.p. or larger stump grinder	$ 50.00/hr.	$ 50.00/hr.
TOTALS	**$ 755.00**	**$ 600.00**

BE IT FURTHER RESOLVED that the following unit prices submitted by Tree Tech, Inc., be used for work associated with their contract:

DESCRIPTION	EMERGENCY HOURLY RATE	NON-EMERGENCY HOURLY RATE
75’ Bucket truck, 12 c.y. chipping Body 14” capacity brush chipper and (3) men crew	$ 275.00/hr.	$ 255.00/hr.
(1) 7-ton log loading crane and Operator	$ 125.00/hr.	$ 120.00/hr.
(1) 2-men brush chipping crew With brush chipper and 12 c.y. Chipper truck	$ 185.00/hr.	$ 170.00/hr.
(1) 20 ton 100’ tree crane with NJ Certified Operator, Climber and Grounds person	$ 315.00/hr.	$ 290.00/hr.
(1) 30 h.p. or larger stump grinder	$ 105.00/hr.	$ 105.00/hr.
TOTALS	**$ 1,050.00**	**$ 940.00**

BE IT FURTHER RESOLVED that the following unit prices submitted by Downes Tree Service Co., Inc., be used for work associated with their contract:

DESCRIPTION	EMERGENCY HOURLY RATE	NON-EMERGENCY HOURLY RATE
75' Bucket truck, 12 c.y. chipping Body 14" capacity brush chipper and (3) men crew	$ 300.00/hr.	$ 265.00/hr.
(1) 7-ton log loading crane and Operator	$ 125.00/hr.	$ 125.00/hr.
(1) 2-men brush chipping crew With brush chipper and 12 c.y. Chipper truck	$ 190.00/hr.	$ 160.00/hr.
(1) 20 ton 100' tree crane with NJ Certified Operator, Climber and Grounds person	$ 350.00/hr.	$ 300.00/hr.
(1) 30 h.p. or larger stump grinder	$ 125.00/hr.	$ 100.00/hr.
TOTALS	**$ 1,090.00**	**$ 950.00**

BE IT FURTHER RESOLVED that this award is subject to a 2021 appropriation for contractual tree services and that the authorization to perform the work specified above is contingent upon the execution of a valid purchase order between the Township and the vendor(s) prior to the commencement of the work.

_____ _____

Karen J. Carnevale, R.M.C. **Cindy Matute-Brown**
Municipal Clerk **Council President**

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

_____
John Gross, Chief Financial Officer

146-21
June 22, 2021

RESOLUTION AUTHORIZING THE REFUND OF TAX OVERPAYMENT

WHEREAS, property taxes were overpaid on the property listed below; and

WHEREAS, the owner of the property listed below has requested a refund of the duplicate payment;

NOW, THEREFORE, BE IT RESOLVED, that the Township Council of the Township of West Orange hereby authorizes that the Tax Collector transfer the overpayment in the amount of $1765.00 directly to the taxpayer as follows:

BLOCK	LOT	QUAL
71.01	58	C0037
NAME	Mulu Gebreyesus	
ADDRESS	24 Hutton Avenue	
	Unit 37	
	West Orange, NJ 07052	

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

_____
Cindy Matute-Brown
Council President

Adopted: June 22, 2021

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

_____
John Gross, Chief Financial Officer

147-21
June 22, 2021

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 58 Lot 40.10, 60 Beverly Road, and a letter of eligibility from the Veteran's Administration is on file in the Assessor's office showing that the exemption from June 19, 2020 forward.

WHEREAS, the owner made payment for the second quarter of 2020 and the prorated refund due is $599.73. Payment was made for the third quarter of 2020 in the amount of $4498.00 and for the fourth quarter of 2020 in the amount of $5030.02.

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 homeowner the tax refunds due:

ADDRESS	60 Beverly
BLOCK	58
LOT	4.01

DATE	**TOTAL**
6/1/2021	$ 599.73
6/26/2021	$ 4,498.00
10/30/2021	$ 5,030.02
TOTAL	$10,127.75

PAYABLE TO:
Victor Almanzar
60 Beverly Road
West Orange, NJ 07052

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: June 22, 2021

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

John Gross, Chief Financial Officer

148-21
June 22, 2021

RESOLUTION

WHEREAS, an application has been submitted by the Essex County Country Club, which wishes to sponsor its annual Fourth of July fireworks exhibition at the Montclair Golf Club on July 3, 2021 (Rain Date: July 5, 2021); and

WHEREAS, all of the necessary documentation has been submitted to the Township Clerk, on an Application for Permission to Conduct Fireworks Display (the "Application"), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, Inc., P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official, and confirms that a Certificate of Insurance naming the Township as an additional insured has been provided;

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Essex County Country Club be and is hereby granted permission to conduct a firework display on July 3, 2021 (Rain Date: July 5, 2021); subject to the directives of the Fire Official, or his designees.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

149-21
June 22, 2021

RESOLUTION AUTHORIZING THE TOWNSHIP OF WEST ORANGE TAX COLLECTOR TO PREPARE AND MAIL ESTIMATED TAX BILLS IN ACCORDANCE WITH P.L. 1994, c.72

WHEREAS, the Essex County Board of Taxation has not certified the General Tax Rate throughout Essex County for 2021 and the West Orange Township Tax Collector will be unable to mail the Township's 2021 tax bills on a timely basis;

WHEREAS, the Township of West Orange Tax Collector in consultation with the West Orange Township Chief Financial Officer has computed an estimated tax levy in accordance with N.J.S.A. 54:4- 66.3, and they have both signed a certification showing the tax levies for the previous year, the tax rates and the range of permitted estimated tax levies;

WHEREAS, in accordance with Chapter 72, P.L. 1994, the Township Council approves the estimated tax levy to enable the Township to meet its financial obligations, maintain the tax collection rate, and provide uniformity for tax payments and save the unnecessary cost of interest expenses on borrowing.

NOW, THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX AND STATE OF NEW JERSEY on this 22nd day of June, 2021, as follows:

1. The Township of West Orange Tax Collector is hereby authorized and directed to prepare and issue estimated tax bills for the Township for the third installment of 2021 taxes. The Tax Collector shall proceed and take such actions as are permitted and required by L. 1994, c.72 (N.J.S.A. 54:4-66.2 and 54.4-66.3)

2. The entire estimated tax levy for the 2021 is hereby set at $242,436,676.93, with the estimated tax rate of 4.345. In accordance with law the third installment of 2021 taxes shall not be subject to interest until the later of August 10 or twenty fifth calendar day after the date the estimated tax bills were mailed. The estimated tax bills shall contain a notice specifying the date on which interest may begin to accrue.

IN WITNESS WHERE I have hereunto set my hand and affixed the seal of said Township the 22nd day of June, 2021

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

Cindy Matute-Brown
Council President

Adopted: June 22, 2021

149-21

2021 Estimated Tax Rate
Township of West Orange

Total 2021 Estimated Tax Rate	4.345
Total 2021 Estimated Tax Levy	$242,436,676.93

Certified by:	John O. Gross Chief Financial Officer	Chris Battaglia Tax Collector

150-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") acquired through an In Rem Tax Foreclosure, the properties located at 18 Central Avenue, Block 9, Lot 36 ("18 Central"), and 4 Tompkins Street, Block 7, Lot 22 ("4 Tompkins") on the Tax Map of the Township of West Orange (collectively the "Selecto-Flash Properties"); and

WHEREAS, the Selecto-Flash Properties are located within the Central Valley Brownfield Development Area with certain environmental conditions that require remediation; and

WHEREAS, the Township has designated and retained Matrix New World ("Matrix") as the Licensed Site Remediation Professionals for the Selecto-Flash Properties; and

WHEREAS, on October 26, 2016, the Township adopted Resolution 228-16 designating certain properties on Central Avenue (the "Redevelopment Area") as an area in need of redevelopment, including the Selecto-Flash Properties; and

WHEREAS, on January 3, 2017, the Township passed Ordinance 2499-16 which adopted a Redevelopment Plan for the Redevelopment Area (the "Redevelopment Plan"), including the Selecto-Flash Properties; and

WHEREAS, the remediation efforts on the Selecto-Flash Properties, included the demolition of a structure previously located on the Properties; and

WHEREAS, the structure previously on the Selecto-Flash Properties contained contaminated concrete which requires monitoring and progress reporting with the New Jersey Department of Environmental Protection (the "DEP") under an Administrative Consent Order (the "ACO"); and

WHEREAS, Matrix has submitted to the Township a proposal to provide monitoring and reporting pursuant to the ACO (the "Proposal") annexed hereto as Exhibit **"A;"** and

WHEREAS, the Proposal provides that Matrix will perform the services, as set forth therein, for a total fixed fee cost of $6,030.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township authorizes the retention of Matrix the provide monitoring and progress report to the DEP pursuant to the Proposal annexed hereto as Exhibit **"A;"** and be it further

RESOLVED, that Mayor Robert D. Parisi is hereby authorized to execute any agreement or document required to effectuate the retention of Matrix consistent with the Proposal annexed hereto as Exhibit **"A;"** and be it further

RESOLVED, that the Township Clerk is authorized to attest to the Mayor's signature.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

I hereby certify funds are available from: _____

Account No.

_____

John O. Gross, CFO

4853-2188-6043, v. 1

Exhibit “A”

Matrix New World Engineering, Land Surveying and
Landscape Architecture, P.C.
26 Columbia Turnpike
Florham Park, NJ 07932
973.240.1800 Fax 973.240.1818
www.matrixneworld.com WBE/DBE/SBE

MATRIXNEWORLD
Engineering Progress

Via Email (JSayers@westorange.org)

April 1, 2021

Township of West Orange
66 Main Street
West Orange, New Jersey 07052
Attn: John K. Sayers, Business Administrator

RE: CONCRETE ADMINISTRATIVE CONSENT ORDER – PROGRESS REPORTS
TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
SELECTO FLASH INCORPORATED (FORMER)
18 CENTRAL AVENUE
BLOCK 9, LOT 36
WEST ORANGE, NEW JERSEY
SRP PI NO. 027054
MATRIX NO. 17-296

Dear Mr. Sayers:

Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) has prepared this proposal for environmental services for the preparation of three progress reports to be in compliance with the Administrative Consent Order (ACO) for the approximate 1,100 cubic yards of concrete impacted at concentrations above the New Jersey Department of Environmental Protection (NJDEP) Direct Contact Soil Remediation Standards at the Selecto Flash property located at 18 Central Avenue in West Orange, New Jersey (Site). The ACO is between the Township of West Orange and the NJDEP and it was executed on October 18, 2018.

The original deadline to dispose of the concrete on Site per the ACO was May 18, 2020. The Township received a one-year extension to May 18, 2021 on April 20, 2020. Another one-year extension was requested by the Township on February 10, 2020 and the request for the extension of the May 18, 2021 deadline was approved by the NJDEP Bureau of Soil Waste Compliance and Enforcement on February 11, 2021. An extension of one-year, to the deadline of May 18, 2022 has been approved for the removal of all contaminated concrete stored on Site with the understanding that all requirements of the ACO will continue to be met.

SCOPE OF WORK

The scope of services and associated fee is described in detail below:

TASK 1: PREPATATION OF ACO PROGRESS REPORTS

Matrix will prepare three progress report submissions (April 2021, October 2021, and April 2022) for the approximate 1,100 cubic yards of concrete and associated concrete fines containing contaminants at concentrations above the NJDEP Direct Contact Soil Remediation Standards stored at the Site. This task will also include an inspection of the concrete pile every 6-months. The purpose of the progress reports is to provide the NJDEP with an update on the following items as required by the AOC:

- Identification of the Site and reference of the ACO;
- Status of work at the Site and progress to date;
- Difficulties or problems encountered during the reporting period;
- Actions taken or to be taken to rectify difficulties or problems;
- Activities planned for the next reporting period;
- Required and actual completion dates for each item required by the ACO;
- An explanation of any non-compliance with the ACO schedule; and
- A performance evaluation of all corrective remedial measures implemented to date.

COSTS

The following are our fixed fee costs for the tasks described herein. All work will be conducted in accordance with the previously transmitted standard terms and conditions and LSRP Special Provisions.

TASK 1: PREPATATION OF ACO PROGRESS REPORTS

Labor $5,600.00
Expenses (copies, mailings, travel) $430.0
Total Fixed Fee Cost $6,030.00

CLOSING

All out-of-pocket expenses including, but not limited to, application fees, laboratory testing costs, mylar copies, certified mailings, photographs, blueprints, and special deliveries are considered additional to the proposal items unless specifically noted within the scope of this proposal.

This proposal is submitted solely and exclusively for the use of Township of West Orange for consideration of the professional services of Matrix. Disclosure of this proposal's content to any third party without prior written authorization from Matrix is expressly prohibited.

In addition to the specific items as listed herein, the client may be required to demonstrate compliance with certain permit and approval conditions as may be imposed by one or more of the regulatory agencies. These conditions may require revisions to the plans and/or preparation of additional supporting documentation. This proposal does not include these additional items unless specifically outlined within the scope of this proposal.

PAYMENT SCHEDULE

Payment shall be in accordance with the Charges, Billing, and Payment schedule outlined in the previously transmitted Terms and Conditions unless prior written arrangements have been made with Matrix.

Please indicate your acceptance of this proposal by signing in the space provided below and returning one copy to this office. Acceptance of this proposal signifies the clients' understanding that Matrix will not be retained or asked to perform any services unless funding is secured and is available to pay all invoices within 30 days. Receipt of the signed proposal shall be considered authorization to proceed with all items described within this agreement. Any items not intended to be authorized shall be clearly and specifically noted as such within the client's signed and returned proposal.

We thank you for the opportunity to be of service to you on this project. Matrix is prepared to implement the described Scope of Work upon receiving a signed copy of this letter. If you have any questions or require any additional information, do not hesitate to contact us at (973) 240-1800.

Sincerely,

Allison Molnar
Project Manager

Authorization to Proceed:_____ Date:_____
Name/Title

Copy to: Richard Trenk, Esq., Trenk, DiPasquale, Della Fare & Sodono, P.C.
Mark Moon, Esq., Trenk, DiPasquale, Della Fare & Sodono, P.C.
Leonard Lepore, Municipal Engineer, Township of West Orange

ATTACHMENT 1
TERMS AND CONDITIONS

MATRIXNEWORLD
Engineering Progress

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

Section 1: SERVICES
Matrix New World Engineering, Land Surveying and Landscape Architecture, PC (Matrix) agrees to perform the professional services (the "Services") as described in the Proposal incorporated herein by reference for the CLIENT on a best efforts, time and materials basis under the terms and conditions set forth below. Matrix reserves the right to amend the contents of the Proposal, if written authorization is not received within 90 days. These Terms and Conditions together with the Proposal constitute the agreement between Matrix and the CLIENT for the Services (the "Agreement").

Section 2: COMPENSATION
The CLIENT shall be responsible for all costs specifically enumerated in the proposal. For any costs set forth in the proposal as a range, Matrix shall provide CLIENT with an exact cost as soon as it can be estimated.

CLIENT shall also be responsible for any REIMBURSABLE COSTS not specifically set forth in the proposal. REIMBURSABLE COSTS include: out-of-pocket expenses, the cost of which shall be charged at actual cost plus an administrative charge of fifteen percent (15%) and shall be itemized and included in the invoice. Typical out-of-pocket expenses shall include, but not be limited to, travel expenses (lodging, meals, etc.), job-related mileage at the prevailing IRS mileage rate, long distance telephone calls, printing and reproduction costs, and survey supplies and materials.

Section 3: CLIENT'S OBLIGATIONS
To assist Matrix in performance of the Services, CLIENT shall provide Matrix with appropriate material, data and information in its possession pertaining to the specific project or activity.

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

Section 4: INVOICE PROCEDURE AND PAYMENT
Matrix will submit invoices to the CLIENT monthly and a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date. CLIENT agrees to pay a finance charge of one and one-half percent (1.5%) per month, or the maximum rate allowed by law on past due accounts. CLIENT will be liable for all court costs, disbursements, and attorney's fees incurred in the collection of any outstanding invoices.

Section 5: OWNERSHIP OF DOCUMENTS
All survey notes, drawings, bills of materials, specifications, blueprints, reports, calculations and all other material prepared in connection with the specific project shall be property of the CLIENT and shall be transferred to the CLIENT upon completion of the project and upon receipt of complete payment for the scope of work outlined in the proposal. Matrix may retain a single copy of such information and documents.

Section 6: CONFIDENTIALITY
Matrix agrees to keep confidential and not to disclose to any person or entity, other than Matrix's employees and subcontractors, without the prior consent of the CLIENT, all data and information not previously known to and generated by Matrix, or furnished to Matrix and marked CONFIDENTIAL by the CLIENT in the course of Matrix's performance hereunder; provided, however, that this provision shall not apply to data which are in the public domain, or were previously known to Matrix, or were acquired by Matrix independently from third parties not under obligation to CLIENT to keep said data and information confidential. CLIENT shall not restrict Matrix from complying with an order to provide information or data when such order is issued by a court, administrative agency or other authority with proper jurisdiction.

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

Section 7: BURIED UTILITIES
Matrix will conduct the research that in our professional opinion is necessary to locate utility lines and other man-made objects that may exist beneath the sites surface. The CLIENT recognizes that Matrix's research may not identify all subsurface utility lines and man-made objects. Matrix will take reasonable precautions to avoid damage or injury to any subsurface utilities or structures. The CLIENT agrees to hold Matrix harmless and the CLIENT agrees to pay for damages to underground utilities or structures which are not called to Matrix's attention or correctly shown on plans furnished by the CLIENT or third parties.

Section 8: DISCOVERY OF UNANTICIPATED HAZARDOUS MATERIALS
Hazardous materials or certain types of hazardous materials may exist at a site where there is no reason to believe they could or should be present. Matrix and the CLIENT agree that the discovery of unanticipated hazardous materials constitutes a changed condition mandating a renegotiation of the scope of work and compensation for the Services or termination of the Agreement. Matrix agrees to notify the CLIENT as soon as practically possible should unanticipated hazardous materials or suspected hazardous materials be encountered. The CLIENT encourages Matrix to take measures that in Matrix's professional opinion are justified or legally required to preserve and protect the health and safety of Matrix's personnel and the public, and/or the environment, and the CLIENT agrees to compensate Matrix for the additional cost of such work.

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

Section 9: STANDARD OF CARE
The Services provided by Matrix under the Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing in the same locality under similar conditions. No other representation, express or implied, and no warranty or guarantee, in fact or by law, whether of merchantability or fitness for a particular purpose or otherwise, is included or intended in the Agreement, or in any report, opinion, document or otherwise.

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

Section 10: INDEPENDENT CONTRACTOR
Matrix shall be an independent contractor in performing the Services and shall not act as an agent or employee of the CLIENT. As such, and subject to the terms and conditions hereof, Matrix shall be responsible for its employees, subcontractors, and agents and for their compensation, benefits, contributions, and taxes, if any.

Section 11: JOBSITE HEALTH AND SAFETY
Insofar as jobsite safety is concerned, Matrix is responsible solely for its own employees' and subcontractor's activities on the jobsite, but this shall not be construed to relieve the CLIENT or his contractors from their responsibility for methods of work performance, superintendence, sequencing of construction, or safety in, on or about the jobsite.

Section 12: INSURANCE
Matrix is protected by: 1) Worker's Compensation Insurance as required by applicable law, 2) General Liability and Automobile Liability Insurance (in the amount of $1,000,000 combined single limit) for bodily injury and property damage, and 3) Professional Liability (Errors & Omissions) with policy limits equal to at least $1,000,000. Matrix shall provide insurance certificates illustrating the coverage herein defined to the Board prior to commencing work at the site.

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

Section 13: INDEMNITY
A. Matrix
Matrix agrees to indemnify and hold harmless CLIENT from and against any and all losses, damages, liabilities, and expenses (including, but not limited to, legal fees and costs of investigation) to the extent resulting or arising out of negligence or willful misconduct of Matrix or performance of the Services hereunder, provided that such loss, damage, liability or expense is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property, and not caused in whole or in party by any acts or omissions of the CLIENT, a third party, or anyone directly or indirectly employed by the CLIENT.

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

Section 14: LIMIT OF LIABILITY
Notwithstanding any other provision contained in the Agreement

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

Section 15: PROJECT DELAYS
If Matrix is delayed at any time in performing the Services for any specific project or activity by an act, failure to act, or neglect of the CLIENT or the CLIENT'S employees or any third parties; by changes in the scope of work; by unforeseen circumstances including delays authorized by the CLIENT and agreed to by Matrix; by acts of force majeure including, without limitation, fires, floods, riots, and strikes; by delays caused by foreign or domestic governmental acts or regulations; or by any cause beyond the reasonable control of Matrix, then the time for completion of the Services shall be extended based upon the impact of the delay. Matrix shall receive an adequate compensation adjustment if the delays caused by any of the above result in changes, require additional services, or result in additional costs to Matrix.

Section 16: ASSIGNMENT
Matrix shall not assign the Agreement in whole or part except that Matrix may use the services of persons and entities not in its employ, when it is appropriate to do so. Such persons and entities include, but are not limited to, surveyors, specialized consultants, drilling contractors, and testing laboratories. Matrix's use of others for additional services shall not be unreasonably restricted by the CLIENT provided Matrix notifies the CLIENT in advance.

Section 17: THIRD PARTY EXCLUSION
The Agreement shall not create any rights or benefits to parties other than the CLIENT and Matrix, except such other rights as may be specifically called herein.

Section 18: SEVERABILITY
If any clause or section of the Agreement shall be deemed void or invalid, such a decision shall only apply to that particular section(s) and shall not render the rest of the Agreement invalid. The balance of the Agreement shall remain in force.

Section 19: TERMINATION
Matrix may terminate the Agreement upon five (5) days' notice if the CLIENT defaults in the payment for the Services or for any other material default by the CLIENT under the Agreement. The CLIENT or Matrix may terminate the Agreement upon fourteen (14) days' notice for any reason which may arise or for no reason. In the event of such termination of the Agreement for any reason which may arise or for no reason, the termination will become effective fourteen (14) calendar days after receipt of the termination notice. Irrespective of which party shall affect termination of the cause therefore, the CLIENT shall within thirty (30) calendar days of termination remunerate Matrix for the Services rendered and costs incurred (including all reimbursable costs hereunder), in accordance with Matrix's prevailing rate schedule.

Section 20: GOVERNING LAW
Unless otherwise provided in an addendum, the law of the State of New Jersey will govern the validity of the Agreement, its interpretation and performance, and remedies for contract breach or contract breach or any other claims related to the Agreement.

ATTACHMENT 2
FEE SCHEDULE

MATRIXNEWORLD
Engineering Progress

2021 FEE SCHEDULE

TITLE	HOURLY RATE
Executive Engineer	$275.00
Principal	$230.00
Senior Technical Director	$200.00
Senior Project Manager	$190.00
Technical Director	$180.00
Senior Technical Manager	$170.00
Project Manager	$160.00
Senior Project Professional	$155.00
Project Professional	$150.00
Senior Project Specialist	$145.00
Project Specialist	$140.00
Senior Technical Professional	$130.00
One-Man Robotic Crew	$125.00
Senior Technical Specialist	$115.00
Technical Specialist	$105.00
Senior Data/Field Specialist	$100.00
Second Survey Crew Member	$100.00
Data/Field Specialist	$90.00
Senior Technical Assistant	$85.00
Technical Assistant	$80.00
Junior Technical Assistant	$75.00
Junior Data/Field Technician	$70.00
Data Entry Specialist	$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	$250.00
Scanner per diem	$400.00
Subconsultants	115% of cost
Out-of-pocket expenses	115% of cost

Additional reimbursables include, but are not limited to, delivery expenses and mileage, charged at Federal prevailing rates.

151-21
June 22, 2021

RESOLUTION

WHEREAS, the New Jersey Department of Health, Office of Local Public Health (the "OLPH") advertised for a non-competitive grant funding opportunity for Strengthening Local Public Health Capacity (the "Local Health Grant"); and

WHEREAS, the Local Health Grant offers funding for local health departments to boost their respective public health capacities; and

WHEREAS, the Township submitted an application for the Local Health Grant and is awaiting final and formal award of the Local Health Grant; and

WHEREAS, the Township seeks to utilize the awarded Local Health Grant funds to, in part, create a position entitled Vulnerable Populations Outreach Coordinator (the "VPOC") to perform the services and meet the qualifications set forth in the job description annexed hereto as Exhibit **"A;**" and

WHEREAS, the Township also seeks to award a contract to Essex Regional Health Commission (the "ERHC") for the hiring and management of the VPOC pursuant to the Professional Services Agreement annexed hereto as Exhibit **"B"** (the "Agreement").

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and is hereby authorized to retain ERHC to hire and manage the VPOC; and be it further

RESOLVED, that the Mayor is hereby authorized to execute the Agreement with ERHC annexed hereto as Exhibit **"B,"** and be it further

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

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

_____	_____
Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

I hereby certify funds are available from: _____

Account No.

_____

John O. Gross, CFO

4853-2188-6043, v. 1

Exhibit “A”

PROFESSIONAL SERVICES AGREEMENT BETWEEN
ESSEX REGIONAL HEALTH COMMISSION
AND
THE WEST ORANGE TOWNSHIP'S HEALTH DEPARTMENT

This Professional Services Agreement ("Agreement") is made and entered into as of the 1st day of July, 2021 (the "Effective Date"), by and between Essex Regional Health Commission (hereinafter **"ERHC"** or **"PROVIDER"**) and The Township of West Orange (hereinafter **"WEST ORANGE"** or **"RECIPIENT"**).

WHEREAS, ERHC and WEST ORANGE are both designated as Local Health in compliance with N.J.A.C. 8:52-3.3 and N.J.A.C. 8:52-4.1 by the New Jersey Department of Health ("NJDOH"); and

WHEREAS, ERHC and WEST ORANGE are recipients of the Strengthening Local Public Health Capacity funds for fund year 2021/2022, and as Grant recipients, each is required to work on mandated grant activities as specified in "Attachment C - Program Specification" of the Grant Application, attach hereto as Exhibit A; and

WHEREAS, WEST ORANGE has requested the assistance of ERHC in addressing mandatory Strengthening Local Public Health Capacity Grant activities and the hiring and managing of the mandatory Vulnerable Populations Outreach Coordinator (VPOC) position and assuring that progress report requirements are met and other assistance as appropriate.

NOW, THEREFORE, in consideration of the terms and conditions hereinafter set forth, ERHC and WEST ORANGE agree as follows:

1. **Scope of Service**. The PROVIDER and RECIPIENT agree to provide the services set forth in Exhibit B, attached hereto and incorporated herein by this reference (the "Services").

2. **Term**. The term of this Agreement shall commence on the Effective Date and shall terminate June 30, 2022 unless this Agreement is otherwise extended or terminated in accordance with the terms specified herein.

3. **Payment**. WEST ORANGE agrees to pay PROVIDER $112,300 for Services completed in accordance with the terms of this Agreement. The PROVIDER shall provide an invoice detailing the Services provided during that period. The PROVIDER shall be paid quarterly during the term of the Agreement in the amount of $28,075.00 with payments being due and payable on or before September 30, 2021, December 31, 2021, March 31, 2022, and June 30, 2022. If this Agreement is renewed pursuant to its terms then, in that event, RECIPIENT will continue to pay the sum of $28,075 per quarter, subject to available funding under the Strengthening Local Public Health Capacity Grant and Municipal Council approval.

4. **Termination**. Either PROVIDER or RECIPIENT may terminate the Agreement upon thirty (30) days written notice to the other party to the Agreement.

5. **Indemnification**. ERHC and WEST ORANGE agree to hold each other harmless from any and all obligations, penalties, fees, liabilities, judgments, claims and demands which may arise out of this Agreement and further agrees to save and hold harmless each other and to defend at its own cost and expense any such claim or lawsuit instituted by third parties against the other party. Nothing contained herein shall relieve ERHC or WEST ORANGE from liability for negligence or other wrong doing of its agents, servants and/or employees.

6. **Insurance**.
   a. **General Requirements**. PROVIDER shall maintain for the duration of the Agreement, at its cost and expense, insurance against claims for injuries to persons or damages to property, including contractual liability, which may arise from or in connection with the performance of the work by PROVIDER, its agents, employees, representatives, assigns or subcontractors. This insurance shall cover such claims as may be caused by any negligent act or omission and shall be in the amounts of $1,000,000 per occurrence and $2,000,000 aggregate.

   b. **Primary Insurance**. PROVIDER's insurance coverage shall be primary insurance with respect to WEST ORANGE, its officers, officials, employees and volunteers shall apply separately to each project or location. Any insurance or self-insurance maintained by the WEST ORANGE, its officers, officials, employees or volunteers shall be excess of PROVIDER's insurance and shall not contribute with it.

   c. **Additional Insured Status**. The Township of West Orange is to be listed as additional insured for liability arising out of activities performed by or on behalf of PROVIDER.

   d. **Certificate of Insurance/Endorsements**. A certificate of insurance from an insurer with a Best's rating of no less than A- indicating compliance with the required coverages, must be supplied to WEST ORANGE. ERHC must notify WEST ORANGE immediately of any material changes to insurance coverage, such as changes in limits, coverages, status of policy, etc. WEST ORANGE reserves the right to require complete copies of insurance policies at all times.

   e. **Workers Compensation Insurance**. PROVIDER shall procure and maintain during the life of the Agreement workers' compensation insurance in the statutory amounts, pursuant to N.J.S.A. 34:15-1 et seq. ($500,000 each accident/$500,000 policy limit).

   f. **Amounts**. All insurance shall be written for up to the following limits of liability:

Bodily Injury Liability Insurance	$1,000,000.00 each person
	$2,000,000.00 each occurrence

Property Damage Liability	$1,000,000.00 each person $1,000,000.00 each occurrence

7. **Renewal/Extension**. The term of the Agreement may be extended for one (1) year unless terminated by either party by written notice thirty (30) days prior to the end of the then current term subject to Municipal Council approval.

8. **Dispute Resolution**. In the event a dispute arises concerning the terms and conditions of the Agreement, ERHC and WEST ORANGE agree:
   a. A representative designated by PROVIDER and a representative designated by RECIPIENT shall attempt to resolve the dispute, if that is unsuccessful;

   b. ERHC and WEST ORANGE agree to appoint a retired Superior Court judge to act as mediator of the dispute. ERHC and WEST ORANGE agree that the decision rendered by the mediator shall not be binding on the parties and shall in no way prejudice any rights they may have to pursue all available legal and equitable remedies.

9. **Authorization**. Each party represents and warrants to the other that all actions necessary to enter into and perform all obligations required by the Agreement have been validly taken and that the undersigned are authorized to execute the Agreement.

10. **Governing Law**. This Agreement shall be governed by and construed in accordance with the laws of the State of New Jersey.

11. **No Assignments**. This Agreement may not be assigned without the written consent of all parties.

12. **Entire Agreement**. This Agreement, including the Exhibits hereto, represents the entire agreement between the parties hereto and supersedes all prior and contemporaneous written or oral agreements and all other communications between the parties relaying to the Services to be rendered hereunder. Any additions, deletions or modifications shall not be binding on either party unless accepted and approved in writing by duly authorized representatives of both parties, subject to Municipal Council approval. In the event of any contradictory provisions between this Agreement and the terms of any Exhibits, attachments or other documents issued by ERHC or WEST ORANGE in connection herewith, the terms set forth in the body of this Agreement shall prevail.

13. **Severability**. The provisions of this Agreement shall be deemed severable, and if any portion shall be held invalid, illegal or unenforceable for any reason, the remainder of this Agreement shall be effective and binding upon the parties, unless to do so would clearly violate the present legal and valid intention of the parties hereto.

14. **Notice**. All notices, consents, request, demands and other communications required or permitted hereunder shall be in writing (which includes facsimile) and shall be deemed given if (i) delivered personally, by overnight mail or by courier service; (ii) when sent by confirmed facsimile; or (iii) if mailed by U.S. registered or certified mail (return receipt requested) to the party at the party's address written below or at such other address as the party may have previously specified by like notice. If by mail, delivery shall be deemed effective three (3) business days after mailing.

If to PROVIDER:

Carrie Nawrocki, Health Officer
Essex Regional Health Commission
204 Hillside Avenue
Livingston, New Jersey 07039
Fax: 973-251-2779

If to RECIPIENT:

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

15. **Copy**.

a. A copy of this signed Agreement shall be submitted to the New Jersey Department of Health, Office of Local Public Health, P.O. Box 360, Trenton, New Jersey 086250360.

b. Pursuant to the provisions set forth in N.J.S.A. 40A:65-4(b), a copy of this fully executed Agreement shall be filed by the local authorities with the New Jersey Department of Community Affairs, Division of Local Government Services, 101 South Broad Street, P.O. Box 803, Trenton, New Jersey 08625-0803.

[*SIGNATURE PAGE FOLLOWS*]

IN WITNESS WHEREOF, this Professional Services Agreement has been duly executed by the authorized representatives of the parties hereto as of the date first set forth above.

Dated: June 15TH, 2021

ESSEX REGIONAL HEALTH COMMISSION

By: _____

Name: CARRIE NAWROCKI

Title: Executive Director

Dated: _____, 2021

THE TOWNSHIP OF WEST ORANGE

By: _____

Name: _____

Title: _____

Exhibit B
Essex Regional Health Commission and West Orange Shared Service Agreement

For Provider Responsibilities:

- Provide technical assistance, hiring and oversight to facilitate the recipient's completion of grant deliverables specified in Grant RFA
- Meet with designated West Orange staff on a regular basis, and with the West Orange administration as requested.
- Hire full time (or equivalent) Vulnerable Population Outreach Coordinator to be housed onsite at West Orange
- Manage Vulnerable Population Outreach Coordinator
- Oversee the completion of quarterly progress reports
- The VPOC will attend all meetings and webinars required by the grant
- Contact information of the FT VPOC and VPOC supervisor will be provided to NJDOH.

For Recipient Responsibilities:

- Provide a primary liaison for coordination of operational activities related to implementation of this agreement and generally make relevant West Orange staff available to participate in these activities as needed.
- Provide intra and interdepartmental coordination as required.
- Provide office supplies, copying, AV equipment and logistical support as needed to support training and exercises conducted pursuant to this agreement.
- Provide a suitable work location and incidentals as needed to support the provider's onsite activities.

152-21
June 22, 2021

RESOLUTION INTRODUCING THE 2021 LOCAL MUNICIPAL BUDGET

BE IT RESOLVED, by the Township Council of the Township of West Orange, on this 22nd day of June 2021, that the 2021 Local Municipal Budget of the Township of West Orange be and is hereby introduced on first reading and the Township Clerk is directed to read the title thereof in full.

The public hearing for the budget will be August 17, 2021 at 7 p.m.
at the Town Hall, Council Chambers located at 66 Main St. or via Zoom if necessary.

M1 ___ Council member offered the above resolution and moved its adoption.

M2 ___ Seconded by Council member and adopted by the following vote.

Council members:

Council President Matute-Brown _____
Councilwoman Casalino _____
Councilwoman McCartney _____
Councilman Rutherford _____
Councilwoman Williams _____

_____
Cindy Matute-Brown, Council President

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

Adopted: June 22, 2021

153-21
June 22, 2021

RESOLUTION

WHEREAS, the New Jersey Department of Health, Office of Local Public Health (the "OLPH") advertised for a non-competitive grant funding opportunity for COVID-19 Vaccination Supplemental Funding Program (the "Vaccination Grant"); and

WHEREAS, the Vaccination Grant offers supplemental funding for local health departments including health departments of local governments towards COVID-19 vaccination programs; and

WHEREAS, the Vaccination Grant estimates that $50,000 will be available for the Township of West Orange (the "Township") for a period of two (2) years subject to the availability of funding in the second year; and

WHEREAS, the Township submitted an application for the Vaccination Grant and is awaiting final and formal award of the Vaccination Grant; and

WHEREAS, the Township seeks to utilize the awarded Vaccination Grant funds by retaining Montclair State University's School of Nursing faculty and students to provide vaccine administration and other support services pursuant to a Professional Services Agreement, annexed hereto as Exhibit **"A**" (the "Agreement"); and

WHEREAS, the Agreement is for a term of one (1) year for an amount not to exceed $26,000 based as availability of the second-year funding from the Vaccination Grant being subject to availability of funding by the OLPH.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and is hereby authorized to retain Montclair State University to provide vaccine administration and other support services; and be it further

RESOLVED, that the Mayor is hereby authorized to execute the Agreement with Montclair State University annexed hereto as Exhibit **"A,"** and be it further

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

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

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Township Clerk	**Council President**

Adopted: June 22, 2021

I hereby certify funds are available from: _____

Account No.

_____

John O. Gross, CFO

4853-2188-6043, v. 1

Township of West Orange
Essex County, New Jersey

Resolution No. 154-21
June 22, 2021

Resolution: Approval to submit a grant application and execute a grant contract with the New Jersey Department of Transportation for the Nance Road, Warren Road, and King Road Improvements Project.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Council of the Township of West Orange formally approve the grant application for the above stated project.

BE IT FURTHER RESOLVED that the Mayor and Clerk are hereby authorized to submit an electronic grant application identified as "MA-2022-Nance Road, Warren Road, and King Ro-00035" to the New Jersey Department of Transportation on behalf of the Township of West Orange.

BE IT FURTHER RESOLVED that the Mayor and Clerk are hereby authorized to sign the grant agreement on behalf of the Township of West Orange and that their signatures constitute acceptance of the terms and conditions of the grant agreement and approve the execution of the grant agreement.

Certified as a true copy of the Resolution adopted by the Mayor and Council
On this 22nd day of June, 2021.

_____ _____

Karen J. Carnevale, RMC
Municipal Clerk

Hon. Robert D. Parisi, Mayor

My signature and the Clerk's seal serve to acknowledge the above resolution and constitute acceptance of the terms and conditions of the grant agreement and approve the execution of the grant agreement as authorized by the resolution above.

ATTEST and AFFIX SEAL _____

_____

Karen J. Carnevale, RMC
Municipal Clerk

(Presiding Officer)

155-21
June 22, 2021

RESOLUTION TO ENTER INTO AGREEMENT WITH THE MORRIS COUNTY COOPERATIVE PRICING COUNCIL, BY THE TOWNSHIP OF RANDOLPH, ACTING AS LEAD AGENCY

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes two or more contracting units to enter into a cooperative agreement for the purchase of work, materials and supplies; and

WHEREAS, the Morris County Cooperative Pricing Council (MCCPC) was created in 1974 to conduct a voluntary cooperative pricing system with municipalities, boards of educations, and other public bodies located in the Morris County and adjoining counties; and

WHEREAS, the purpose of the MCCPC is to provide substantial savings on various goods and services to its members through the cooperative public bidding process; and

WHEREAS, The TOWNSHIP OF WEST ORANGE is desirous to renew membership in the MCCPC.

NOW, THEREFORE, IN CONSIDERATION of the promises and of the covenants, terms and conditions herein set forth, it is mutually agreed as follows:

1. The term of this agreement shall be October 1, 2021 to September 30, 2026, subject to the approval of the Division of Local Government Services. Each Contracting Unit shall execute a separate, identical Agreement with the MCCPC establishing or renewing its membership with the MCCPC. All parties shall have approved the within Agreement by Ordinance or Resolution as appropriate. An executed Agreement and authorizing Ordinance or Resolution shall be submitted to the Lead Agency. Any party to this Agreement shall give written notice to the Lead Agency of its intention to terminate its participation in the MCCPC by August 31st of any year during the Agreement term. Said termination shall be effective on October 1st following said notice. The withdrawal of any member in the MCCPC shall not invalidate the Agreement.

2. The MCCPC shall be administered by the Lead Agency. The Lead Agency is hereby designated as Randolph Township. The Lead Agency shall prepare bid specifications, advertise for bids, receive and evaluate bids, receive and evaluate bids and award contracts pursuant to the Local Public Contracts Law, N.J.S.A. 40A:11-1, et seq.

3. The Lead Agency shall have sufficient funds to enable it to administer the MCCPC. It is agreed that each member shall pay to the Lead Agency an annual fee of One Thousand Two Hundred Fifty Dollars (($1,250.00) as their estimated prorated share of the administrative expenses. A DISCOUNT IN THE AMOUNT OF ONE HUNDRED AND FIFTY DOLLARS ($150.00) SHALL BE APPLIED TO MEMBERS WHO SUBMIT THEIR PAYMENT EARLY. A reduced fee of One Thousand One Hundred Dollars ($1,100.00) can be submitted in lieu of the full fee is said payment is received by the Lead Agency within forty-five (45) days from the date of the invoice. The full fee is due to the Lead Agency within Ninety (90) days from receipt of the invoice from the Lead Agency. Failure of any member to submit the annual fee to the Lead Agency within ninety (90) days of the date of the invoice shall result in the termination of membership.

The annual fee is for the administration of the MCCPC and does not cover fees associated with

litigation costs.

Members may join or rejoin the MCCPC at any time for a prorated fee to be determined by the Lead Agency.

4. Each member of the MCCPC shall provide the Lead Agency with one contact person. The MCCPC shall provide the designated contact person for each member with all notices and correspondence related to the MCCPC.

5. The Lead Agency shall hold an annual meeting of the members to update the members on the MCCPC activities, provide a forum for the exchange of ideas and to address any concerns.

THIS AGREEMENT, made this 22nd day of June, 2021 by

and between: Township of West Orange
66 Main Street
West Orange, New Jersey

and: Morris County Cooperative Pricing Council
Township of Randolph Acting as Lead Agency
502 Millbrook Avenue
Randolph, NJ 07869

Karen J. Carnevale, R.M.C., Municipal Clerk **Cindy Matute-Brown, Council President**

Adopted: June 22, 2021

Exhibit A

MORRIS COUNTY COOPERATIVE PRICING COUNCIL
A SHARED SERVICES SUCCESS STORY SINCE 1974

Morris County Cooperative Pricing Council
502 Millbrook Avenue, Randolph, NJ 07869-3799
Tel: (973) 989.7059 • Fax: (973) 989.7076

MORRIS COUNTY COOPERATIVE PRICING COUNCIL AGREEMENT

THIS AGREEMENT, made this _____ day of _____, _____ by and between

Township of West Orange

66 Main Street

West Orange, NJ 07052

("Contracting Unit")

and:

MORRIS COUNTY COOPERATIVE PRICING COUNCIL, by the TOWNSHIP OF RANDOLPH, a Municipal Corporation of the State of New Jersey 07869-3799, Acting as Lead Agency for the Morris County Cooperative Pricing Council.

("MCCPC")

W I T N E S S E T H:

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes two or more contracting units to enter into a cooperative pricing agreement for the purchase of work, materials and supplies; and

WHEREAS, the MCCPC was created in 1974 to conduct a voluntary cooperative pricing system with municipalities, boards of educations, and other public bodies located in the County of Morris and adjoining counties; and

WHEREAS, the purpose of the MCCPC is to provide substantial savings on various goods and services to its members through the cooperative public bidding process; and

WHEREAS, the Contracting Unit is desirous of entering into said Agreement to join or renew membership in the MCCPC.

NOW, THEREFORE, IN CONSIDERATION of the promises and of the covenants, terms and conditions herein set forth, it is mutually agreed as follows:

1. The term of this Agreement shall be from **OCTOBER 1, 2021** to **SEPTEMBER 30, 2026**, subject to the approval of the Division of Local Government Services. Each Contracting Unit shall execute a separate, identical Agreement with the MCCPC establishing or renewing its membership with the MCCPC. All parties shall have approved the within Agreement by Ordinance or Resolution as appropriate. An executed Agreement and authorizing Ordinance or Resolution shall be submitted to the Lead Agency. Any party to this Agreement shall give written notice to the Lead Agency of its intention to terminate its participation in the MCCPC by August 31st of any year during the Agreement term. Said termination shall be effective on October 1st following said notice. The withdrawal of any member in the MCCPC shall not invalidate the Agreement.

2. The MCCPC shall be administered by the Lead Agency. The Lead Agency is hereby designated as Randolph Township. The Lead Agency shall prepare bid specifications, advertise for bids, receive and evaluate bids and award contracts pursuant to the Local Public Contracts Law, N.J.S.A. 40A:11-1, et seq.

3. The Lead Agency shall have sufficient funds to enable it to administer the MCCPC.

   It is agreed that each member shall pay to the Lead Agency an annual fee of One Thousand Two Hundred Fifty Dollars **($1,250.00)** as their estimated prorated share of the administrative expenses. **A DISCOUNT IN THE AMOUNT OF ONE HUNDRED FIFTY DOLLARS ($150.00) SHALL BE APPLIED TO MEMBERS WHO SUBMIT THEIR PAYMENT EARLY.** A reduced fee of One Thousand One Hundred Dollars **($1,100.00)** can be submitted in lieu of the full fee if said payment is received by the Lead Agency within forty-five **(45) days** from the date of the invoice. The full fee is due to the Lead Agency within ninety **(90)** days from receipt of the invoice from the Lead Agency. Failure of any member to submit the annual fee to the Lead Agency within ninety (90) days of the date of the invoice shall result in the termination of membership.

   The annual fee is for the administration of the MCCPC and does not cover fees associated with litigation costs.

   Members may join or rejoin the MCCPC at any time for a prorated fee to be determined by the Lead Agency.

4. Each member of the MCCPC shall provide the Lead Agency with one contact person. The MCCPC shall provide the designated contact person for each member with all notices and correspondence related to the MCCPC.

5. The Lead Agency shall hold an annual meeting of the members to update the members on the MCCPC activities, provide a forum for the exchange of ideas and to address any concerns.

6. The work, materials or supplies to be bid by the MCCPC may include the following:

Contract	Description
#1	Motor Gasoline
#2	#2 Fuel Oil (Heating)
#3	Rock Salt & Liquid Calcium Chloride
#4	Snow Grits
#5	Paving Materials
#6	Road Resurfacing
#7	Drainage Pipe (Delivered)
#8	Anti-Freeze
#9	Crushed Stone, Gravel & Sand
#10	Lumber, Insulation, Hardware, Paint & Paint Supplies
#11	Motor Oils & Miscellaneous Lubricants
#12	#2 Ultra Low Sulfur Diesel Fuel
#13-A	Fire Equipment Services
#13-B	Fire Water Pumps on Motorized Fire Apparatus (Repair/Rebuilding/Preventive Maintenance Contract)
#14	Catch Basins & Manhole Castings
#15-A	Police Pursuit Vehicles
#15-B	Administrative Passenger Vehicles
#15-C	Utility Vehicles
#15-D	Service/Truck Bodies
#15-E	Hybrid Vehicles
#15-F	Cab/Chassis With Dump Bodies
#16	Office Supplies
#17	Water Treatment Chemicals
#18	Tree Removal, Trimming & Stump Grinding Services
#19	Concrete Blocks & Granite Curb Blocks
#20-A	Sporting Goods (Spring/Summer Sports)
#20-B	Sporting Goods (Fall/Winter Sports)
#21	Oil & Stone Treatment
#22	D.P.W. Uniforms/Work Shoes/Boots
#23	Police Uniforms & Equipment
#24	Bagged Cement & Poured Concrete
#25	Janitorial Supplies
#26	Beam Guide Rail & Safety Ends (Installed)
#27	Traffic Paint
#28	Traffic Sign Materials
#29	Pest Control Services (Buildings)
#30	Office Paper Supplies
#31	Calcium Chloride Bags
#33	Clay for Athletic Fields
#34	Tree Spraying
#35	Light Bulbs

#36	Traffic Striping on Roadways
#37	Traffic Signal Maintenance & Repairs
#38	Preventive Maintenance/Repair of Communications Equipment (Radios)
#39	Furnishing Trophies & Plaques
#40	Personal Protection Items & Equipment for Emergency Personnel
#41	Purchase of Communications Equipment (Radios), No Installation
#42	Landscaping Materials & Supplies
#43	Propane Gas
#44	Welding Supplies
#45	Septic Pumping/Sludge Removal & Disposal Services/ Pump Station Wet Well Pumping/Pump Station Bypass Pumping
#46	Preventive Maintenance & Repairs of Emergency Generators
#47	Water Meters/Data Recorders & Radio Frequency Meter Interface Units
#48	Equipment Parts for Turf Care
#49	Disposal/Recycling of Municipal Road Clean-Up Materials (Street Sweepings/Asphalt/Concrete/Soil/Dirt)
#50	Fire Department Uniforms (Purchase)
#51	Deer Carcass Removal & Disposal
#52	Fire Alarms, Sprinklers, Standpipe Systems, Fire Pumps (Preventive Maintenance Contract)
#53	Fencing Materials & Installation

Contracts may be added or deleted as determined by the Lead Agency to be in the best interests of the MCCPC.

7. During the preparation of the bid specifications, the Lead Agency shall solicit estimated quantities of materials desired from the members for those contracts where appropriate. Said estimated quantities shall be included in the bid specifications. The bid specifications shall clearly provide to all vendors that said estimated quantities are simply estimates and the actual quantity ordered may be more or less. Similarly, members may not rely upon the estimated quantity submitted but instead all orders are subject to availability by the vendor at the time the order is actually placed by the member. Pursuant to N.J.A.C. 5:34-7.12(a), a member of the MCCPC which has not submitted estimated quantities for a contract to the MCCPC prior to the advertisement for bids may participate in the resulting contract only with prior written approval of the MCCPC and the successful bidder.

8. The ordering of materials or services through the MCCPC contracts shall be the individual responsibility of each of the members and the vendor shall bill each of the members directly for the materials or services obtained by that member directly. Each of the members shall be liable only for materials and services ordered by and received by it, and none, by virtue of this Agreement, assures any additional liability. Additionally, the MCCPC and the Lead Agency are not liable for materials or services ordered by and received by the individual members.

9. All complaints and/or problems associated with contracts awarded through the MCCPC must be submitted in writing to the Lead Agency. To the extent possible given the limited jurisdiction of the MCCPC, the Lead Agency will attempt to resolve all issues on behalf of its members. Reporting of all issues is also required so that they can be taken into consideration for future contracts.

10. Nothing in this Agreement shall prevent any party from bidding, awarding and entering into contracts for the purchase of goods or services individually on its own behalf.

11. The purpose of the MCCPC is to cooperatively bid contracts in accordance with the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., for the purchase of goods and services in an effort to obtain the most competitive prices for the public body members. The MCCPC and Randolph Township as Lead Agency do not accept liability for damages which relate to or arise out of the ordering of, purchasing of or payment for goods or services by members under the MCCPC contracts.

12. This Agreement shall be binding upon and endure to the benefit of the successors and Assigns of the respective parties hereto.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized officers the day and year written below.

Township of West Orange

ATTEST:

_____ _____

(Karen Carnevale, Municipal Clerk) (Robert D. Parisi, Mayor)

Date:_____ Date:_____

ATTEST:

MORRIS COUNTY COOPERATIVE PRICING COUNCIL by TOWNSHIP OF RANDOLPH as Lead Agency

_____ _____

Jenny Lambert
Secretary/MCCPC Coordinator

Stephen P. Mountain
Township Manager

Date:_____ Date:_____

156-21
June 22, 2021

RESOLUTION

CHANGE ORDER NO. 1 TO AMEND CONTRACT WITH VMG GROUP,

WHEREAS, the Township of West Orange awarded a contract to VMG Group, having its principal place of business at 288 Cox Street, Roselle, NJ 07203, a Roofing Company; and

WHEREAS, the Township Council by Resolution No. 62-21 dated April 6, 2021 awarded a base bid in the amount of $270,600.00 and add alternate no 1 in the amount of $18,000.00 and an allowance of $6,500.00 for a total amount of $295,000.00 to VMG Group for Roof Improvements at the Municipal Building, Fire Headquarters and Fire Station No. 2; and

WHEREAS, the CPWM/Supervisor recommended changes to the roof drain detail within the building at Fire House No. 2; and

WHEREAS, the VMG Group submitted a proposal for this work dated June 9, 2021 in the amount of $4,726.94; and

WHEREAS, the CPWM/DPW Supervisor recommended a new conduit and electrical conductors be installed for the roof top air conditioning unit at the Municipal Building; and

WHEREAS, the VMG Group submitted a proposal for this work dated June 15, 2021 in the amount of $5,304.61; and

WHEREAS, the Township Engineer agreed with the recommendations of the CPWM/DPW Supervisor; and

WHEREAS, the CPWM/DPW Supervisor and Township Engineer find both proposals of the VMG Group acceptable; and

WHEREAS, the total amount of this Change Order represents an increase of $10,031.55 or a 3.40 percent increase in the original contract amount; and

WHEREAS, the Township Council Agrees in the foregoing; and

WHEREAS, sufficient funds exist for this work.

NOW THEREFORE IT BE RESOLVED by the Township Council of West Orange that Change Order No. 1 with VMG Group in the amount of $10,031.55 is hereby approved and the Township Council further authorizes the Township Purchasing Agent to execute said Change Order with funds certified by the Chief Financial Officer.

_____ _____

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

Cindy Matute-Brown
Council President

Adopted: June 22, 2021

I hereby certify funds are available from Account No. 03-2610-20-0200-110

_____

John O. Gross, Chief Financial Officer

VMG GROUP
288 Cox Street Roselle, NJ 07203
Tel:908-298-1130*Fax:908-298-1133*e-mail:vmg@vmggroupinc.com

CO 1 Request

DATE 06/09/21

Owner: Twp of West Orange
Architect: Herbst
Re: roof work at Firehouse 2

Proposal valid until: 07/09/21

Dear Sir,
We would like to provide a cost to :
Remove existing cast iron pipe from existing drain pan down to second elbow (discussed on site with plumber) approximate 4 linear feet of drain pipe including elbows.
Replace demo cast iron with Schedule 40 PVC
Verify existing drain pan(s) have no cracks/ leaks_Replace as needed
Provide new sealant through to assure water tight drain

DESCRIPTION	QUANT.	UNIT	UNIT PRICE	AMOUNT
				$ -
material cost	1	ls	$ 950.00	$ 950.00
plumbing labor	16	h	$ 138.38	$ 2,214.08
roofing labor	8	h	$ 118.30	$ 946.30
			SUBTOTAL	$ 4,110.38
			overhead and profit 15%	616.56
			TOTAL	$ 4,726.94

Signed: *Mike Bojcev*

Accepted By:

VMG GROUP
288 Cox Street Roselle, NJ 07203
Phone: 908-298-1130 * Fax: 908-298-1133 * E-mail: vmg@vmggroupinc.com

June 15, 2021

Herbst Musciano

Re: West Orange roofs - 84 Washington st west orange nj

CO#2 proposal

To Whom it may concern,

We hereby submit a change order proposal for the following:

- Installation of new conduits for roof top unit.
- Conduits, fittings, wires, disconnect, supports.

Total cost for material and labor shall be $5304.61

Thank you,

M. Bojcev

Mike Bojcev
7325581768

TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI
Mayor

LEONARD R. LEPORE
Director, Municipal Engineer

Tel: (973) 325-4160
Fax: (973) 669-9588
Email: Engineering@westorange.org

June 15, 2021

CHANGE ORDER NO. 1

PROJECT: ROOF IMPROVEMENTS FIRE HEADQUARTERS, FIRE STATION NO. 2 AND MUNICIPAL BUILDING

CONTRACTOR: VMG GROUP
288 COX STREET
ROSELLE, NJ 07203

Original Contract Amount	$295,100.00
Change Order No. 1	
Fire House No. 2	$4,726.94
Municipal Building	$5,304.61
Adjusted Contract Amount Through Change Order No. 1	$305,131.55
Percent Increase in Contract	3.40%

Reason for Change Order and Increase
Municipal Building – New code compliant conduit and electrical conductors to roof top air conditioning unit
Fire House No. 2 – Revise roof drain detail

Approved by

_____ _____
Municipal Engineer Date

_____ _____
Contractor Date

_____ _____
Township of West Orange, NJ Date

This Change Order was approved by Resolution No. 156-21 dated June 22, 2021 of the West Orange Township Council.

EXTRACT from the minutes of a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), held at the Municipal Building, in the Township of West Orange on June 22, 2021 at 7:00 p.m.

PRESENT:

ABSENT:

* *

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

RESOLUTION PROVIDING FOR THE COMBINATION OF CERTAIN BOND ORDINANCES AND DETERMINING THE FORM AND OTHER DETAILS OF THE OFFERING OF $9,107,000 GENERAL IMPROVEMENT BONDS, SERIES 2021 OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY AND PROVIDING FOR THEIR SALE

BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, AS FOLLOWS:

Section 1. Pursuant to the provisions of N.J.S.A. 40A:2-26(f), the bonds of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), authorized pursuant to the bond ordinances of the Township heretofore adopted and described in Section 2 hereof, shall be combined into a single issue of General Improvement Bonds, Series 2021 in the aggregate principal amount of $9,107,000 (the "General Improvement Bonds").

Section 2. The principal amount of bonds authorized by each bond ordinance to be combined into a single issue of General Improvement Bonds as provided above, and the bond ordinances authorizing the General Improvement Bonds described by reference to the ordinance number, description and date of final adoption, amount of issue and period of usefulness determined in each of the bond ordinances are, respectively, as follows:

Ordinance Number	Description and Date of Final Adoption	Amount of Issue	Useful Life
2507-17	Providing for various capital improvements, finally adopted 4/25/17	$8,560,000.00	14.88 years
2526-17	Providing for the acquisition of real property and its development of a parking lot, finally adopted 10/3/17	547,000.00	33.26 years
		$9,107,000.00	

Section 3. The following matters are hereby determined with respect to the combined issue of General Improvement Bonds:

(a) The average period of usefulness, computed on the basis of the respective principal amounts of General Improvement Bonds presently authorized to be issued pursuant to each of the bond ordinances described in Section 2 and the respective periods or average periods of usefulness therein determined, is not more than 15.98 years;

(b) The General Improvement Bonds of the combined issue shall be designated "General Improvement Bonds, Series 2021" and shall mature within the average period of usefulness determined in Section 3(a) above;

(c) The General Improvement Bonds of the combined issue shall be sold and issued in accordance with the provisions of the Local Bond Law, N.J.S.A. 40A:2-1 et seq., as amended and supplemented (the "Local Bond Law"), specifically N.J.S.A. 40A:2-26(f), that are applicable to the sale and issuance of bonds authorized by a single bond ordinance and, accordingly, may be sold with other issues of bonds; and

(d) The General Improvement Bonds are being issued to refund, on a current basis, a $9,107,000 portion of prior bond anticipation notes of the Township issued in the aggregate principal amount of $9,107,500 on July 30, 2020 and maturing on July 30, 2021 (the "Prior Notes") (the remaining balance of the Prior Notes in the amount of $500 will be paid by the Township with cash on hand).

Section 4. The following additional matters are hereby determined, declared, recited and stated:

(a) None of the General Improvement Bonds described in Section 2 hereof have been sold or issued heretofore, and the bond ordinances described in Section 2 have not been rescinded heretofore and now remain in full force and effect as authorizations for the respective amounts of bonds set opposite the descriptions of the bond ordinances set forth in Section 2 hereof;

(b) The several purposes or improvements authorized by the respective bond ordinances described in Section 2 hereof are purposes and improvements for which bonds may be issued lawfully pursuant to the Local Bond Law; and

(c) Any Bonds issued pursuant to this resolution and said bond ordinances described in Section 2 shall be general obligations of the Township, and the Township's full faith and credit are hereby irrevocably pledged to the punctual payment of the principal of and interest on said Bonds and, unless paid from other sources, the Township is required by law to provide for the payment thereof by the levy of *ad valorem* taxes on all the taxable property located within the Township without limitation as to rate or amount.

Section 5. The General Improvement Bonds shall mature in the principal amounts on July 15 in each of the years as follows:

Year	Principal Amount[1]	Year	Principal Amount*
2022	$ 490,000	2030	$570,000
2023	500,000	2031	585,000
2024	510,000	2032	595,000
2025	520,000	2033	605,000
2026	530,000	2034	620,000
2027	540,000	2035	630,000
2028	550,000	2036	645,000
2029	560,000	2037	657,000

The General Improvement Bonds are subject to redemption prior to their stated maturities in accordance with the terms provided in the Notice of Sale authorized herein and attached hereto as Exhibit B. The General Improvement Bonds shall be sixteen (16) in number, with one bond certificate being issued for each year of maturity, and shall be designated and numbered GI-1 to GI-16, inclusive.

Section 6. The General Improvement Bonds are hereinafter referred to as the "Bonds".

Section 7. The Bonds will be issued in fully registered book-entry only form, without coupons. One certificate shall be issued for the aggregate principal amount of Bonds maturing in each year. Both principal of and interest on the Bonds will be payable in lawful money of the United States of America. Each certificate will be registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as Securities Depository (the "Securities Depository") for the Bonds. The certificates will be on deposit with DTC. DTC will be responsible for maintaining a book-entry system for recording the interests of its Participants ("Participants") or the transfers of the interests among its Participants. The Participants will be responsible for maintaining records regarding the beneficial ownership interests in the Bonds on behalf of individual purchasers. Individual purchases may be made in the principal amount of $5,000 each or any integral multiple thereof, with a minimum purchase of $5,000 required, except that any Bonds in excess of the largest principal amount equaling a multiple of $5,000 shall

[1] Preliminary, subject to change as described herein.

be in denominations of $1,000 or any integral multiple thereof, through book entries made on the books and records of DTC and its Participants. The Bonds will be dated their date of delivery and shall bear interest from such date, which interest shall be payable semiannually on the fifteenth (15th) day of January and July in each year (each an "Interest Payment Date"), commencing January 15, 2022, until maturity or prior redemption, at a rate or rates per annum as proposed by the successful bidder in accordance with the Notice of Sale authorized herein. The principal of and the interest on the Bonds will be paid to the Securities Depository by the Township, or some other paying agent as the Township may designate and appoint, on the maturity dates and due dates listed therein and will be credited on the maturity dates and due dates to the Participants of DTC as listed on the records of DTC as of each January 1 and July 1 (the "Record Dates") preceding an Interest Payment Date. The Bonds shall be executed by the manual or facsimile signatures of the Mayor and Chief Financial Officer of the Township and the official seal of the Township (or facsimile thereof) shall be affixed, imprinted or reproduced thereon and attested to by the manual signature of the Clerk of the Township. The following matters are hereby determined with respect to the Bonds:

Date of Bonds:	Date of Delivery;
Principal Payment Date:	July 15, 2022 and each July 15 thereafter until maturity or prior redemption;
Interest Payment Dates:	Semiannually on each January 15 and July 15, commencing January 15, 2022, until maturity or prior redemption;
Place of Payment:	Cede & Co., New York, New York.

Section 8. The Bonds shall be substantially in the form set forth in Exhibit A attached hereto with such additions, deletions and omissions as may be necessary for the Township to market and sell the Bonds, upon the advice of Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey, in its capacity as Bond Counsel to the Township ("Bond Counsel"), and NW Financial Group, LLC, Hoboken, New Jersey, in its capacity as Municipal Advisor to the Township (the "Municipal Advisor").

Section 9. The Bonds shall be sold upon receipt of electronic bids on Thursday, July 15, 2021 prior to 11:00 a.m. by the Chief Financial Officer of the Township on i-Deal's Bidcomp®/PARITY® electronic competitive bidding system ("PARITY"), in accordance with the Notice of Sale authorized and set forth in Exhibit B attached hereto. The use of the services provided by PARITY and the fees associated therewith are hereby approved. Bond Counsel, on behalf of the Clerk of the Township, is hereby authorized and directed to arrange for the publication of a summary of such Notice of Sale to be published not less than seven (7) days prior to the date of sale of the Bonds in The Bond Buyer, a financial newspaper published and circulating in the City of New York, New York, and the full text of such Notice of Sale in the West Orange Chronicle, such Notice of Sale to be published not less than seven (7) days prior to the date of sale of the Bonds. Pursuant to N.J.S.A. 40A:2-34, the Township hereby designates the Chief Financial Officer of the Township as the financial officer authorized to sell and award the Bonds in accordance with the Notice of Sale authorized herein, and such financial officer shall report in writing the

results of the sale to the Township Council at its next regularly scheduled meeting thereafter. The Chief Financial Officer is hereby further authorized and directed to do and accomplish all matters and things necessary or desirable to effectuate the offering and sale of the Bonds.

Section 10. The Notice of Sale for the Bonds shall be substantially in the form set forth in Exhibit B attached hereto with such additions, deletions and omissions as may be necessary for the Township to market and sell the Bonds, upon the advice of Bond Counsel and the Municipal Advisor.

Section 11. The Bonds shall have attached a copy thereto of the written opinion with respect to such Bonds that is to be rendered by Bond Counsel. The Clerk of the Township is hereby authorized and directed to file a signed duplicate of such written opinion in the office of the Clerk of the Township.

Section 12. Bond Counsel is hereby authorized and directed to arrange for the printing of the Bonds and for the printing and electronic posting of the Preliminary Official Statement (as hereinafter defined) and the Final Official Statement (as hereinafter defined), which Preliminary Official Statement and Final Official Statement are each hereby authorized and directed to be prepared by Bond Counsel, the Municipal Advisor, PKF O'Connor Davies, LLP, Livingston, New Jersey, auditor to the Township (the "Auditor"), and other Township officials. Bond Counsel, the Municipal Advisor and the Auditor are also authorized and directed to arrange for the distribution of the Preliminary Official Statement on behalf of the Township to those financial institutions that customarily submit bids for such Bonds. The Mayor, Chief Financial Officer, and Clerk of the Township are each hereby authorized and directed to execute and deliver any certificates necessary in connection with the distribution of the Preliminary Official Statement and the Final Official Statement. Bond Counsel, the Municipal Advisor and the Auditor are hereby further authorized and directed to obtain ratings on the Bonds and to prequalify the Bonds for municipal bond insurance and to prepare and submit financial and other information on the Township to rating agencies and municipal bond insurers.

Section 13. The Township hereby covenants that it will comply with any condition subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), to preserve the exemption from taxation of interest on the Bonds for federal income tax purposes, including the requirement to rebate all net investment earnings on the gross proceeds above the arbitrage yield on the Bonds, if necessary.

Section 14. The Township is hereby authorized to make representations and warranties, to enter into agreements and to make all arrangements with DTC, as may be necessary, to provide that the Bonds will be eligible for deposit with DTC and to satisfy any obligation undertaken in connection therewith.

Section 15. In the event DTC may determine to discontinue providing its services with respect to the Bonds or is removed by the Township, and if no successor securities depository is appointed, the Bonds which were previously issued in book-entry only form shall be converted to Registered Bonds (the "Registered Bonds"), in denominations of $5,000 each or any integral multiple thereof, with a minimum purchase of $5,000 required, except that those Registered Bonds in excess of the largest principal amount equaling a multiple of $5,000 shall be in denominations of $1,000 or any integral

multiple thereof. The beneficial owner under the book-entry system, upon registration of the Bonds held in the beneficial owner's name, will become the registered owner of the Registered Bonds. The Township shall be obligated to provide for the execution and delivery of the Registered Bonds in certified form.

Section 16. The Chief Financial Officer is hereby authorized and directed to "deem final" the Official Statement prepared with respect to the marketing, offering and issuance of the Bonds and pursuant to the provisions of the Rule (as hereinafter defined) and to execute a certificate regarding same. The Chief Financial Officer is hereby authorized and directed to authorize and approve the use and distribution of the Official Statement in preliminary form (the "Preliminary Official Statement") in connection with the marketing, offering and sale of the Bonds. Upon the sale of the Bonds, the Preliminary Official Statement shall be modified, in consultation with Bond Counsel, the Municipal Advisor and the Auditor, to reflect the effect of the sale of the Bonds and said modified Preliminary Official Statement shall constitute the final Official Statement (the "Final Official Statement" and together with the Preliminary Official Statement, the "Official Statement"). The Chief Financial Officer is hereby authorized and directed to execute and deliver the Official Statement to the purchaser of the Bonds in accordance with the provisions of the Rule, for its use in the sale, resale and distribution of the Bonds, where and if applicable.

Section 17. The Township hereby covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Certificate for the Bonds (the "Certificate"), which will set forth the obligation of the Township to file, as applicable, budgetary, financial and operating data on an annual basis and notices of certain enumerated events deemed material with respect to the Bonds, in accordance with the provisions of Rule 15c2-12 (the "Rule") promulgated by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934, as amended and supplemented. The Chief Financial Officer of the Township is hereby authorized and directed to execute and deliver the Certificate to the purchaser of the Bonds evidencing the Township's undertaking with respect to the Rule. Notwithstanding the foregoing, failure of the Township to comply with the Certificate shall not be considered a default on the Bonds; however, any Bondholder may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance, to cause the Township to comply with its obligations hereunder and thereunder.

Section 18. The Chief Financial Officer of the Township is hereby authorized and directed to sell the aforesaid Bonds and to determine all matters in connection with the Bonds (including adjusting the maturity schedule or any other matters set forth in this resolution that are deemed necessary and advisable to change by the Chief Financial Officer, prior to the sale or closing of the Bonds, all in consultation with Bond Counsel, the Municipal Advisor and the Auditor), and the manual or facsimile signature of the Chief Financial Officer of the Township upon any documents, agreements or certificates shall be conclusive as to all such determinations. The Mayor, Chief Financial Officer, Clerk of the Township and any other Township Official or professional, including, but not limited to, Bond Counsel, the Municipal Advisor, the Auditor, the Township Engineer, and the Township Attorney (collectively, the "Township Officials"), are each hereby authorized and directed to execute and deliver such documents, certificates, agreements and opinions as are necessary to consummate the authorization, sale, issuance, execution, delivery, and closing of the Bonds and to take such actions or refrain from such actions as are necessary for the authorization, sale, issuance, execution, delivery, and closing of the Bonds, and all

such actions or inactions taken by the aforesaid Township Officials and professionals heretofore are hereby ratified and confirmed.

Section 19. The Chief Financial Officer is hereby delegated the authority to issue the Bonds as "qualified tax-exempt obligations" for purposes of Section 265(b)(3)(B)(ii) of the Code.

Section 20. This resolution shall take effect immediately.

CERTIFICATION

I, KAREN J. CARNEVALE, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the annexed resolution entitled, "RESOLUTION PROVIDING FOR THE COMBINATION OF CERTAIN BOND ORDINANCES AND DETERMINING THE FORM AND OTHER DETAILS OF THE OFFERING OF $9,107,000 GENERAL IMPROVEMENT BONDS, SERIES 2021 OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY AND PROVIDING FOR THEIR SALE", was duly adopted by the Township Council of the Township at a regular meeting of the Township Council duly called and held on June 22, 2021 in full compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., as amended and supplemented, at which meeting a quorum was present and acting throughout, which resolution has been compared by me with the original thereof as contained in the minutes as officially recorded in my office in the Minute Book of such governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to within, and the aforesaid resolution has not been amended, modified or rescinded and remains in full force and effect on and as of the date hereof.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said Township this ____ day of June, 2021.

(SEAL)

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

EXHIBIT A

TOWNSHIP OF WEST ORANGE
IN THE COUNTY OF ESSEX
STATE OF NEW JERSEY
UNITED STATES OF AMERICA

GENERAL IMPROVEMENT BOND, SERIES 2021

NUMBER GI-___

DATE OF ORIGINAL ISSUE	MATURITY DATE	RATE OF INTEREST PER ANNUM	CUSIP NUMBER
Date of Delivery	July 15, ____	_____%	_____

REGISTERED OWNER: Cede & Co., New York, New York

PRINCIPAL SUM: _____ Dollars
($_____)

THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, a municipal corporation of the State of New Jersey (the "Township"), hereby acknowledges itself indebted and for value received promises to pay to CEDE & CO., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as Securities Depository ("Securities Depository") for this Bond, on the Maturity Date specified above, the Principal Sum specified above, and to pay interest on such sum from the Date of Original Issue of this Bond at the Rate of Interest Per Annum specified above semiannually on the fifteenth (15th) day of January and July in each year (each an "Interest Payment Date"), commencing January 15, 2022, until maturity or prior redemption. Principal of and interest on this Bond will be paid to the Securities Depository by the Township or a duly designated paying agent and will be credited to the Participants ("Participants") of DTC as listed on the records of DTC as of the first (1st) day of January and July (the "Record Dates" for such payments) preceding each Interest Payment Date.

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

The Bonds of this issue maturing prior to July 15, 2029 are not subject to redemption prior to their stated maturities. The Bonds of this issue maturing on or after

July 15, 2029 are subject to redemption at the option of the Township, in whole or in part, on any date on or after July 15, 2028, upon notice as required herein at one hundred percent (100%) of the principal amount being redeemed (the "Redemption Price"), plus accrued interest to the date fixed for redemption.

Notice of Redemption ("Notice of Redemption") shall be given by first class mail, at least thirty (30) but not more than sixty (60) days prior to the date fixed for redemption, in a sealed envelope with postage prepaid to the owners of the Bonds at their respective addresses as they last appear on the registration books kept for that purpose by the Township or a duly appointed bond registrar. So long as The Depository Trust Company (or any successor thereto) ("Securities Depository") acts as Securities Depository for the Bonds, Notices of Redemption shall be sent to such Securities Depository and shall not be sent to the beneficial owners of the Bonds. Any failure of the Securities Depository to advise any of its Participants or any failure of any Participant to notify any beneficial owner of any Notice of Redemption shall not affect the validity of the redemption proceedings. If the Township determines to redeem a portion of the Bonds prior to maturity, such Bonds shall be redeemed by the Township in inverse order of maturity and within any maturity shall be selected by the Township by lot.

If Notice of Redemption has been given as provided herein, the Bonds or the portion thereof called for redemption shall be due and payable on the date fixed for redemption at the Redemption Price, together with accrued and unpaid interest to the date fixed for redemption.

This Bond is one of an authorized issue of Bonds issued pursuant to the Local Bond Law, N.J.S.A. 40A:2-1 et seq., as amended and supplemented (the "Local Bond Law"), various bond ordinances duly adopted by the Township Council of the Township, approved by the Mayor and published as required by law, and by a resolution duly adopted by the Township Council of the Township on June 22, 2021, entitled "RESOLUTION PROVIDING FOR THE COMBINATION OF CERTAIN BOND ORDINANCES AND DETERMINING THE FORM AND OTHER DETAILS OF THE OFFERING OF $9,107,000 GENERAL IMPROVEMENT BONDS, SERIES 2021 OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY AND PROVIDING FOR THEIR SALE".

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

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

IN WITNESS WHEREOF, the Township of West Orange, in the County of Essex, State of New Jersey has caused this Bond to be executed in its name by the manual or facsimile signatures of its Mayor and its Chief Financial Officer, its corporate seal to be hereunto imprinted, affixed or reproduced to this Bond, and the seal to be attested by the manual signature of its Clerk, and this Bond to be dated the Date of Original Issue as specified above.

(SEAL)

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

[FORM OF BOND; DO NOT EXECUTE]
ROBERT D. PARISI,
Mayor

ATTEST:

[FORM OF BOND; DO NOT EXECUTE]
KAREN J. CARNEVALE,
Clerk

[FORM OF BOND; DO NOT EXECUTE]
JOHN GROSS,
Chief Financial Officer

EXHIBIT B

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

NOTICE OF SALE
OF
$9,107,000* GENERAL IMPROVEMENT BONDS, SERIES 2021

CALLABLE

SUMMARY

ISSUER:	Township of West Orange, in the County of Essex, State of New Jersey
PAR AMOUNT:	$9,107,000* General Improvement Bonds, Series 2021
FORM:	Book-Entry Only
SECURITY:	General Obligations of the Township
TAX EXEMPT:	Yes
RATING:	Standard & Poor's: Expected
INSURANCE:	The Winning Bidder of the Bonds may, at its sole option and expense, purchase a policy of municipal bond insurance.
TYPE OF SALE:	Electronic proposals via the Parity Electronic Bid System ("PARITY") of i-Deal LLC ("i-Deal") (See Bidding Details herein).
BOND SALE AGENT:	PARITY
BID/AWARD DATE:	The Bonds are being sold on the basis of the Maturity Schedule set forth herein on July 15, 2021 at 11:00 a.m. Award by 2:00 p.m.
DATED DATE:	Date of Delivery
DELIVERY DATE:	On or about July 29, 2021
INTEREST PAYMENT DATES:	January 15 and July 15, commencing January 15, 2022
MINIMUM BID:	$9,107,000 (Par)
MAXIMUM BID:	$9,744,490 (107% of Par)
BID SECURITY:	**Good Faith Check or wire transfer in the amount of $182,140 received by the Township prior to bidding or a Financial Surety Bond, as provided in this Notice, if available.**
BASIS OF AWARD:	True Interest Cost
OFFERING STATEMENT:	Preliminary Official Statement available at www.munihub.com.

* Preliminary, subject to change as described herein.

NOTICE

NOTICE IS HEREBY GIVEN that bids will be received by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") for the purchase of the Township's $9,107,000* aggregate principal amount of General Improvement Bonds, Series 2021 (the "Bonds"). **All Bids (as defined below) must be submitted in their entirety on i-Deal's PARITY website ("PARITY") at www.newissuehome.i-deal.com prior to 11:00 a.m., prevailing New Jersey time, on July 15, 2021 (the "Bid Date"). To bid via PARITY, Bidders (as defined below) must have submitted a good faith check in the form of a certified, cashier's or treasurer's check, a wire transfer or a Financial Surety Bond, if available, payable to the Township in the amount of $182,140 prior to 11:00 a.m. on July 15, 2021 (see Bidding Details below).**

Preliminary and Final Official Statement

The Township's Preliminary Official Statement (the "POS") is available for viewing in electronic format on www.munihub.com. In addition, broker dealers registered with the National Association of Securities Dealers (the "NASD") and dealer banks with The Depository Trust Company, New York, New York ("DTC") clearing arrangements may either: (a) print out a copy of the POS on their own printer, or (b) at any time prior to 11:00 a.m., prevailing New Jersey time, on July 15, 2021, elect to receive an electronic copy of the POS via electronic mail by requesting it on PARITY or by calling the Township's bond counsel, Wilentz, Goldman & Spitzer, P.A., 90 Woodbridge Center Drive, Woodbridge, New Jersey 07095. Calls should be directed to Everett M. Johnson, Esq. at (732) 855-6149. All Bidders must review the POS and certify that they have done so prior to participating in the bidding on the Bonds.

The POS is deemed by the Township to be final as of its date for purposes of Rule 15c2-12 (the "Rule") promulgated by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934, as amended and supplemented, except for the omission of information concerning the offering price(s), interest rate(s), selling compensation, aggregate principal amount of the Bonds and any other terms or provisions to be determined from the successful Bid(s) or depending on such matters, and the identity of the underwriter(s). The POS is, however, subject to such further revisions, amendments and completion in a Final Official Statement (the "Final Official Statement") as may be necessary.

The Township, at its expense, will make available to the Winning Bidder (as defined herein) a reasonable number of copies of the Final Official Statements, within seven (7) business days following the date of acceptance of the Bid or to accompany the purchaser's confirmations that request payment for the Notes.

Types of Bids Allowed

Subject to the Bid requirements described below, Bids for the Bonds must be submitted on an "All-or-None" ("AON") basis for the entire amount of $9,107,000*. First, a Bidder must submit a conforming Bid for the entire issue, and if such Bid is accepted by the Township, the Bidder will be required to purchase the entire issue in accordance with such Bid.

---

* Preliminary, subject to change as described herein.

Insurance

If the Bonds qualify for the issuance of any policy of municipal bond insurance, the Bidder of the Bonds may, at its sole option and expense, purchase such insurance. The insurance premium, if any, will be paid by the Bidder. Any failure of the Bonds to be so insured shall not in any way relieve the Winning Bidder of its contractual obligations arising from the acceptance of its proposal for the purchase of the Bonds.

Interest Payment Dates; Description of the Bonds

The Bonds will be dated their date of delivery and will bear interest from such date and be payable semiannually on each January 15 and July 15 in each year (each an "Interest Payment Date"), commencing January 15, 2022, until maturity or prior redemption, by payment of money to DTC or its authorized nominee. DTC will credit payments of principal of and interest on the Bonds to the Participants of DTC as listed on the records of DTC as of each January 1 and July 1 (the "Record Dates") preceding each Interest Payment Date for the Bonds.

Principal Amortization

The Bonds will consist of one series of bonds (with one CUSIP for each maturity) maturing on July 15 in each year, as indicated on the maturity schedule set forth below. The principal amounts of each serial maturity shall be as set forth below:

Year	Principal Amount[1]	Year	Principal Amount*
2022	$ 490,000	2030	$570,000
2023	500,000	2031	585,000
2024	510,000	2032	595,000
2025	520,000	2033	605,000
2026	530,000	2034	620,000
2027	540,000	2035	630,000
2028	550,000	2036	645,000
2029	560,000	2037	657,000
		Total:	$9,107,000

Adjustment of Maturities

The Township may, and expects to, after the receipt and opening of bids, adjust the maturity schedule of the Bonds, provided however, that (i) no maturity schedule adjustment shall exceed ten percent (10%) upward or downward of the principal for any maturity of Bonds as specified herein, and (ii) the aggregate adjustment to the maturity schedule shall not exceed ten percent (10%) upward or downward of the aggregate principal amount of Bonds, as specified herein, and the aggregate principal amount of Bonds, as adjusted, shall not exceed $9,107,000. The dollar amount bid by the successful bidder shall be adjusted to reflect any

[1] Preliminary, subject to change as described herein.

adjustments in the aggregate principal amount of the Bonds to be issued. The adjusted bid price will reflect changes in the dollar amount of the underwriter's discount and the original issue premium or discount, but will not change the per bond underwriter's discount, as calculated from the bid, and the Initial Public Offering Prices required to be delivered to the Township, as stated herein.

Book-Entry Only

The Bonds will be issued in book-entry only form, and each certificate will be registered in the name of Cede & Co., as nominee of DTC, which will act as securities depository ("Securities Depository") for the Bonds. The Bonds will be issued in the form of one certificate for the aggregate principal amount of the Bonds maturing in each year and will be payable as to both principal and interest in lawful money of the United States of America. The certificates will be on deposit with DTC. DTC will be responsible for maintaining a book-entry system for recording the interests of its Participants ("Participants") or the transfers of the interests among its Participants. The Participants will be responsible for maintaining records regarding the beneficial ownership interests in the Bonds on behalf of the individual purchasers. The Winning Bidder will not receive certificates representing their interests in the Bonds. Individual purchases may be made in the principal amount of $5,000 each or any integral multiple thereof, with a minimum purchase of $5,000 required, except that any Bonds in excess of the largest principal amount equaling a multiple of $5,000 shall be in denominations of $1,000 or any integral multiple thereof, through book entries made on the books and records of DTC and its Participants. Payments of principal, interest and redemption premium, if any, on the Bonds will be made by the Township or a paying agent designated by the Township, to DTC for subsequent disbursement to the Participants to then be remitted to the Beneficial Owners of the Bonds. It shall be the obligation of the Winning Bidder to furnish to DTC an underwriter's questionnaire and the denominations of the Bonds not less than seventy-two (72) hours prior to the delivery of the Bonds.

Redemption Provisions

The Bonds of this issue maturing prior to July 15, 2029 are not subject to redemption prior to their stated maturities. The Bonds of this issue maturing on or after July 15, 2029 are subject to redemption at the option of the Township, in whole or in part, on any date on or after July 15, 2028, upon notice as required herein at one hundred percent (100%) of the principal amount being redeemed (the "Redemption Price"), plus accrued interest to the date fixed for redemption.

Notice of Redemption ("Notice of Redemption") shall be given by first class mail, at least thirty (30) but not more than sixty (60) days prior to the date fixed for redemption, in a sealed envelope with postage prepaid to the owners of the Bonds at their respective addresses as they last appear on the registration books kept for that purpose by the Township or a duly appointed bond registrar. So long as The Depository Trust Company (or any successor thereto) acts as Securities Depository for the Bonds, Notices of Redemption shall be sent to such Securities Depository and shall not be sent to the beneficial owners of the Bonds. Any failure of the Securities Depository to advise any of its Participants or any failure of any Participant to notify any beneficial owner of any Notice of Redemption shall not affect the validity of the redemption proceedings. If the Township determines to redeem a portion of the Bonds prior to maturity, such Bonds shall be redeemed by the Township in inverse order of maturity and within any maturity shall be selected by the Township by lot.

If Notice of Redemption has been given as provided herein, the Bonds or the portion thereof called for redemption shall be due and payable on the date fixed for redemption at the Redemption Price, together with accrued and unpaid interest to the date fixed for redemption.

Term Bond Option

Bidders are not allowed to designate any maturities of the Bonds as term bonds at the time of their Bid. The Bonds will mature serially as shown in the preceding maturity schedule.

Terms of PARITY

Each electronic bid must be submitted via PARITY. No Bidder will see any other Bidder's Bid, nor will any Bidder see the status of its Bid relative to other Bids (e.g., whether its Bid is a leading bid). To the extent any instructions or directions set forth on PARITY conflict with this Notice of Sale, the terms of this Notice of Sale shall control. For further information about PARITY, potential bidders may contact the Township's Municipal Advisor, Timothy S. Eismeier of NW Financial Group, LLC, at (551) 655-7595 or PARITY at (212) 849-5021. The Township may, but is not obligated to, acknowledge its acceptance in writing of any Bid submitted electronically via PARITY. When a Bid for the Bonds is submitted via PARITY, the Bidder further agrees that the Township may regard the electronic transmission of the Bid via PARITY (including information about the purchase price of the Bonds, the interest rate or rates to be borne by the various maturities of the Bonds, the initial public offering price of each maturity of the Bonds and any other information included in such transmission) as the official "Bid for Bonds" executed by a duly authorized signatory of the Bidder. If the Bid submitted electronically via PARITY is accepted by the Township, the terms of the Bid and this Notice of Sale and the information that is electronically transmitted via PARITY shall form a contract, and the successful bidder shall be bound by the terms of such contract.

PARITY is not an agent of the Township, and the Township shall have no liability whatsoever based on any Bidder's use of PARITY, including, but not limited to, any failure by PARITY to correctly or timely transmit information provided by the Township or information provided by the Bidder.

The Township may choose to discontinue use of electronic bidding via PARITY by issuing a notification to such effect via Thomson News Service ("TM3"), or by other available means, prior to 11:00 a.m., prevailing New Jersey time, on the Bid Date.

Once the Bids are communicated electronically via PARITY to the Township, each Bid will constitute an official "Bid for Bonds" and shall be deemed to be an irrevocable offer to purchase the Bonds on the terms provided in this Notice of Sale. For purposes of submitting all "Bids for Bonds" electronically via PARITY, the time as maintained on PARITY shall constitute the official time.

Each Bidder shall be solely responsible to make necessary arrangements to access PARITY for purposes of submitting its Bid in a timely manner and in compliance with the requirements of this Notice of Sale. Neither the Township nor PARITY shall have any duty or obligation to provide or assure to any Bidder, and neither the Township nor PARITY shall be responsible for the proper operation of, or have any liability for any delays or interruptions of, or any damages caused by, PARITY. The Township is using PARITY as a communication mechanism, and not as the Township's agent, to conduct the electronic bidding for the Bonds.

By using PARITY, each Bidder agrees to hold the Township harmless for any harm or damages caused to such Bidder in connection with its use of PARITY for bidding on the Bonds.

The Township may, in its sole discretion and prior to the electronic receipt of Bids, clarify any term hereof, including, without limitation, its decision to discontinue use of electronic bidding via PARITY, by issuing a notification of the clarification via TM3, or any other available means, prior to 11:00 a.m., prevailing New Jersey time, on the Bid Date.

Bidding Details

Bidders should be aware of the following bidding details associated with the sale of the Bonds:

(1) **THE BONDS ARE BEING SOLD ON THE BASIS OF THE MATURITY SCHEDULE SET FORTH ABOVE.**

(2) **BIDDERS MUST SUBMIT EITHER A GOOD FAITH CHECK, WIRE TRANSFER OR A FINANCIAL SURETY BOND (IF AVAILABLE) IN THE AMOUNT OF $182,140 PAYABLE TO THE TOWNSHIP PRIOR TO 11:00 A.M. ON THE BID DATE. CHECKS SHOULD BE SUBMITTED TO THE FOLLOWING ADDRESS:**

John Gross, Chief Financial Officer
Township of West Orange
66 Main Street
West Orange, New Jersey 07052

BIDDERS SUBMITTING GOOD FAITH CHECKS SHOULD ALSO ENCLOSE A RETURN ENVELOPE FOR USE BY THE TOWNSHIP. TO OBTAIN WIRE TRANSFER INSTRUCTIONS, PLEASE CONTACT THE TOWNSHIP'S MUNICIPAL ADVISOR, TIMOTHY S. EISMEIER AT (551) 655-7595 OR teismeier@nwfinancial.com.

(3) All Bids must be submitted via the PARITY website at www.newissuehome.i-deal.com. **No telephone, telefax, telegraph or personal delivery Bids will be accepted.**

(4) All Bids for the Bonds must be submitted on an AON basis.

(5) Bidders may bid to purchase Bonds from the Township at a price which is no less than the par amount and no greater than 107% of the par amount. No Bid shall be considered that offers to pay an amount less than the total principal amount of Bonds offered for sale or under which the total loan is made at an interest cost higher than the lowest True Interest Cost to the Township under any legally acceptable Bid.

(6) Bidders must specify a rate of interest for each maturity of the Bonds, which rate of interest must be expressed in multiples of one-eighth (1/8) or one-twentieth (1/20) of one percent (1%). Not more than one rate of interest may be named for the Bonds of the same maturity. There is no limitation on the number of rates of interest that may be named. If more than one rate of interest is named, no

interest rate named for any maturity may be less than the interest rate named for any prior maturity.

(7) Bidders are only permitted to submit Bids for the Bonds during the bidding period.

(8) The Winning Bidder shall be obligated to furnish to the Township within forty-eight (48) hours prior to the date of delivery of the Bonds a certificate satisfactory to Bond Counsel to the Township, the form of which is attached hereto as Exhibit A, to the effect that: (i) each maturity of the Bonds has been the subject of a bona fide initial offering to the public (excluding bond houses, brokers or similar persons or organizations acting in the capacity of underwriters or wholesalers) at the initial public offering price set forth in such certificate; (ii) ten percent (10%) or more in par amount of the Bonds of each maturity were sold to the public (excluding bond houses, brokers or similar persons or organizations acting in the capacity of underwriters or wholesalers) at the initial public offering price for such maturity set forth in such certificate; (iii) at the time the Winning Bidder submitted its bid to the Township, based upon then prevailing market conditions, the Winning Bidder had no reason to believe that any maturity of the Bonds would be sold to the public (excluding bond houses, brokers or similar persons or organizations acting in the capacity of underwriters or wholesalers) at a price greater than the initial public offering price for that maturity, or that the fair market of any maturity of the Bonds would be in excess of the initial public offering price for that maturity (in the event the Township receives fewer than three (3) bids for the Bonds, then the issue price of the Bonds shall be established based on the first price at which at least 10% of each maturity of the Bonds was sold to the Public (as defined below)); or (iv) the initial offering price to the Public as of the Sale Date of any Maturity of the Bonds is the issue price of that Maturity (the "hold-the-offering-price rule"), in each case applied on a Maturity-by-Maturity basis (and if different interest rates apply within a Maturity, to each separate CUSIP number within that Maturity). The Winning Bidder shall be required to deliver on the Delivery Date a certificate to such effect, and provide to the Township, in writing, evidence satisfactory to Bond Counsel to the Township of such sales prices for each maturity of the Bonds. In the event that the Winning Bidder has not sold at least 10% of each maturity of the Bonds to the Public as of the Sale Date (each, an "Unsold Maturity"), the Winning Bidder shall be subject to the hold-the-offering-price rule. "Public" means any person (including an individual, trust, estate, partnership, association, company, or corporation) other than an Underwriter (as defined herein) or a related party to the Underwriter. The term "related party" generally means any two or more persons who have greater than fifty percent (50%) common ownership, directly or indirectly. "Underwriter" means (i) any person that agrees pursuant to a written contract with the Issuer (or with the lead underwriter to form an underwriting syndicate) to participate in the initial sale of the Bonds to the Public, and (ii) any person that agrees pursuant to a written contract directly or indirectly with a person described in clause (i) of this paragraph to participate in the initial sale of the Bonds to the Public (including a member of a selling group or a party to a retail distribution agreement participating in the initial sale of the Bonds to the Public). Such certificate shall state that it is made to the best knowledge, information and belief of the Winning Bidder.

(9) Additionally, the Winning Bidder shall be obligated to furnish to the Township within forty-eight (48) hours of the Bid Date the public offering prices and reoffering yields for each maturity of the Bonds.

Definitions

"Bid"	any confirmed purchase offer received by PARITY on or before the end of the bidding time period.
"Bidder"	any firm registered and approved for participation in the sale.
"True Interest Cost"	computed by determining the interest rate, compounded semiannually, necessary to discount the debt service payments to the date of the bonds and to the price bid, excluding accrued interest to the delivery date. The True Interest Cost serves as the basis for awarding bonds to Winning Bidders.
"Winning Bid"	any purchase offer made by a Bidder and received by PARITY which, at the end of the bidding time period, results in the lowest True Interest Cost which is legally acceptable to the Township.

Bid Procedure and Basis of Award

Subject to the right reserved by the Township to reject any or all Bids, the Bonds will be sold to the Bidder whose Bid produces the lowest True Interest Cost for the Township and otherwise complies with this Notice of Sale.

Bids must remain valid until at least 2:00 p.m., prevailing New Jersey time, on the Bid Date, and if accepted by the Township, prior to such time, shall be irrevocable except as otherwise provided in this Notice of Sale. Upon selection of the Winning Bidder, the Township will execute an award certificate to award the Bonds and will promptly communicate with the Winning Bidder by telephone, electronic mail or facsimile.

Bid Security and Method of Payment for Bonds

A Good Faith Deposit ("Deposit") in the form of a certified or cashier's or treasurer's check, wire transfer or a Financial Surety Bond, if available, in the amount of $182,140, payable to the order of the Township, is required for each Bid to be considered. Wire instructions can be obtained by contacting Timothy S. Eismeier, Municipal Advisor, at (551) 655-7595 and such wire must be received and confirmed by the Township prior to 11:00 a.m. (New Jersey time) on the Bid Date. If a check is used, it must be a certified or cashier's or treasurer's check and must be provided to the Township prior to 11:00 a.m. on the Bid Date. Each Bidder accepts responsibility for delivering such deposit on time and the Township is not responsible for any deposit that is not received on time. If a Financial Surety Bond is available and used, it must be from an insurance company licensed to issue such a bond in the State of New Jersey and approved by the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs (the "Director") and such bond must be submitted to the Township prior to 11:00 a.m. on July 15, 2021 at the address referred to above. Use of any Financial Surety Bond

must be approved by the Director prior to the Bid and will not be accepted by theTownship unless evidence of such approval is provided prior to the Bid. The Financial Surety Bond must identify the Bidder whose Deposit is guaranteed by such Financial Surety Bond. If the Bonds are awarded to a Bidder utilizing a Financial Surety Bond, then that Winning Bidder is required to submit its Deposit to the Township by wire transfer as instructed by the Township no later than 3:30 p.m. on the next business day following the award. If such Deposit is not received by that time, the Financial Surety Bond may be drawn by the Township to satisfy the Deposit requirement. No interest on the Deposit will accrue to the Winning Bidder. The Deposit will be applied to the purchase price of the Bonds. In the event the Winning Bidder fails to honor its accepted Bid or fails (other than for reasons permitted under this Notice) to accept delivery of and pay for the Bonds on the closing date, the Deposit shall be retained by the Township as, and for, full liquidated damages to secure the Township from any loss resulting from such failure by the Winning Bidder. Award of the Bonds to the Winning Bidder or rejection of all Bids is expected to be made within two hours after opening of the Bids, but such Winning Bidder may not withdraw its proposal until after 2:00 p.m. on the Bid Date and then only if such award has not been made prior to the withdrawal of the Bid. The balance of the purchase price shall be paid in Federal Funds by wire transfer to the Township on or about July 29, 2021 but no later than the delivery date of the Bonds.

Right to Reject Bids; Waive Irregularities

The Township reserves the right to reject any and all Bids and, to the extent permitted by law, to waive any irregularity or informality in any Bid.

Delivery of the Bonds

The Bonds will be delivered on or about July 29, 2021 (UNLESS A NOTICE OF A CHANGE IN THE DELIVERY DATE IS PUBLISHED ON PARITY NOT LATER THAN 1 HOUR PRIOR TO ANY ANNOUNCED DATE FOR RECEIPT OF BIDS) to or at the direction of DTC against payment of the purchase price therefor (less the amount of the good faith deposit). PAYMENT FOR THE BONDS AT THE TIME OF ORIGINAL ISSUANCE AND DELIVERY SHALL BE BY WIRE TRANSFER OF IMMEDIATELY AVAILABLE FUNDS.

There will also be furnished the usual closing certificates, including (1) a certificate, in form and tenor satisfactory to Bond Counsel and dated as of the date of such delivery of the Bonds, to the effect that there is no litigation pending or (to the knowledge of the signer or signers thereof) threatened affecting the validity of the Bonds, (2) certificates in form satisfactory to Bond Counsel evidencing the proper execution and delivery of the Bonds, the receipt of payment therefor and compliance with the requirements of the Internal Revenue Code of 1986, as amended (the "Code"), necessary to preserve the tax exemption on the Bonds from federal income taxes, (3) a certificate signed by the Township relating to the Official Statement, and (4) a Continuing Disclosure Certificate evidencing compliance with the Rule (as defined herein) and the undertaking of the Township with respect thereto.

CUSIP Identification Numbers

The request for the assignment of CUSIP identification numbers shall be the responsibility of NW Financial Group, LLC, Hoboken, New Jersey, the Municipal Advisor to the Township (the "Municipal Advisor"), and the CUSIP Service Bureau charge therefor shall be the responsibility of, and shall be paid for by, the purchaser. CUSIP numbers must be

communicated to Bond Counsel within twenty-four (24) hours of the award of the Bonds to have the CUSIP numbers printed on the Bonds. Neither the failure to print such number on any Bond nor any error with respect thereto shall constitute cause for a failure or refusal by the purchaser thereof to accept delivery of and make payment for the Bonds in accordance with the terms of this Notice of Sale.

Legal Opinion

The approving opinion of Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey, Bond Counsel to the Township, will be furnished without cost to the Winning Bidder, such opinion to be substantially in the form set forth in the Official Statement distributed in preliminary form in connection with the marketing and sale of the Bonds, to the effect that the Bonds are valid and legally binding general obligations of the Township, that all the taxable property therein will be subject to the levy of *ad valorem* taxes to pay the principal of the Bonds and the interest thereon without limitation as to rate or amount and that interest on the Bonds is not includable as gross income under the Internal Revenue Code of 1986, as amended, if the Township complies with all conditions subsequent contained in the Code, and that interest on the Bonds and any gain on the sale thereof is not includable as gross income under the existing New Jersey Gross Income Tax Act.

Postponement

The Township reserves the right to postpone, from time to time, the date and time established for receipt of Bids. **ANY SUCH POSTPONEMENT WILL BE PUBLISHED ON PARITY, PRIOR TO 11:00 A.M. ON THE BID DATE**. If any date fixed for the receipt of Bids and the sale of the Bonds is postponed, an alternative sale date will be announced via PARITY at least forty-eight (48) hours prior to such alternative sale date. On any such alternative sale date, any Bidder may submit a Bid for the purchase of the Bonds in conformity in all respects with the provisions of this Notice of Sale, except for the date of sale and except for the changes announced on PARITY at the time the sale date and time are announced.

Termination

The Winning Bidder at its option may refuse to accept the Bonds if prior to their delivery any change in any income tax law of the United States of America shall provide that the interest thereon is includable or shall be includable in gross income at a future date for Federal income tax purposes. In such case, the deposit made by such Winning Bidder shall be returned and such Bidder will be relieved of its contractual obligations arising from the acceptance of its Winning Bid.

Additional Information

For further information relating to the Bonds, reference is made to the POS prepared for and authorized by the Township. This Notice of Sale and the POS may be viewed on www.munihub.com. However, the Township makes no assurance or representation with respect to the form of this Notice of Sale and the POS on www.munihub.com, and no investment decision should be made in reliance thereon. Printed copies of this Notice of Sale and the POS may be obtained from Bond Counsel at the address and phone number stated below. Additional information relating to the financing of the Township can be obtained by contacting John Gross, Chief Financial Officer, Township of West Orange, 66 Main Street, West Orange, New Jersey 07052, or by telephone at (973) 325-4070; Bond Counsel, Everett M. Johnson, Esq., Wilentz, Goldman & Spitzer, P.A., 90 Woodbridge Center Drive, Woodbridge, New Jersey 07095, or by telephone at (732) 855-6149, or the Municipal Advisor, Timothy S. Eismeier, NW Financial Group, LLC, 2 Hudson Place, 3rd Floor, Hoboken, New Jersey 07030, or by telephone at (551) 655-7595.

/s/ John Gross
John Gross
Chief Financial Officer
Township of West Orange
in the County of Essex
State of New Jersey

Dated: July 8, 2021

EXHIBIT A
to
Notice of Sale
for
$9,107,000 General Improvement Bonds, Series 2021

Form of Issue Price Certificate

July ___, 2021

Township of West Orange
66 Main Street
West Orange, New Jersey 07052

Wilentz, Goldman & Spitzer, P.A.
90 Woodbridge Center Drive
Woodbridge, New Jersey 07095

Re: Township of West Orange, in the County of Essex,
State of New Jersey
$9,107,000 General Improvement Bonds, Series 2021

Ladies and Gentlemen:

The undersigned, as a representative of _____, the Underwriter (the "Underwriter") of the $9,107,000 aggregate principal amount of General Improvement Bonds, Series 2021 (the "Bonds"), sold on the Sale Date (as hereinafter defined), dated and issued on the date hereof, of the Township of West Orange, in the County of Essex, State of New Jersey (the "Issuer" or the "Township"), hereby certifies as follows:

[1. [Alternate 1 – ***Bids Received From at Least 3 Underwriters and Release of 10% Rule]***

(a) As of the Sale Date, the reasonably expected initial offering prices of the Bonds to the Public by the undersigned are the prices listed in Exhibit A (the "Expected Offering Prices"). The Expected Offering Prices are the prices for the Maturities of the Bonds used by the undersigned in formulating its bid to purchase the Bonds.

(b) The undersigned was not given the opportunity to review other bids prior to submitting its bid.

(c) The bid submitted by the undersigned constituted a firm offer to purchase the Bonds.

(d) Based on the Expected Offering Prices, the aggregate offering prices of the Bonds to the Public is $_____ (face amount of $_____, plus original issue premium of $_____).]

[1. [Alternate 2 – ***Competitive Sale Requirements not satisfied - Actual sale of at least 10% of Bonds by closing]*** As of the date of this certificate, for each Maturity of the Bonds, the first price at which at least 10% of such Maturity of the Bonds was sold to the Public are the respective prices listed in Exhibit A (collectively, the "Offering Prices"). Based on the Offering Prices, the aggregate Offering Prices of the Bonds to the Public is $_____ (face amount of $_____, plus original issue premium of $_____).]

[1. [***Hold-the-Price language]*** As of the Sale Date, the Underwriter offered the Bonds to the Public for purchase at the respective Offering Prices listed in Exhibit A. The Underwriter agrees that (i) for each Maturity of Bonds, it will neither offer nor sell any of the Bonds of such Maturity to any person at a price that is higher than the Offering Price listed in Exhibit A for such Maturity during the Holding Period for such Maturity (the "Hold-The-Offering-Price Rule"), and (ii) any selling group agreement shall contain the agreement of each dealer who is a member of the selling group, and any retail distribution agreement shall contain the agreement of each broker-dealer who is a party to the retail distribution agreement, to comply with the Hold-The-Offering-Price Rule. Pursuant to such agreement, no Underwriter has offered or sold any Maturity of Bonds at a price that is higher than the respective Offering Price for that Maturity of the Bonds for the Holding Period.]

2. The Yield on the Bonds is not less than ____%.

3. The weighted average maturity of the Bonds is _____.

4. ***Defined Terms*****.** In addition to the terms defined above, the following terms used herein shall have the meanings therefor set forth below:

[(a) "Holding Period" means for each Maturity of the Bonds, the period starting on the Sale Date and ending on the earlier of (i) the close of the fifth business day after the Sale Date, or (ii) the date on which the Underwriter has sold at least 10% of such Maturity of the Bonds to the Public at prices that are no higher than the Offering Price for such Maturity.]

(b) "Maturity" means Bonds with the same credit and payment terms. Bonds with different maturity dates, or Bonds with the same maturity date but different stated interest rates, are treated as separate Maturities.

(c) "Public" means any person (including an individual, trust, estate, partnership, association, company, or corporation) other than an Underwriter or a related party to an Underwriter. The term "related party" for purposes of this certificate generally means any two or more persons who have greater than fifty percent (50%) common ownership, directly or indirectly.

(d) "Sale Date" means the first day on which there is a binding contract in writing for the sale of a Maturity of Bonds. The Sale Date of the Bonds is July 15, 2021.

(e) "Underwriter" means (i) any person that agrees pursuant to a written contract with the Issuer (or with the lead underwriter to form an underwriting syndicate) to participate

in the initial sale of the Bonds to the Public, and (ii) any person that agrees pursuant to a written contract directly or indirectly with a person described in clause (i) of this paragraph to participate in the initial sale of the Bonds to the Public (including a member of a selling group or a party to a retail distribution agreement participating in the initial sale of the Bonds to the Public).

(f) "Yield" means the discount rate which, when used in computing the present value of the expected issue payments (principal and interest components, qualified guarantee payments, and the retirement price) to be paid on the Bonds, produces an amount equal to the issue price of the Bonds as of the date hereof.

The representations set forth in this certificate are limited to factual matters only. Nothing in this certificate represents the undersigned's interpretation of any laws, including specifically Sections 103 and 148 of the Internal Revenue Code of 1986, as amended, and the Treasury Regulations thereunder. The undersigned understands that the foregoing information will be relied upon by the Issuer with respect to compliance with the federal income tax rules affecting the Bonds, and by bond counsel in connection with rendering its opinion that the interest on the Bonds is excluded from gross income for federal income tax purposes, the preparation of the Internal Revenue Service Form 8038-G, and other federal income tax advice that it may give to the Issuer from time to time relating to the Bonds.

Very truly yours,

_____ [UNDERWRITER]

By: _____
Name: _____
Title: _____

158-21
June 22, 2021

R E S O L U T I O N

WHEREAS, the Township of West Orange has advertised for bids, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A. 40A: 11-1) for the Re-bid; Fire Station #1 Interior and Exterior Improvements and Renovations and Window Replacements; and

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

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

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

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the contract for the Re-bid; Fire Station #1 Interior and Exterior Improvements and Renovations and Window Replacements is hereby awarded to:

TNS CONSTRUCTION, LLC

1294 WATERLOO ROAD

STANHOPE, NEW JERSEY 07874

in the amount of $796,000.00 which represents the Base Bid of $786,000.00, and an Allowance of $10,000.00 for additional work for unit price No. 1, ceiling and metal grid suspension system and for unit price No. 2, exterior masonry tuck pointing.

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

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

_____
Cindy Matute-Brown, Council President

Adopted: June 22, 2021

I hereby certify funds are available from:

_____
John Gross, Chief Financial Officer

ACCOUNT NO. 03 2584 19 0200 110
2019 CAPITAL BUDGET
FIRE HOUSES
ACCOUNT NO. 03 2610 20 0200 110
2020 CAPITAL BUDGET

158-21

RE-BID
FIRE STATION # 1 INTERIOR & EXTERIOR IMPROVEMENTS
& RENOVATIONS & WINDOW REPLACEMENTS

1. TNS Construction, LLC. — $786,000.00
   1294 Waterloo Road
   Stanhope, NJ 07874
   Contact: Ben Dauti
   Tel: 973-337-0660
   Fax: 973-556-1009
   Email: Tnscontractor@gmail.com

2. FCI Group, Falak Construction — $819,000.00
   836 Ridgewood Avenue
   North Brunswick, NJ 08902
   Contact: Tom Alexander
   Tel: 732-418-9669
   Fax: 732-418-9595
   Cell: 793-223-1036
   Email: Tom@fcigroup.org

3. J.R. Contracting and Environmental Consulting, Inc. — $965,000.00
   1141 State Route 23
   Wayne, NJ 07470
   Contact: Dean Ilich
   Tel: 973-628-9500
   Fax: 973-628-6701
   Cell: 201-953-6655
   Email: dilich@jrcontracting.com

4. Reliable NYC — $984,000.00
   1286 Waterloo Road
   Stanhope, NJ 07874
   Contact: Uke Dauti
   Tel: 973-885-8163
   Fax: 973-736-0001
   Email: ukedauti@gmail.com

5. Drill Construction — NO BID
   80 Main Street, Suite 570
   West Orange, NJ 07052
   Contact: Philip S. Drill
   Tel: 973-736-9350 Ext. 101
   Fax: 973-736-3776
   Cell: 973-699-0761
   Email: psdrill@drillconstruction.com

6. Ryan & Mac LLC. Construction — NO BID
   410 S 18th Street
   Newark, NJ 07103
   Tel: 973-207-7110
   973-207-7454
   Email: ryan@ryanmconstructionllc.com

7. A1 Construction Service, Inc. — NO BID
   2468 N. Jerusalem Rd. Ste.1
   North Bellmore, NY 11710
   Contact: Zia Rehman
   Tel: 516-422-2700
   Fax: 516-499-3222
   Email: Zia@a1constructionservice.com

8. R. J. Michaels & Co., Inc. — NO BID
   333 Dodd Street
   East Orange, NJ 07017
   Contact: Rich Bertoldi
   Tel: 973-495-2637
   Fax: 973-414-0543
   Email: richard@rjmichaels.net

9. Mark Construction — NO BID
   81 Lester Street, Suite 2
   Wallington, NJ 07057
   Contact: Kazimierz Mroczek
   Tel: 973-263-5884
   Fax: 973-263-1965
   Email: bids@markconstr.com

10. Construct Connect — NO BID
    30 Technology Parkway South, Ste 100
    Norcross, GA 30092
    Contact: Ron Ross
    Tel: 800-364-2059
    Fax: 866-570=8187
    Email: Ron.Ross@ConstructConnect.com

11. Howard C. Storer, LLC — NO BID
    3 Estler Lane
    Boonton, NJ 07005
    Tel: 973-476-3092
    Fax 973-335-1538
    Email: storerconstruction26@gmail.com

159-21
June 22, 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.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: June 22, 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.

TOWNSHIP OF WEST ORANGE

ATTEST:

_____
KAREN J. CARNEVALE, R.M.C

By:_____
ROBERT D. PARISI, MAYOR

WITNESS:

_____

PHILLIPS PREISS GRYGIEL LEHENY HUGHES, LLC.

By:_____
PAUL GRYGIEL, PRINCIPAL

160-21
June 22, 2021

RESOLUTION AUTHORIZING NEGOTIATIONS AND APPOINTING APPRAISER IN CONNECTION WITH PROPERTY ACQUISITIONS IN FURTHERANCE OF THE DOWNTOWN REDEVELOPMENT PLAN

WHEREAS, on February 9, 2003, the Township Council of the Township of West Orange (the "Council") adopted by ordinance the Downtown Redevelopment Plan, pursuant to the Local Redevelopment and Housing Law, *N.J.S.A.* 40A:12A-1, *et seq.*(the "Redevelopment Law"); and

WHEREAS, the Downtown Redevelopment Plan was amended by the Council by first amendment, adopted by ordinance on August 16, 2006, second amendment, adopted by ordinance on March 7, 2007, and third amendment, adopted by ordinance on March 8, 2011 (collectively, as amended, referred to herein the "Redevelopment Plan"); and

WHEREAS, the Redevelopment Plan identifies the following properties as properties to be acquired in connection with implementation of the Redevelopment Plan, pursuant to *N.J.S.A.* 40A:12A-7(a)(4) of the Redevelopment Law:

BLOCK	**LOTS**	**OWNER**

See Schedule "A".

(the "Acquisition Parcels")

WHEREAS, Prism Green is in default of various obligations under the Redevelopment Agreement; and

WHEREAS, on May 25, 2021, the Township issued a Notice of Default to Prism Green; and

WHEREAS, Prism Green responded to the Notice of Default by letter dated June 8, 2021 from its counsel, Matthew Karrenberg, Esq. ("Karrenberg Letter"); and

WHEREAS, the Township, through its special counsel, Wilentz Goldman & Spitzer, replied to the Karrenberg Letter; and

WHEREAS, the Council has determined that it is necessary to acquire the Acquisition Parcels in furtherance of the Redevelopment Plan, as authorized under the Redevelopment Law.

NOW THEREFORE be it **RESOLVED** by the Township Council of the Township of West Orange that John Gross, Chief Financial Officer, is hereby authorized to retain appraisers for the Acquisition Parcels in connection with the Township's negotiations for the acquisition of the Acquisition Parcels, as authorized under *N.J.S.A.* 40A:12A-8(c) of the Redevelopment Law and pursuant to the procedures set forth in the *N.J.S.A.* 20:3-6 of the Eminent Domain Act, and Mr. Gross, as Chief Financial Officer, is hereby authorized to execute agreements to retain appropriate appraisal services for the Schedule "A" Properties.

Karen J. Carnevale, R.M.C.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: June 22, 2021

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

John O. Gross, CFO

161-21
June 22, 2021

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	**769 NORTHFIELD AVE**			**DATE:**	**5/13/2021**
BLOCK	**166.15**				
LOT	**9**				
QUAL					
	ASSESSMENT				
YEAR	ORIGINAL	JUDGMENT	DIFFERENCE	TAX RATE	AMOUNT DUE
2020	$9,960,000.00	$7,500,000.00	$ 2,460,000.00	4.284	$ 105,386.40
TOTAL					**$ 105,386.40**
PAYABLE TO:					
McCarter & English, LLP					
C/O Frank E. Ferruggia Esq.					
Four Gateway Center					
100 Mulberry Street					
P.O. Box 652					
Newark, NJ 07101-0652					

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

Cindy Matute-Brown, Council President

Adopted: June 22, 2021

I hereby certify funds are available from: _____

Account No.

John O. Gross, Chief Financial Officer

162-21
June 22, 2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") issued a Summons for a variety of violations of the Township's property maintenance ordinances related to the condition of the premises located at 71 Maple Avenue, West Orange, New Jersey, Block 161.01, Lot 23 (the "Property"); and

WHEREAS, the Property required substantial landscaping and other work around the Property; and

WHEREAS, the owner of the Property (the "Owner") was issued the Summons for the violations and appeared before the West Orange Municipal Court (the "Court") to adjudicate the violations; and

WHEREAS, the Owner failed to remediate the condition of the Property to abate all of the violations on the Property to meet the requirements of the Township's property maintenance ordinances; and

WHEREAS, the Township implemented the Department of Public Works (the "DPW") to remediation to condition of the Property; and

WHEREAS, the Township incurred a cost of approximately $1,933 to remediate the condition of the Property; and

WHEREAS, the itemized bill for the remediation of the Property, a copy of which is annexed hereto as **Exhibit A**, reflects that the total cost of the work performed at the Property by the DPW; and

WHEREAS, the Township incurred legal fees in the amount of $375.00 to seek a lien of the Property; and

WHEREAS, the Township seeks reimbursement for the costs and expenses incurred to abate the violations; and

WHEREAS, N.J.S.A. 54:4-67(a)(1) authorizes the Township charge interest on the lien at a rate of eight percent (8%) on the first $1,500 of the lien and eighteen percent (18%) on the amount of the lien above the first $1,500.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that a lien in the amount of $2,308.00 shall be placed against 71 Maple Avenue, West Orange for the cost of services required to remediate the condition of the Property and for the legal fees incurred by the Township; and be it further

RESOLVED that the lien shall accrue interest at a rate of eight percent (8%) on the first $1,500 of the lien and eighteen percent (18%) on the amount of the lien above the first $1,500; and be it further

RESOLVED that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Cindy Matute-Brown** **Council President**

Adopted: June 22, 2021

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 Enity 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 (30th) 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.

l. **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 Proejctions, 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)
) SS.:
COUNTY OF Bergen)

Be it remembered that on the 18th 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
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:

_X_ Conventional (Fee Simple) ____Condominium

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

_X_ Residential ____Retail ___Office ___Manufacturing ___Warehousing

___Other (Specify)_____

C. Marketing Expectation:

___For Sale _X_ 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)

_X_ 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:

Starting Year	Ending Year	Rate	Minimum
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

JOYCE E ATKINSON
ID #2418921
NOTARY PUBLIC
STATE OF NEW JERSEY
My Commission Expires March 22, ~~2017~~ 2022

List of Exhibits

Exhibit #	Description
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

EXHIBIT 1-C

DISCLOSURE OF OWNERSHIP
(for use by Corporations)

I. Principals (list all owners of 10% or more of stock)

Name	Home Address	Title	%Owned
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

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal 6th day of April, 2021

Elizabeth Maher Muoio
State Treasurer

Certificate Number : 4133061023
Verify this certificate online at
https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp

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.)

__X__ 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 31 + 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.)

X 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 _____
X 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

X 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) ___

X 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 6th day of (mo/day/year) April 2021

X ___
(authorized individual's signature)

___
(notary public/attorney)

Joseph Alpert
(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

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. / P.M. on 4/7/21
(Name of Corporation) (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.

Secretary 4/7/21
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

Plotted: 5/21/2020 12:52 PM, By: Frank Barlowski

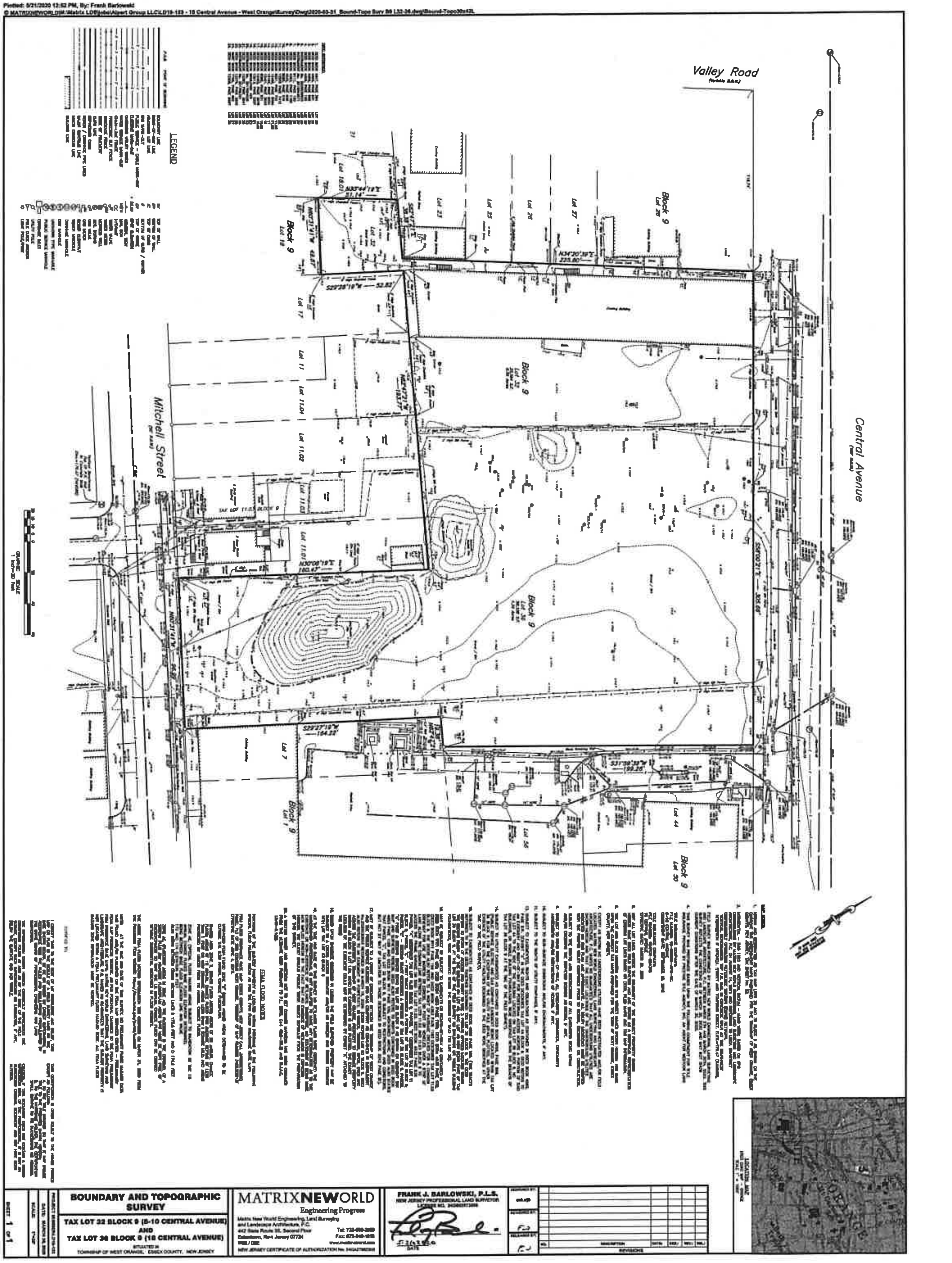

EXHIBIT 6

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.

01	Central Avenue View
DATE: 8/20/20	K&A#: 18002

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Architecture • Engineering • Planning • Interiors

THE ALPERT GROUP LLC IRONSTATE

SELECTO-FLASH
WEST ORANGE, NJ

02	Aerial View
DATE: 8/20/20	K&A#: 18002

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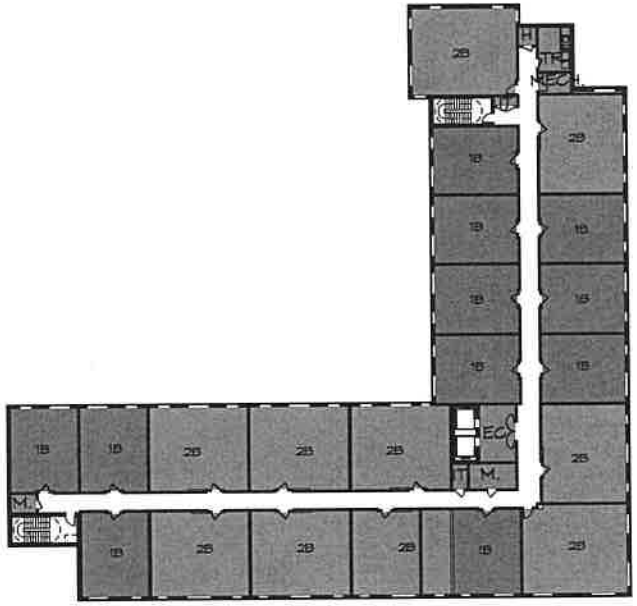
THE ALPERT GROUP LLC IRONSTATE

SELECTO-FLASH
WEST ORANGE, NJ

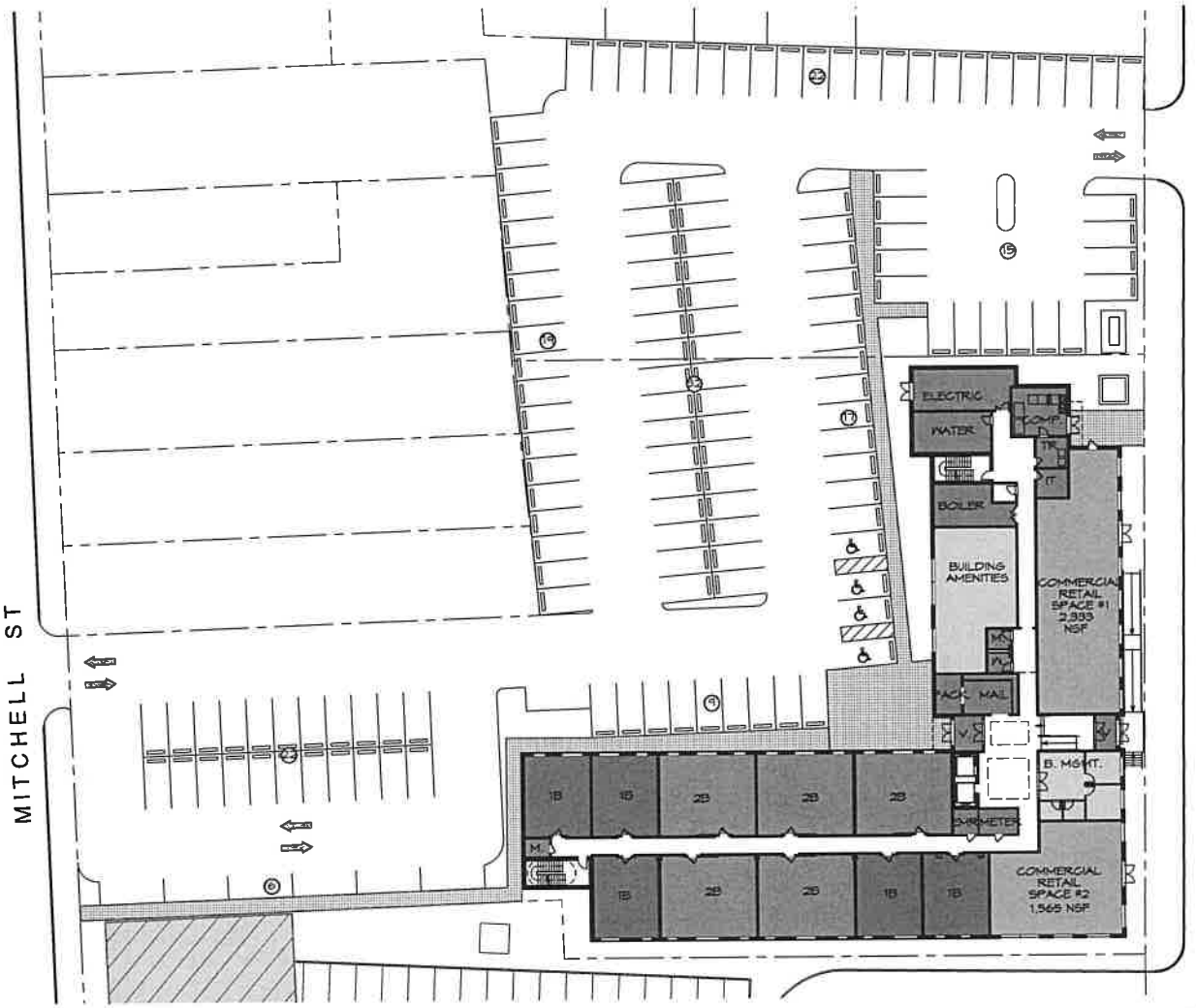
UNIT MIX

FLR.	1 BD	2 BD	TOT.
5	11	10	21
4	11	10	21
3	11	10	21
2	11	10	21
1	5	5	10
TOT.	**49**	**45**	**94**
PARKING SPACES			**143**



2 TYPICAL FLOOR PLAN

SCALE: 1" = 40'



1 FIRST FLOOR PLAN

SCALE: 1" = 40'

1	FIRST & TYPICAL FLOOR PLANS
NORTH	SCALE: 1" = 40' (0, 10FT, 20FT, 40FT)
DATE: 4/10/20	K&A#: 18002

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SELECTO-FLASH
WEST ORANGE, NJ

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 #AI01218000

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

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 applicant 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 Uran Renewal LLC
c/o The Alpert Group
One Parker Plaza
Fort Lee, NJ 07024

Job Site
8-10, 18 Central Avenue
West Orange, NJ

EXHIBIT 15

Exhibit “**B**”

Exhibit **“C”**

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.

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 (															
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
											0				
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
											0				
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

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

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

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Tax Searcher															
AU11010	0.00%	1/1/2018	12/31/2018	26,400	33,355	40,310	47,265	54,220	61,175	68,130	6	6,955	1,820	14.51	37.43
AU11010	1.00%	1/1/2019	12/31/2019	26,664	33,689	40,713	47,737	54,762	61,786	68,811	6	7,024	1,820	14.65	37.81
AU11010	1.50%	1/1/2020	6/30/2020	27,064	34,194	41,324	48,454	55,583	62,713	69,843	6	7,130	1,820	14.87	38.38
AU11010	1.50%	7/1/2020	12/31/2020	27,470	34,707	41,944	49,180	56,417	63,654	70,891	6	7,237	1,820	15.09	38.95
AU11010	1.50%	1/1/2021	6/30/2021	27,882	35,227	42,573	49,918	57,263	64,609	71,954	6	7,345	1,820	15.32	39.54
AU11010	1.50%	7/1/2021	12/31/2021	28,300	35,756	43,211	50,667	58,122	65,578	73,033	6	7,455	1,820	15.55	40.13
AU11010	1.50%	1/1/2022	6/30/2022	28,725	36,292	43,860	51,427	58,994	66,561	74,129	6	7,567	1,820	15.78	40.73
AU11010	1.50%	7/1/2022	12/31/2022	29,156	36,837	44,517	52,198	59,879	67,560	75,241	6	7,681	1,820	16.02	41.34
Technical Assistant to the Construction Official															
AU11020	0.00%	1/1/2018	12/31/2018	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/Informati															
MA10120	0.00%	1/1/2018	12/31/2018	68,080	75,472	82,864	90,256	97,648	105,041	112,433	6	7,392	1,820	37.41	61.78
MA10120	1.00%	1/1/2019	12/31/2019	68,761	76,227	83,693	91,159	98,625	106,091	113,557	6	7,466	1,820	37.78	62.39
MA10120	1.50%	1/1/2020	6/30/2020	69,793	77,371	84,948	92,526	100,104	107,682	115,260	6	7,578	1,820	38.35	63.33
MA10120	1.50%	7/1/2020	12/31/2020	70,839	78,531	86,223	93,914	101,606	109,298	116,989	6	7,692	1,820	38.92	64.28
MA10120	1.50%	1/1/2021	6/30/2021	71,902	79,709	87,516	95,323	103,130	110,937	118,744	6	7,807	1,820	39.51	65.24
MA10120	1.50%	7/1/2021	12/31/2021	72,981	80,905	88,829	96,753	104,677	112,601	120,525	6	7,924	1,820	40.10	66.22
MA10120	1.50%	1/1/2022	6/30/2022	74,075	82,118	90,161	98,204	106,247	114,290	122,333	6	8,043	1,820	40.70	67.22
MA10120	1.50%	7/1/2022	12/31/2022	75,186	83,350	91,514	99,677	107,841	116,004	124,168	6	8,164	1,820	41.31	68.22
Director of Planning and Development															

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
MA10130	0.00%	1/1/2018	12/31/2018	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10130	1.00%	1/1/2019	12/31/2019	38,396	52,788	67,179	81,571	95,962	110,354	124,745	6	14,391	1,820	21.10	68.54
MA10130	1.50%	1/1/2020	6/30/2020	38,972	53,580	68,187	82,794	97,402	112,009	126,616	6	14,607	1,820	21.41	69.57
MA10130	1.50%	7/1/2020	12/31/2020	39,557	54,383	69,210	84,036	98,863	113,689	128,516	6	14,826	1,820	21.73	70.61
MA10130	1.50%	1/1/2021	6/30/2021	40,150	55,199	70,248	85,297	100,346	115,395	130,443	6	15,049	1,820	22.06	71.67
MA10130	1.50%	7/1/2021	12/31/2021	40,753	56,027	71,302	86,576	101,851	117,125	132,400	6	15,275	1,820	22.39	72.75
MA10130	1.50%	1/1/2022	6/30/2022	41,364	56,868	72,371	87,875	103,379	118,882	134,386	6	15,504	1,820	22.73	73.84
MA10130	1.50%	7/1/2022	12/31/2022	41,984	57,721	73,457	89,193	104,929	120,666	136,402	6	15,736	1,820	23.07	74.95

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

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

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

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Optometrist															
MA10280	0.00%	1/1/2018	12/31/2018	43,243	50,097	56,950	63,803	70,656	77,509	84,362	6	6,853	1,820	23.76	46.35
MA10280	1.00%	1/1/2019	12/31/2019	43,676	50,598	57,519	64,441	71,362	78,284	85,206	6	6,922	1,820	24.00	46.82
MA10280	1.50%	1/1/2020	6/30/2020	44,331	51,356	58,382	65,407	72,433	79,458	86,484	6	7,025	1,820	24.36	47.52
MA10280	1.50%	7/1/2020	12/31/2020	44,996	52,127	59,258	66,389	73,519	80,650	87,781	6	7,131	1,820	24.72	48.23
MA10280	1.50%	1/1/2021	6/30/2021	45,671	52,909	60,147	67,384	74,622	81,860	89,098	6	7,238	1,820	25.09	48.95
MA10280	1.50%	7/1/2021	12/31/2021	46,356	53,702	61,049	68,395	75,742	83,088	90,434	6	7,346	1,820	25.47	49.69
MA10280	1.50%	1/1/2022	6/30/2022	47,051	54,508	61,964	69,421	76,878	84,334	91,791	6	7,457	1,820	25.85	50.43
MA10280	1.50%	7/1/2022	12/31/2022	47,757	55,326	62,894	70,462	78,031	85,599	93,168	6	7,568	1,820	26.24	51.19
Police Chief-*,**,***															
MA10290	0.00%	1/1/2018	12/31/2018	152,448						167,059	2	7,306	1,820	83.76	91.79
MA10290	1.00%	1/1/2019	12/31/2019	153,972						168,730	2	7,379	1,820	84.60	92.71
MA10290	1.50%	1/1/2020	6/30/2020	156,282						171,261	2	7,489	1,820	85.87	94.10
MA10290	1.50%	7/1/2020	12/31/2020	158,626						173,829	2	7,602	1,820	87.16	95.51
MA10290	1.50%	1/1/2021	6/30/2021	161,006						176,437	2	7,716	1,820	88.46	96.94
MA10290	1.50%	7/1/2021	12/31/2021	163,421						179,083	2	7,831	1,820	89.79	98.40
MA10290	3.00%	1/1/2022	12/31/2022	168,323						184,456	2	8,066	1,820	92.49	101.35
Police Director															
MA10300	0.00%	1/1/2018	12/31/2018	58,277	72,474	86,671	100,869	115,066	129,264	143,461	6	14,197	1,820	32.02	78.82
MA10300	1.00%	1/1/2019	12/31/2019	58,860	73,199	87,538	101,877	116,217	130,556	144,895	6	14,339	1,820	32.34	79.61
MA10300	1.50%	1/1/2020	6/30/2020	59,742	74,297	88,851	103,406	117,960	132,514	147,069	6	14,554	1,820	32.83	80.81
MA10300	1.50%	7/1/2020	12/31/2020	60,639	75,411	90,184	104,957	119,729	134,502	149,275	6	14,773	1,820	33.32	82.02
MA10300	1.50%	1/1/2021	6/30/2021	61,548	76,542	91,537	106,531	121,525	136,520	151,514	6	14,994	1,820	33.82	83.25
MA10300	1.50%	7/1/2021	12/31/2021	62,471	77,691	92,910	108,129	123,348	138,568	153,787	6	15,219	1,820	34.32	84.50
MA10300	1.50%	1/1/2022	6/30/2022	63,408	78,856	94,303	109,751	125,199	140,646	156,094	6	15,448	1,820	34.84	85.77
MA10300	1.50%	7/1/2022	12/31/2022	64,360	80,039	95,718	111,397	127,076	142,756	158,435	6	15,679	1,820	35.36	87.05

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Tax Assessor															
MA10350	0.00%	1/1/2018	12/31/2018	33,232	48,945	64,657	80,370	96,083	111,795	127,508	6	15,713	1,820	18.26	70.06
MA10350	1.00%	1/1/2019	12/31/2019	33,564	49,434	65,304	81,174	97,043	112,913	128,783	6	15,870	1,820	18.44	70.76
MA10350	1.50%	1/1/2020	6/30/2020	34,068	50,176	66,283	82,391	98,499	114,607	130,715	6	16,108	1,820	18.72	71.82
MA10350	1.50%	7/1/2020	12/31/2020	34,579	50,928	67,278	83,627	99,976	116,326	132,675	6	16,349	1,820	19.00	72.90
MA10350	1.50%	1/1/2021	6/30/2021	35,098	51,692	68,287	84,882	101,476	118,071	134,665	6	16,595	1,820	19.28	73.99
MA10350	1.50%	7/1/2021	12/31/2021	35,624	52,468	69,311	86,155	102,998	119,842	136,685	6	16,844	1,820	19.57	75.10
MA10350	1.50%	1/1/2022	6/30/2022	36,158	53,255	70,351	87,447	104,543	121,639	138,736	6	17,096	1,820	19.87	76.23
MA10350	1.50%	7/1/2022	12/31/2022	36,701	54,053	71,406	88,759	106,111	123,464	140,817	6	17,353	1,820	20.17	77.37
Tax Collector															
MA10360	0.00%	1/1/2018	6/30/2018	25,344	40,142	54,939	69,737	84,534	99,332	114,129	6	14,797	1,820	13.93	62.71
MA10360	0.00%	7/1/2018	12/31/2018	35,344	50,142	64,939	79,737	94,534	109,332	124,129	6	14,797	1,820	19.42	68.20
MA10360	1.00%	1/1/2019	12/31/2019	35,698	50,643	65,589	80,534	95,479	110,425	125,370	6	14,945	1,820	19.61	68.88
MA10360	1.50%	1/1/2020	6/30/2020	36,233	51,403	66,572	81,742	96,912	112,081	127,251	6	15,170	1,820	19.91	69.92
MA10360	1.50%	7/1/2020	12/31/2020	36,777	52,174	67,571	82,968	98,365	113,762	129,160	6	15,397	1,820	20.21	70.97
MA10360	1.50%	1/1/2021	6/30/2021	37,328	52,956	68,584	84,213	99,841	115,469	131,097	6	15,628	1,820	20.51	72.03
MA10360	1.50%	7/1/2021	12/31/2021	37,888	53,751	69,613	85,476	101,338	117,201	133,064	6	15,863	1,820	20.82	73.11
MA10360	1.50%	1/1/2022	6/30/2022	38,456	54,557	70,657	86,758	102,858	118,959	135,059	6	16,101	1,820	21.13	74.21
MA10360	1.50%	7/1/2022	12/31/2022	39,033	55,375	71,717	88,059	104,401	120,743	137,085	6	16,342	1,820	21.45	75.32
Tenant Relations Assistant/HUD Executive Director															
MA10365	0.00%	1/1/2019	12/31/2019	24,752	35,479	46,205	56,931	67,657	78,383	89,109	6	10,726	1,820	13.60	48.96
MA10365	1.00%	1/1/2020	6/30/2020	25,000	35,833	46,667	57,500	68,333	79,167	90,000	6	10,833	1,820	13.74	49.45
MA10365	1.50%	7/1/2020	12/31/2020	25,375	36,371	47,367	58,363	69,358	80,354	91,350	6	10,996	1,820	13.94	50.19
MA10365	1.50%	1/1/2021	6/30/2021	25,756	36,916	48,077	59,238	70,399	81,559	92,720	6	11,161	1,820	14.15	50.95
MA10365	1.50%	7/1/2021	12/31/2021	26,142	37,470	48,798	60,127	71,455	82,783	94,111	6	11,328	1,820	14.36	51.71
MA10365	1.50%	1/1/2022	6/30/2022	26,534	38,032	49,530	61,028	72,527	84,025	95,523	6	11,498	1,820	14.58	52.49
MA10365	1.50%	7/1/2022	12/31/2022	26,932	38,603	50,273	61,944	73,614	85,285	96,956	6	11,671	1,820	14.80	53.27
Township Attorney															
MA10370	0.00%	1/1/2017	12/31/2022	42,500	42,500	42,500	42,500	42,500	42,500	42,500	0	-	1,820	23.35	23.35
Township Council															
MA10380	0.00%	1/1/2017	12/31/2022	12,487	12,487	12,487	12,487	12,487	12,487	12,487	0	-	1,820	6.86	6.86
Township Mayor															
MA10390	0.00%	1/1/2017	12/31/2022	24,971	24,971	24,971	24,971	24,971	24,971	24,971	0	-	1,820	13.72	13.72

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES																
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Zoning Officer/Planning Supervisor															
MA10400	0.00%	1/1/2018	12/31/2018	19,008	29,875	40,743	51,610	62,478	73,345	84,212	6	10,867	1,820	10.44	46.27
MA10400	1.00%	1/1/2019	12/31/2019	19,198	30,174	41,150	52,126	63,102	74,078	85,054	6	10,976	1,820	10.55	46.73
MA10400	1.50%	1/1/2020	6/30/2020	19,486	30,627	41,768	52,908	64,049	75,190	86,330	6	11,141	1,820	10.71	47.43
MA10400	1.50%	7/1/2020	12/31/2020	19,778	31,086	42,394	53,702	65,010	76,317	87,625	6	11,308	1,820	10.87	48.15
MA10400	1.50%	1/1/2021	6/30/2021	20,075	31,553	43,030	54,507	65,985	77,462	88,940	6	11,477	1,820	11.03	48.87
MA10400	1.50%	7/1/2021	12/31/2021	20,376	32,026	43,675	55,325	66,975	78,624	90,274	6	11,650	1,820	11.20	49.60
MA10400	1.50%	1/1/2022	6/30/2022	20,682	32,506	44,331	56,155	67,979	79,804	91,628	6	11,824	1,820	11.36	50.34
MA10400	1.50%	7/1/2022	12/31/2022	20,992	32,994	44,996	56,997	68,999	81,001	93,002	6	12,002	1,820	11.53	51.10
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance															
* Holiday Pay at 7%															
** Stipends or as assigned															
		FROM	TO	Administrative Detective			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													N/A	N/A	N/A
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													N/A	N/A	N/A
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													N/A	N/A	N/A
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
															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													N/A	N/A	N/A
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)													N/A	N/A	N/A
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	N/A	N/A
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													N/A	N/A	N/A
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													N/A	N/A	N/A
ST10210	0.00%	1/1/2018	12/31/2018	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2019	12/31/2019	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2020	12/31/2020	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2021	12/31/2021	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2022	12/31/2022	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
Public Advocate															
ST10220	0.00%	1/1/2018	12/31/2018	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2019	12/31/2019	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2020	12/31/2020	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													N/A	N/A	N/A
ST10240	0.00%	1/1/2018	12/31/2018	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2019	12/31/2019	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2020	12/31/2020	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2021	12/31/2021	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2022	12/31/2022	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
Pumping Station Operator															
ST10250	0.00%	1/1/2018	12/31/2018	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2019	12/31/2019	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2020	12/31/2020	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2021	12/31/2021	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2022	12/31/2022	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
Recycling Center Manager															
ST10260	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A

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

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

Stpoends as defined or assigned

FROM	TO	Administrative Detective	Line Detective	Police Stipend	Captain Stipend	Holiday Pay	Ret HB Pay
1/1/2018	12/31/2018	500	1,500	1,250	-	7%	0.0%
1/1/2019	12/31/2019	500	1,500	2,250	-	7%	0.0%
1/1/2020	12/31/2020	500	1,500	3,000	-	7%	0.0%
1/1/2021	12/31/2021	750	1,750	3,500	1,750	7%	10.5%
1/1/2022	12/31/2022	1,000	2,000	4,500	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.																	
Stpoends as defined or assigned																	
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay	Ret HB Pay		
		1/1/2018	12/31/2018		500			1,500		1,250		-		7%	0.0%		
		1/1/2019	12/31/2019		500			1,500		2,250		-		7%	0.0%		
		1/1/2020	12/31/2020		500			1,500		3,000		-		7%	0.0%		
		1/1/2021	12/31/2021		750			1,750		3,500		1,750		7%	10.5%		
		1/1/2022	12/31/2022		1,000			2,000		4,500		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.																	

TOWNSHIP OF WEST ORANGE
ESSEX COUNTY, NEW JERSEY

BOND ORDINANCE NUMBER 2645-21

BOND ORDINANCE PROVIDING FOR RENOVATIONS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $6,506,217 THEREFOR AND AUTHORIZING THE ISSUANCE OF $3,408,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE THE COST THEREOF

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

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements or purposes to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the sum of $6,506,217, which sum includes a grant in the amount of $3,098,217, expected to be received from the State of New Jersey Library Program (the "Library Grant"). No down payment for said improvements or purposes is required pursuant to Section 40A:2-11(c) of the Local Bond Law, N.J.S.A. 40A:2-1 et seq. (the "Local Bond Law"), as said improvements or purposes involve a project funded by a State grant.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet said $6,506,217 appropriation not provided for by the

Library Grant, negotiable bonds of the Township are hereby authorized to be issued in a principal amount not exceeding $3,408,000 pursuant to and within the limitations prescribed by the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in a principal amount not exceeding $3,408,000 are hereby authorized to be issued pursuant to and within the limitations prescribed by the Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and the purposes for which said bonds or notes are to be issued are for improvements to a building located at 10 Rooney Circle in the Township (the "Property"), which Property will be transferred to the Township via deed as part of the Executive Drive Redevelopment Project, for the renovation to such Property to accommodate the construction and relocation of the West Orange Public Library, including, but not limited to, as applicable, all furniture, equipment, books, and technology related thereto. Such improvements or purposes are to include, but are not limited to, as applicable, design work, preparation of plans and specifications, permits, bid documents, contract administration, work, materials, equipment, accessories, labor and appurtenances necessary therefor or incidental thereto.

(b) The estimated maximum amount of bonds or notes to be issued for said improvements or purposes is $3,408,000.

(c) The estimated cost of said improvements or purposes is $6,506,217, which includes the Library Grant.

SECTION 4. Except for the Library Grant, in the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township, for the improvements and purposes authorized hereby and

the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey and/or the County of Essex. Except for the Library Grant, in the event, however, that any amount so contributed or granted by the United States of America, the State of New Jersey and/or the County of Essex, shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds", such as the Library Grant, to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township, provided that no note shall mature later than one (1) year from its date or otherwise authorized by the Local Bond Law. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at public or private sale and to deliver them to the purchaser thereof upon receipt of

payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, and the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget, as applicable. The capital or temporary capital budget of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised capital or temporary capital budget has been filed with the Division of Local Government Services.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements or purposes described in Section 3 of this bond ordinance are not current expenses and are improvements or purposes which the Township may lawfully undertake as general improvements or purposes, and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The period of usefulness of said improvements or purposes within the limitations of the Local Bond Law, according to the reasonable life thereof computed from the date of the said bonds authorized by this bond ordinance, is twenty (20) years.

(c) The Supplemental Debt Statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services, New Jersey Department of Community Affairs, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by $3,408,000 and the said bonds or notes authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An aggregate amount not exceeding $682,000 for items of expense listed in and permitted under section 20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes or improvements hereinbefore described.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the bonds or notes authorized by this bond ordinance. The bonds or notes shall be direct, unlimited obligations of the Township, and the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the bonds or notes and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof to be

incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulations §1.150-2. All reimbursement allocations will occur not later than eighteen (18) months after the later of (i) the date the expenditure from a source other than any bonds or notes authorized herein is paid, or (ii) the date the improvements or purposes described in Section 3 hereof is “placed in service” (within the meaning of Treasury Regulations §1.150-2) or abandoned, but in no event more than three (3) years after the expenditure is paid.

SECTION 10. The Township covenants to maintain the exclusion from gross income under section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all tax-exempt bonds and notes issued under this bond ordinance.

SECTION 11. The Chief Financial Officer of the Township is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of obligations of the Township, which are authorized herein, and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be

liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication hereof after final adoption and approval by the Mayor, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: June 22, 2021

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**CINDY MATUTE-BROWN,** **Council President,** **Township of West Orange**

ADOPTED ON SECOND READING
DATED: July 13, 2021

KAREN J. CARNEVALE, Clerk **Township of West Orange**	**CINDY MATUTE-BROWN,** **Council President** **Township of West Orange**

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2021.

ROBERT D. PARISI, Mayor
Township of West Orange

2645-21

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

PUBLIC NOTICE
NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a regular meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, on **June 22, 2021**. It will be further considered for final passage, after public hearing thereon, at a virtual meeting of the Township Council to be held on **July 13, 2021** at 7:00 p.m. Information regarding remote access to the meeting may be found on the Township's website at www.westorange.org. During the week prior to and up to and including the date of such meeting copies of the full ordinance will be available at no cost and during regular business hours, at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR RENOVATIONS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $6,506,217 THEREFOR AND AUTHORIZING THE ISSUANCE OF $3,408,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE THE COST THEREOF
Purpose(s):	The bond ordinance provides for improvements to a building located at 10 Rooney Circle in the Township (the "Property"), which Property will be transferred to the Township via deed as part of the Executive Drive Redevelopment Project, for the renovation to such Property to accommodate the construction and relocation of the West Orange Public Library, including, but not limited to, as applicable, all furniture, equipment, books, and technology related thereto.
Appropriation:	$6,506,217
Bonds/Notes Authorized:	$3,408,000
Grants Appropriated:	$3,098,217 expected to be received from the State of New Jersey Library Program
Down Payment:	None
Section 20 Costs:	$682,000
Useful Life:	20 years

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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

PUBLIC NOTICE
NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey on **July 13, 2021** and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full ordinance are available at no cost and during regular business hours, at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR RENOVATIONS TO THE WEST ORANGE PUBLIC LIBRARY, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $6,506,217 THEREFOR AND AUTHORIZING THE ISSUANCE OF $3,408,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE THE COST THEREOF
Purpose(s):	The bond ordinance provides for improvements to a building located at 10 Rooney Circle in the Township (the "Property"), which Property will be transferred to the Township via deed as part of the Executive Drive Redevelopment Project, for the renovation to such Property to accommodate the construction and relocation of the West Orange Public Library, including, but not limited to, as applicable, all furniture, equipment, books, and technology related thereto
Appropriation:	$6,506,217
Bonds/Notes Authorized:	$3,408,000
Grants Appropriated:	$3,098,217 expected to be received from the State of New Jersey Library Program
Down Payment:	None
Section 20 Costs:	$682,000
Useful Life:	20 years

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange (the "Township"), in the County of Essex, State of New Jersey, DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a meeting of the Township Council of the Township duly called and held on June 22, 2021 at 7:00 p.m. at the Township Municipal Building or via a virtual meeting, and that the following was the roll call:

Present:

Absent:

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

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this ____ day of _____, 2021.

(SEAL)

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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

CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange (the "Township"), in the County of Essex, State of New Jersey, DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a meeting of the Township Council of the Township duly called and held on July 13, 2021 at 7:00 p.m. at the Township Municipal Building or via a virtual meeting, and that the following was the roll call:

Present:

Absent:

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

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Township as of this ____ day of _____, 2021.

(SEAL)

_____
KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that as such I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

1. Attached hereto is the bond ordinance introduced on June 22, 2021 and finally adopted on July 13, 2021.

2. After introduction, the bond ordinance was published as required by law on June __, 2021 in the (insert name of newspaper).

3. Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body. Copies of the bond ordinance were made available to all who requested same.

4. After final passage, the bond ordinance was duly approved by the Mayor on July 13, 2021 and was duly published as required by law on July 15, 2021 in the West Orange Chronicle. No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

5. The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

6. A certified copy of the bond ordinance and a copy of the amended capital budget form have been filed with the Director of the Division of Local Government Services, in the New Jersey Department of Community Affairs, as applicable.

7. The official seal of the Township is the seal, an impression of which is affixed opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this ____ day of _____, 2021.

(SEAL)

_____

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

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

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John Gross, the Chief Financial Officer of the Township, as of June 22, 2021, that such Supplemental Debt Statement was filed in my office on or by June 22, 2021 and with the Director of the Division of Local Government Services, New Jersey Department of Community Affairs on June ____, 2021.

_____

KAREN J. CARNEVALE,
Clerk of the Township of West Orange

2646-21

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.2, RESTRICTED PARKING ZONES, OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion,* **bold type denotes addition):**

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

Residence Address	Side	No. of Spaces	Location
172 High Street	**East**	**1**	**Beginning 386 feet north of the northerly curbline of Washington Street extended, and extending 20 feet north.**
41 Liberty Street	**West**	**1**	**Beginning 330 feet north of the northerly curbline of Columbia Street extended, and extending 22 feet north.**

Section 2. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this

Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

Section 3. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 4. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE-BROWN, COUNCIL PRESIDENT

_____

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

INTRODUCED: June 22, 2021

ADOPTED: July 13, 2021

LEGISLATIVE HISTORY

This Ordinance is in response to requests from handicapped residents who reside at 172 High Street and at 41 Liberty Street. By adopting this Ordinance, the Township will establish handicapped parking stalls adjacent to these addresses. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones. These stalls are still subject to other parking regulations and prohibitions on their streets.

DRAFT
2647-21

AN ORDINANCE AMENDING CHAPTER 4, SECTIONS 5.1 and 5.2; CHAPTER 5, SECTION 34; CHAPTER 22, SECTION 3; AND CHAPTER 25, SECTIONS 4, 24.2, and PART A: PERMITTED USES TABLE OF DISTRICT REGULATIONS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (LICENSED CANNABIS ENTITIES)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapters 4, 5, 22, and 25 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

I. PURPOSE

The purpose of this ordinance is to update the zoning provisions of the Township of West Orange to incorporate the legal operation of licensed cannabis entities, including: (i) licensed medical marijuana dispensaries; and (ii) licensed cannabis businesses to specifically identify the zones for which such operations shall be allowable. This ordinance will also outline the requirements for the operation of licensed cannabis entities within the Township, including the establishment of local licensing requirement in addition to any licensing issued by the State of New Jersey and the imposition of a local cannabis transfer and user tax.

II. CHAPTER 4, SECTION 5.1 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

4-5.1 Prohibitions.

No person shall advertise, display, dispense, sell, or offer to sell any type of syringe, needle, eye dropper, spoon, pipe, testing kit, rolling paper, or other paraphernalia or appliances designed for or ordinarily used in smoking, testing, weighing, measuring, injecting, cooking or sniffing marijuana, cocaine, opium, hashish or other controlled dangerous substances as defined by N.J.S.A. 24:21-1 et seq. This prohibition shall not apply to the legal advertisement, legal display, legal dispensing, legal sale, or legal use of marijuana or other cannabis products pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. seq.; the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.; or any other State Law.

III. CHAPTER 4, SECTION 5.2 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

4-5.2 Maintaining Premises Constitutes Common Nuisance.

It shall constitute a common nuisance to maintain any building, conveyance or premises which is resorted to by persons for the manufacture, distribution, dispensing, administration or use of any type of syringe, needle, eye dropper, spoon, pipe, testing kit, rolling paper or other paraphernalia or appliances designed for or ordinarily used in smoking, testing, weighing, measuring, injecting, cooking or sniffing marijuana, cocaine, opium, hashish or other controlled dangerous substances as defined by N.J.S.A. 24:21-1 et seq. Except that this provision shall not apply to the legal manufacturing, legal distribution, legal dispensing, legal administration, legal sale or legal use of marijuana or other cannabis products pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. seq.; the New Jersey Cannabis Regulatory, Enforcement

Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.; or any other State Law.

IV. CHAPTER 5, SECTION 34 SHALL BE AND HEREBY IS ESTABLISHED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

5-34 LICENSED CANNABIS ENTITY.

5-34.1 Purpose.

The purpose of this section is to establish the requirements for duly Licensed Cannabis Entities operating within the Township. The provisions of this section are subject to the enabling authority of the State of New Jersey and are subject to compliance with all statutes and/or regulations adopted by the State of New Jersey or its instrumentalities. If any provisions of this Section are inconsistent with the statutes and/or regulations of the State of New Jersey, the State statute and/or regulation shall govern.

5-34.2 Definitions.

For the purpose of this section, the following words and phrases shall have the meanings respectively ascribed to them by this section:

Alternative Treatment Center means an organization issued a permit pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al. to operate as a Medical Cannabis Cultivator, Medical Cannabis Manufacturer, Medical Cannabis Dispensary, or clinical registrant, as well as any organization deemed to concurrently hold a Medical Cannabis Cultivator permit, a Medical Cannabis Manufacturer permit, and a Medical Cannabis Dispensary permit or as otherwise defined under the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Applicant means a Licensed Cannabis Entity applying to the Township for a Local License to operate within the Township.

Cannabis shall have the same meaning as defined in the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Cultivator means any licensed person or entity who holds a Class 1 Cannabis Cultivator license that grows, cultivates, or produces Cannabis in this State, and sells, and may transport, this Cannabis to other cannabis cultivators, or usable cannabis to cannabis manufacturers, cannabis wholesalers, or cannabis retailers, but not to consumers or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Delivery Service means any licensed person or entity who holds a Class 6 Cannabis Delivery license that provides courier services for consumer purchases of cannabis items and related supplies fulfilled by a cannabis retailer in order to make deliveries of the cannabis items and related supplies to that consumer, and which services include the ability of a consumer to

purchase the cannabis items directly through the cannabis delivery service, which after presenting the purchase order to the cannabis retailer for fulfillment, is delivered to that consumer or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Distributor means any licensed person or entity who holds a Class 4 Cannabis Distributor license that transports cannabis in bulk intrastate from one licensed cannabis cultivator to another licensed cannabis cultivator, or transports cannabis items in bulk intrastate from any one class of licensed cannabis establishment to another class of licensed cannabis establishment, and may engage in the temporary storage of cannabis or cannabis items as necessary to carry out transportation activities or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Manufacturer means any licensed person or entity who holds a Class 2 Cannabis Manufacturer license that processes cannabis items in this State by purchasing or otherwise obtaining usable cannabis, manufacturing, preparing, and packaging cannabis items, and selling, and optionally transporting, these items to other cannabis manufacturers, cannabis wholesalers, or cannabis retailers, but not to consumers or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Retailer means any licensed person or entity who holds a Class 5 Cannabis Retailer license from the Commission or the State of New Jersey that purchases cannabis from cannabis growers and cannabis items from cannabis processors or Cannabis Wholesalers and sells these to consumers from a retail store or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Cannabis Wholesaler means any licensed person or entity who holds a Class 3 Cannabis Wholesaler License from the Commission or the State of New Jersey that sells cannabis items for the purpose of resale either to another cannabis wholesaler or to a cannabis retailer or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Commission shall mean the Cannabis Regulatory Commission established under the New Jersey Department of Health and established pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al. in, but not of, the New Jersey Department of Treasury.

Licensed Cannabis Entity shall mean either a Licensed Cannabis Establishment or a Licensed Medical Marijuana Facility as defined in this section.

Licensed Cannabis Establishment shall mean a duly licensed Cannabis Cultivator, a Cannabis Manufacturer, a Cannabis Wholesaler, or a Cannabis Retailer licensed under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Licensed Medical Marijuana Facility shall mean a duly licensed Medical Cannabis Cultivator, a duly licensed Medical Cannabis Manufacturer, a duly licensed Cannabis Dispensary, or an Alternative Treatment Center lawfully operating pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Local License shall mean a license granted by the Township of West Orange to operate a Licensed Cannabis Entity within the Township.

Medical Cannabis Cultivator means an organization holding a permit issued by the Commission that authorizes the organization to: possess and cultivate cannabis and deliver, transfer, transport, distribute, supply, and sell medical cannabis and related supplies to other Medical Cannabis Cultivators and to Medical Cannabis Manufacturers, clinical registrants, and Medical Cannabis Dispensaries, as well as to plant, cultivate, grow, and harvest medical cannabis for research purposes or as otherwise defined under the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Medical Cannabis Dispensary means an organization issued a permit by the Commission that authorizes the organization to: purchase or obtain medical cannabis and related supplies from Medical Cannabis Cultivators; purchase or obtain medical cannabis products and related supplies from Medical Cannabis Manufacturers; purchase or obtain medical cannabis, medical cannabis products, and related supplies and paraphernalia from other Medical Cannabis Dispensaries and from clinical registrants; deliver, transfer, transport, distribute, supply, and sell medical cannabis and medical cannabis products to other medical cannabis dispensaries; furnish medical cannabis, including medical cannabis products, to a medical cannabis handler for delivery to a registered qualifying patient, designated caregiver, or institutional caregiver, and possess, display, deliver, transfer, transport, distribute, supply, sell, and dispense medical cannabis, medical cannabis products, paraphernalia, and related supplies to qualifying patients, designated caregivers, and institutional caregivers or as otherwise defined under the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Medical Cannabis Manufacturer means an organization issued a permit by the Commission that authorizes the organization to: purchase or obtain medical cannabis and related supplies from a Medical Cannabis Cultivator or a clinical registrant; purchase or obtain medical cannabis products from another Medical Cannabis Manufacturer or a clinical registrant; produce, manufacture, or otherwise create medical cannabis products; and possess, deliver, transfer, transport, distribute, supply, and sell medical cannabis products and related supplies to other Medical Cannabis Manufacturers and to Medical Cannabis Dispensaries and clinical or as otherwise defined under the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Targeted Microbusiness means a Licensed Cannabis Entity located within the Township which qualifies as a microbusiness pursuant to the definitions and qualifications as set forth in N.J.S.A. 24:6I-33 and N.J.S.A. 24:6I-36(f)(2) of the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act and or any other requirements set forth therein.

5-34.3 Local License Required; Violations and Penalties.

Pursuant to N.J.S.A. 24:6I-45 (c)(2) of the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, no Licensed Cannabis Entity shall be allowed to operate within the Township of West Orange until such person or entity shall be licensed and registered in accord with this section. For violation of any provision of this subsection, penalties shall be in accordance with Chapter **1**, § **1-5**.

5-34.4 Local License Standards and Limitations.

a. The Township may approve or deny an application for a Local License to operate a License Cannabis Entity at its sole discretion, consistent with all governing State Law, based on an evaluation of the benefits compared to the potential harm of the prospective licensee's operation of a Licensed Cannabis Entity as proposed in the prospective licensee's application for a Local License.

b. The number of Local Licenses shall be limited to a combined total of four (4) active Local Licenses irrespective of the categories of Licensed Cannabis Entities, except that any Local License to a Targeted Microbusiness shall not count towards the total number of Local Licenses pursuant to his section.

5-34.5 Application for Local License and Local License Fee.

a. Applications for licensing pursuant to this section shall be submitted to the Office of the Township Clerk under oath on a form furnished by the Township. Upon the filing of the application, the Applicant shall pay to the Township an application fee of $500. The Office of the Township Clerk shall then transmit the application to the Office of Police Chief for the West Orange Police Department or the Chief's designee for review of the application. The Office of the Township Clerk shall also provide a copy of the application to the: (i) Board of Education; (ii) the Township Zoning Officer; (iii) the Health Department; and the (iv) Township Fire Chief, except for the transmission of the requirements set forth in subsection (b)(4)(a) of this provision. These departments shall review the application and forward their comments to the Police Chief for the West Orange Police Department or the Chief's designee no later than fourteen (14) days from transmission of the application.

b. The application shall require submission of the following information:

1. The name and home address of the Applicant. If the Applicant is not a natural person, the Applicant shall submit a statement setting forth the names and home addresses of all stockholders in the corporation or partnership who own 10% or more of its stock, of any class or of all individual partners in the partnership who own a 10% or greater interest therein, as the case may be. If one or more such stockholder or partner is itself a corporation or partnership, the stockholders holding 10% or more

of that corporation's stock, or the individual partners owning 10% or greater interest in that partnership, as the case may be, shall also be listed with its home address. The disclosure shall be continued until names and home addresses of every noncorporate stockholder, and individual partner, exceeding the 10% ownership criteria has been listed.

2. The name of any other business entities in which any of the individuals identified pursuant to subsection (b)(1) of this provision have or have had an ownership interest which: (i) cultivates, manufactures, wholesales or dispenses cannabis or cannabis products; (ii) invests or finances in any such entity; or (iii) is regulated by any governmental entity.

3. A copy of the license issued by the Commission authorizing the Applicant to operate as a Licensed Cannabis Entity with a copy of all application materials and documents submitted to the Commission for a license.

4. Plans prepared by a duly licensed architect, engineer, or planner which shall depict the layout and design for the proposed location of the Licensed Cannabis Entity within the Township.

   (a). The required plans shall depict the proposed security measures for the location in order for the West Orange Police Department to evaluate the sufficiency of the security measures as required under this section. The plans shall be deemed confidential and shall only be transmitted to the Police Chief for the West Orange Police Department or the Chief's designee.

   (b). The Applicant shall also provide either a lease agreement or agreement of sale for the property where the Applicant intends to operate the Licensed Cannabis Entity. The lease agreement or agreement of sale may be contingent upon the Applicant's ability to successfully: (i) obtain a Local License; and (ii) if applicable, obtain approval from the West Orange Planning Board or the West Orange Zoning Board of Adjustment.

5. Acknowledgment and agreement authorizing the West Orange Police Department to perform background checks and/or investigations regarding any individuals disclosed pursuant to subsection (b)(1) of this provision and any employees of the Applicant.

6. If the Applicant is applying for a Local License as a Targeted Microbusiness, a copy of any and all documents issued by the Commission declaring the Applicant as microbusiness under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act with a copy of all application materials and documents submitted to the Commission for such a declaration.

c. The Police Chief for the West Orange Police Department or the Chief's designee shall review the application, review the comments from the departments provided pursuant to subsection (a) of this provision, and prepare a memorandum addressed to the Township Council: (i) analyzing the Applicant's ability to comply with all of the Township's requirements for a Licensed Cannabis Entity, including the required security measures; (ii) assessing the benefits compared to the potential harm of the Applicant's proposed

operation of a Licensed Cannabis Entity; and (iii) recommending whether to grant or deny the application for a Local License. The Police Chief or the Chief's designee shall transmit the memorandum to the Office of the Township Clerk.

d. Within sixty (60) days from the transmission of the memorandum to the Office of the Township Clerk, the Township Council shall adopt a resolution either granting the application or denying the application. The Township Council's failure to adopt a resolution within the sixty (60) day period shall be deemed a denial of the application.

5-34.6 License Term and Transferability.

a. All licenses shall be issued for the term of one year(s) and shall expire one year(s) after the date of issuance.

b. Licenses shall not be transferable, assignable, or divisible.

5-34.7 Commission Permit.

Any Licensed Cannabis Entity shall provide a copy of its permit issued by the Commission to the Police Department and Health Department no later than thirty (30) days prior to the commencement of any operations. A Licensed Cannabis Entity shall insure that a current permit is on file with the Police Department and Health Department at all times. A copy of the current permit issued by the Commission shall be posted within the Licensed Cannabis Entity at all times at a location readily visible by any and all patrons of the facility.

5-34.8 Operating Requirements and Prohibitions.

a. A Licensed Cannabis Entity may only operate from the hours of 8:00 A.M. through 7:00 P.M.

b. No persons under the age of twenty-one (21) shall be allowed in a Licensed Cannabis Establishment no person under the age of eighteen (18) shall be allowed in a Licensed Medical Marijuana Facility.

c. The sale or consumption of alcohol at a Licensed Cannabis Entity shall be prohibited.

d. Cannabis Consumption Areas, as defined in the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq., shall be prohibited.

e. A Licensed Cannabis Entity shall be secured and have full-time security protocols in place subject to review and approval from the West Orange Police Department which shall include at least a twenty-four (24) hour security video system with footage to be kept for at least thirty (30) days and a vault for storage of money when the Licensed Cannabis Entity is closed. Prior to the commencement of any operations, a Licensed Cannabis Entity must first obtain from the Police Chief, or designee, written approval of the Licensed Cannabis Entity's security protocols. The Police Chief, or designee, shall have to authority to require additional safety and security measures.

5-34.9 Inspections.

The Health Department, the Zoning Official, the Police Department, and the Fire Department shall, from time to time, make an inspection of the Licensed Cannabis Entity for the purpose of determining whether the provisions of this section are complied with. It shall be unlawful for any Licensed Cannabis Entity to refuse to allow such inspection or to hinder such an inspection.

V. CHAPTER 22, SECTION 3 SHALL BE AND HEREBY IS ESTABLISHED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

22-3 CANNABIS TRANSFER AND USER TAX

a. Pursuant to N.J.S.A. 24A:6I-10(i) of the Jake Honig Compassionate Use Medical Cannabis Act and N.J.S.A. 40:48I-1(a)(1) of the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, there is hereby established a Cannabis Transfer Tax in the Township of West Orange which shall be fixed at a uniform percentage rate of two percent (2%) on all sales or transfers of cannabis products from a Licensed Cannabis Entity, as defined in Chapter 5, Section 34.2, except for sales or transfers of cannabis products from a Cannabis Wholesaler which shall be taxed at a percentage rate of one percent (1%) on all sales or transfers of cannabis products.

b. Pursuant to N.J.S.A. 40:48I-1(a)(2) of the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, there is hereby established a Cannabis User Tax in the Township of West Orange at the same rates set forth in subsection (a) which shall apply to any Licensed Cannabis Entity which holds concurrent licenses and operating more than one cannabis establishment. This Cannabis User Tax shall apply to the value of each transfer or use of cannabis or cannabis items not otherwise subject to the Cannabis Transfer Tax from the Licensed Cannabis Entity's establishments to any of the other Licensed Cannabis Entity's establishments either without or outside the Township of West Orange.

c. The Cannabis Transfer Tax shall be in addition to any other tax or fee imposed pursuant to statute, state and federal, or local ordinance or resolution by any government entity upon a Licensed Cannabis Entity.

d. The tax imposed by this section shall be paid to the Township on a quarterly basis no later than the fifteenth (15th) day of the month following the last month of the quarter along with a report certified as true and accurate by the Chief Financial Officer, Controller or other similarly situated person showing the gross revenues for the Licensed Cannabis Entity for each month of the quarter.

e. The Licensed Cannabis Entity operating within the Township shall filed on an annual basis no later than February 1 of each year a financial report from an independent accountant certifying as to the annual revenues for the preceding year.

f. A copy of this section shall be transmitted to the State Treasurer and to every Licensed Cannabis Entity within the Township of West Orange.

VI. CHAPTER 25, SECTION 4 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-4 DEFINITIONS

b. Specific Definitions.

Cannabis Retailer means any licensed person or entity who holds a Class 5 Cannabis Retailer license from the Commission or the State of New Jersey that purchases cannabis from cannabis growers and cannabis items from cannabis processors or Cannabis Wholesalers and sells these to consumers from a retail store or as otherwise defined under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Licensed Cannabis Entity shall mean either a Licensed Cannabis Establishment or a Licensed Medical Marijuana Facility as defined in this section.

Licensed Cannabis Establishment shall mean a duly licensed Cannabis Cultivator, a Cannabis Manufacturer, a Cannabis Wholesaler, or a Cannabis Retailer as defined by and licensed under the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq.

Licensed Medical Marijuana Facility shall mean a duly licensed Medical Cannabis Cultivator, a duly licensed Medical Cannabis Manufacturer, a duly licensed Cannabis Dispensary, or an Alternative Treatment Center as defined by and lawfully operating pursuant to the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

Medical Cannabis Dispensary means an organization issued a permit by the Commission that authorizes the organization to: purchase or obtain medical cannabis and related supplies from Medical Cannabis Cultivators; purchase or obtain medical cannabis products and related supplies from Medical Cannabis Manufacturers; purchase or obtain medical cannabis, medical cannabis products, and related supplies and paraphernalia from other Medical Cannabis Dispensaries and from clinical registrants; deliver, transfer, transport, distribute, supply, and sell medical cannabis and medical cannabis products to other medical cannabis dispensaries; furnish medical cannabis, including medical cannabis products, to a medical cannabis handler for delivery to a registered qualifying patient, designated caregiver, or institutional caregiver, and possess, display, deliver, transfer, transport, distribute, supply, sell, and dispense medical cannabis, medical cannabis products, paraphernalia, and related supplies to qualifying patients, designated caregivers, and institutional caregivers or as otherwise defined under the Jake Honig Compassionate Use Medical Cannabis Act, N.J.S.A. 24:6I-1, et. al.

VII. CHAPTER 25, SECTION 24.2 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-24.2 Conditional Uses.

b. Specific Requirements. Subject to the stipulations, guiding principles and conditions contained in this section, the Planning Board shall have the power to grant conditional uses authorized by the Table of District Regulations, in specified districts, as follows:

2. Business and Industrial Districts.

(o) Licensed Cannabis Entities. Licensed Cannabis Retailers and Licensed Medical Cannabis Dispensaries shall be permitted as a conditional use in the B-1, B-2, and I Districts. All other Licensed Cannabis Entities shall be permitted as a conditional use in the I Districts. These conditional uses shall be subject to the following conditions:

(1) The Licensed Cannabis Entity shall be required to have a Local License pursuant to Chapter 5, Section 34 of the Township of West Orange Municipal Code.

(2) No Licensed Cannabis Entity shall be housed in a vehicle or any movable or mobile structure.

(3) No Licensed Cannabis Entity shall be allowed to operate as a Home Occupation.

(4) Any signage for a Licensed Cannabis Entity shall be subject to the approval from either the Planning Board or the Zoning Board of Adjustment.

(5) A Licensed Cannabis Entity shall meet of the required security measures as set forth in Chapter 5, Section 34 of the Township of West Orange Municipal Code.

(6) Cannas Consumption Areas, as defined in the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act, N.J.S.A. 24:6I-31, et. seq., shall be prohibited from all Licensed Cannabis Entities.

VIII. CHAPTER 25, PART A: PERMITTED USES TABLE OF DISTRICT REGULATIONS SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

25-Part A: Permitted Uses Table of District Regulations

ZONE	PERMITTED PRINCIPAL USES	PERMITTED ACCESSORY USES	PERMITTED CONDITIONAL USES
B-1	SAME AS R-T AND in addition Retail store Personal service store or studio	Required accessory parking Private garage Home occupation Home professional office Signs	Motor vehicle fueling station Theater Public utility building or structure

	Office or office building Business or vocational school Restaurant Bar Massage, bodywork or somatic therapy establishment	Vending machines	Telephone exchange Senior citizens housing project Hotel Private club, other than a golf club Video or amusement arcade Fast food restaurant Commercial antenna Licensed Cannabis Retail Licensed Medical Marijuana Dispensary
B-2	Retail store Personal service store or studio Office or office building Business or vocational school Restaurant Bar Massage, bodywork or somatic therapy establishment	SAME AS OB-1 AND in addition Vending machines	SAME AS B-1
I	Light industry, including dry cleaning plants, machine shops, publishing or printing plants, research laboratories and steam laundries Office building Warehouse Self-storage facility Storage yard Wholesale business Motor vehicle fueling station Motor vehicle service station Car wash, Public utility building	SAME AS OB-1	Billiard parlor Bowling alley Commercial recreation Commercial antenna Motor vehicle sales establishment Licensed Cannabis Entities

IX. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

X. SEVERABILITY

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

XI. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE BROWN,
COUNCIL PRESIDENT

_____

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

INTRODUCED: June 22, 2021

ADOPTED: July 13, 2021

Legislative History

The purpose of this ordinance is to update the zoning provisions of the Township of West Orange to incorporate the legal operation of licensed cannabis entities, including: (i) licensed medical marijuana dispensaries; and (ii) licensed cannabis businesses to specifically identify the zones for which such operations shall be allowable. This ordinance will also outline the requirements for the operation of licensed cannabis entities within the Township, including the establishment of local licensing requirement in addition to any licensing issued by the State of New Jersey and the imposition of a local cannabis transfer and user tax.

2648-21

CALENDAR YEAR 2021 ORDINANCE TO EXCEED THE MUNICPAL BUDGET APPROPRIATION LIMITS AND TO ESTABLISH A CAP BANK (N.J.S.A. 40A: 4-45.14)

WHEREAS, the Local Government Cap Law, N.J.S.A. 40A: 4-45.1 et seq., provides that in the preparation of its annual budget, a municipality shall limit any increase in said budget to 2.5% a unless authorized by ordinance to increase it to 3.5% over the previous year's final appropriations, subject to certain exceptions; and,

WHEREAS, N.J.S.A. 40A: 4-45.15a provides that a municipality may, when authorized by ordinance, appropriate the difference between the amount of its actual final appropriation and the 3.5% percentage rate as an exception to its final appropriations in either of the next two succeeding years; and,

WHEREAS, the Township Council of the Township of West Orange in the County of Essex finds it advisable and necessary to increase its CY 2021 budget by up to 3.5% over the previous year's final appropriations, in the interest of promoting the health, safety and welfare of the citizens; and,

WHEREAS, the Township of West Orange hereby determines that a 3.5% increase in the budget for said year, amounting to $696,096 in excess of the increase in final appropriations otherwise permitted by the Local Government Cap La w, is advisable and necessary; and,

WHEREAS, the Township of West Orange hereby determines that any amount authorized hereinabove that is not appropriated as part of the final budget, shall be retained as an exception to final appropriation in either of the next two succeeding years.

NOW THEREFORE BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, a majority of the full authorized membership of this governing body affirmatively concurring, that, in the CY 2021 budget year, the final appropriations of the Township of West Orange shall, in accordance with this ordinance and N.J.S.A. 40A: 4-45.14, be increased by 3.5%, amounting to $2,436,335 and that the CY 2021 municipal budget for the Township of West Orange be approved and adopted in accordance with this ordinance; and,

BE IT FURTHER ORDAINED, that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within 5 days of introduction; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within 5 days after such adoption.

This ordinance shall take effect after its final passage and publication in accordance with the law.

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

Cindy Matute-Brown, Council President

Introduced: June 22, 2021

Robert D. Parisi, Mayor

Adopted: August 17, 2021

2649-21

AN ORDINANCE AUTHORIZING THE CONSTRUCTION OF A SYSTEM OF SANITARY SEWERAGE WITHIN MELLON AVENUE BETWEEN CLEVELAND TERRACE AND KITCHENER AVENUE IN BLOCKS 175.08 AND 175.14 OF THE TOWNSHIP OF WEST ORANGE AS LOCAL IMPROVEMENTS TO BE ASSESSED UPON THE ABUTTING LAND PURSUANT TO N.J.S.A 40:49-6 AND N.J.S.A. 40:56-1 ET.SEQ.

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY, as follows:

I. AUTHORITY AND PURPOSE

Pursuant to N.J.S.A. 40:56-1, *et seq*., any municipality, by ordinance, may undertake as a local improvement, the cost of which or a portion thereof, may be assessed upon the lands in the vicinity thereof benefitted thereby, the construction, reconstruction, enlargement or extension of a sewer or drain, in under or along a street, or any public or private lands, among other things, and whenever convenient, more than one of the works provided for in the statute may be carried on as one improvement. The sanitary sewerage system of the Township of West Orange needs to be extended into Mellon Avenue between Cleveland Terrace and Kitchener to service five lots along that street that do not have sanitary sewer service including two lots with building improvements that currently have subsurface underground individual sewage disposal systems commonly known as septic systems. The owner of the two lots with building improvements requested the Township install the sanitary sewerage system improvements as a Local Improvement.

Notice of this Ordinance shall comply in all respects with *N.J.S.A.* 40:49-6, following its special procedures, including published notice at least 10 days before the hearing and consideration on second reading for final adoption, and mailing at least one week before such hearing a copy of the Ordinance together with notice of introduction thereof, and the time and place when and where the ordinance shall be further considered for final passage, to every person whose lands may be affected by the Ordinance or any assessment which may be made in pursuance of the Ordinance, directed to such person's last known post-office address. Pursuant to N.J.S.A. 40:49-7, unless determined to be a public necessity, the proposed local improvements shall not be undertaken in the event that objections thereto in writing are filed with the Municipal Clerk before the final passage of this Ordinance by the owners of at least two thirds in assessed value of the lands proposed to be assessed for benefits accruing from such improvements, using the last preceding valuation for the purpose of taxation.

Following adoption of this Ordinance, one or more Bond Ordinances Authorizing Local Improvements, including those contemplated herein and any others which may be joined with it, authorizing the issuance of Bonds or Notes to finance the cost of such Local Improvements, shall be submitted for approval by the Township Council.

II. SCOPE OF IMPROVEMENTS

The Township Council of the Township of West Orange hereby, and through the adoption of this Ordinance, accepts and agrees to undertake as a local improvement pursuant to N.J.S.A. 40:56-1, *et seq*., the construction of a sanitary sewerage system in Mellon Avenue between Cleveland Terrace and Kitchener Avenue as set forth on the annexed Exhibit "A" and including for all such construction all work and materials necessary for or incidental to such improvements, and all as shown on and in accordance with plans on file in the Office of the Township Clerk and hereby approved.

III. METHOD OF ASSESSMENT

Each property owner within Mellon Avenue between Cleveland Terrace and Mellon Avenue as identified in Exhibit "B" shall be assessed in accordance with the benefits derived from these local improvements, allocating to each their proportionate share of all of the actual costs, including, without limitation, engineering fees, costs and expenses, attorney's fees, costs and expenses, publication fees, and actual costs of labor, materials, supplies and construction of all of the improvements, as reflected in the principal amounts due on the bonds sold to finance these local improvements and the interest payments thereon.

IV. WRITTEN OBJECTIONS

Pursuant to N.J.S.A. 40:49-7, unless determined to be a public necessity, the proposed local improvements shall not be undertaken in the event that objections thereto in writing are filed with the Municipal Clerk before the final passage of this Ordinance by the owners of at least two-thirds in assessed value of the lands proposed to be assessed for benefits accruing from such improvements, using the last preceding valuation for the purpose of taxation. The valuation is listed in Exhibit "B".

V. NOTICE TO LANDOWNERS TO BE ASSESSED

Notice of this Ordinance shall comply in all respects with N.J.S.A. 40:49-6, following its special procedures, including published notice at least 10 days before the hearing and consideration on second reading for final adoption, and mailing at least one week before such hearing a copy of the Ordinance together with notice of introduction thereof, and the time and place when and where the ordinance shall be further considered for final passage, to every person whose lands may be affected by the Ordinance or any assessment which may be made in pursuance of the Ordinance, directed to the such person's last known post-office address.

VI. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township of West Orange which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

VII. SEVERABILITY

If any part of the Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of the ordinance.

VIII. EFFECTIVE DATE

Pursuant to N.J.S.A. 40-49-9, this Ordinance shall take effect and become operative ten days after publication thereof after its final passage, unless within that ten day period a protest against making the improvement shall be filed in the office of the municipal clerk signed by taxpayers representing at least ten percent in amount of the assessed valuation of the municipality, whose names appear the ratification thereof, in which case this ordinance shall remain inoperative unless and until a proposition for the ratification thereof shall be adopted, at an election to be held for that purpose, by a majority of the qualified voters of the municipality voting on the proposition. The certificate of the Municipal Clerk filed in her office as to the filing or sufficiency of any protest shall be conclusive for the purposes of the section.

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE-BROWN, COUNCIL PRESIDENT

_____

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

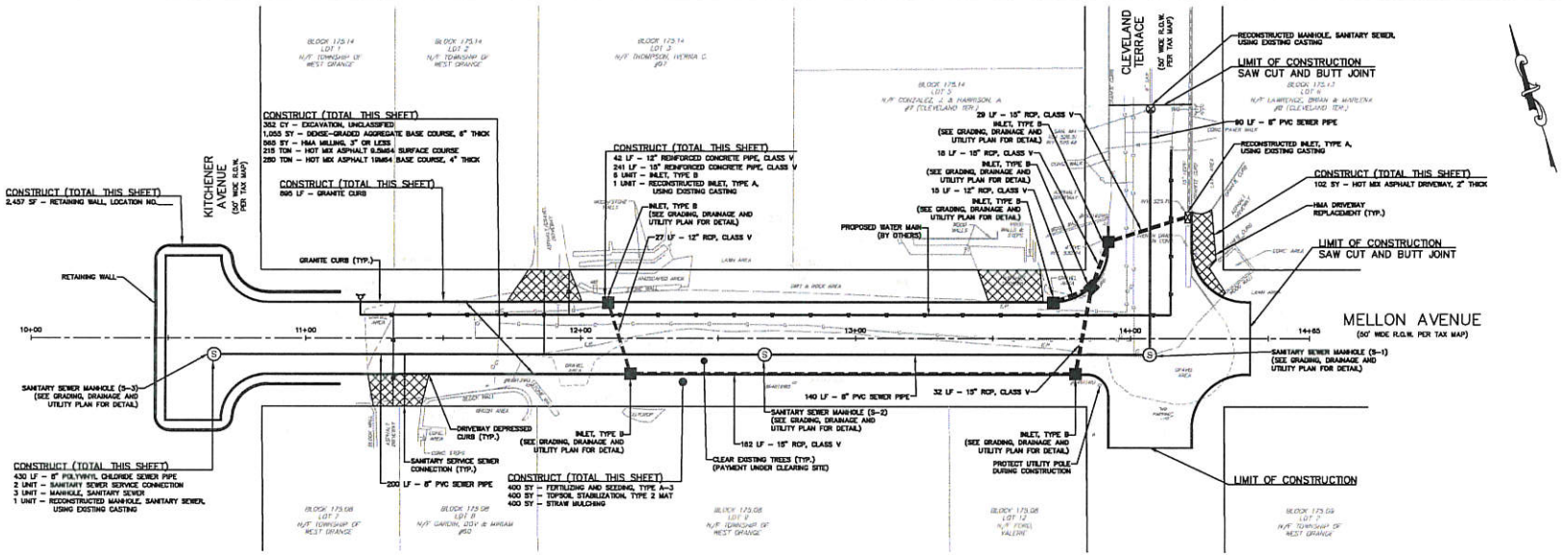
INTRODUCED: June 22, 2021

ADOPTED: July 13, 2021

LEGISLATIVE HISTORY

This Ordinance enables the Township to install a sanitary sewerage system in Mellon Avenue between Cleveland Terrace and Mellon Avenue for the benefit of the property owners within that block with the costs of the improvements assessed against the benefitting property owners. This is known as a local improvement and the authority for a Municipality to make such improvements and assess for their costs is pursuant to N.J.S.A. 40:56-1 et seq. Pursuant to N.J.S.A. 40:49-7 such improvements shall not be undertaken if before final passage of the Ordinance written objections are filed with the Municipal Clerk by the owners of at least two-thirds in assessed value of the lands proposed to be assessed for benefits accruing from such improvements.

Exhibit “A”



GPI Engineering Design Planning Construction Management
973.377.8400 GPINET.COM
Greenman-Pedersen, Inc.
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950
Certificate of Authorization #24GA27659500

REVISIONS

8 ---
7 ---
6 ---
5 ---
4 ---
3 ---
2 ---
1 ---

CLIENT: TOWNSHIP OF WEST ORANGE

PROJECT: CONSTRUCTION PLANS FOR MELLON AVENUE IMPROVEMENTS PROJECT
TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY

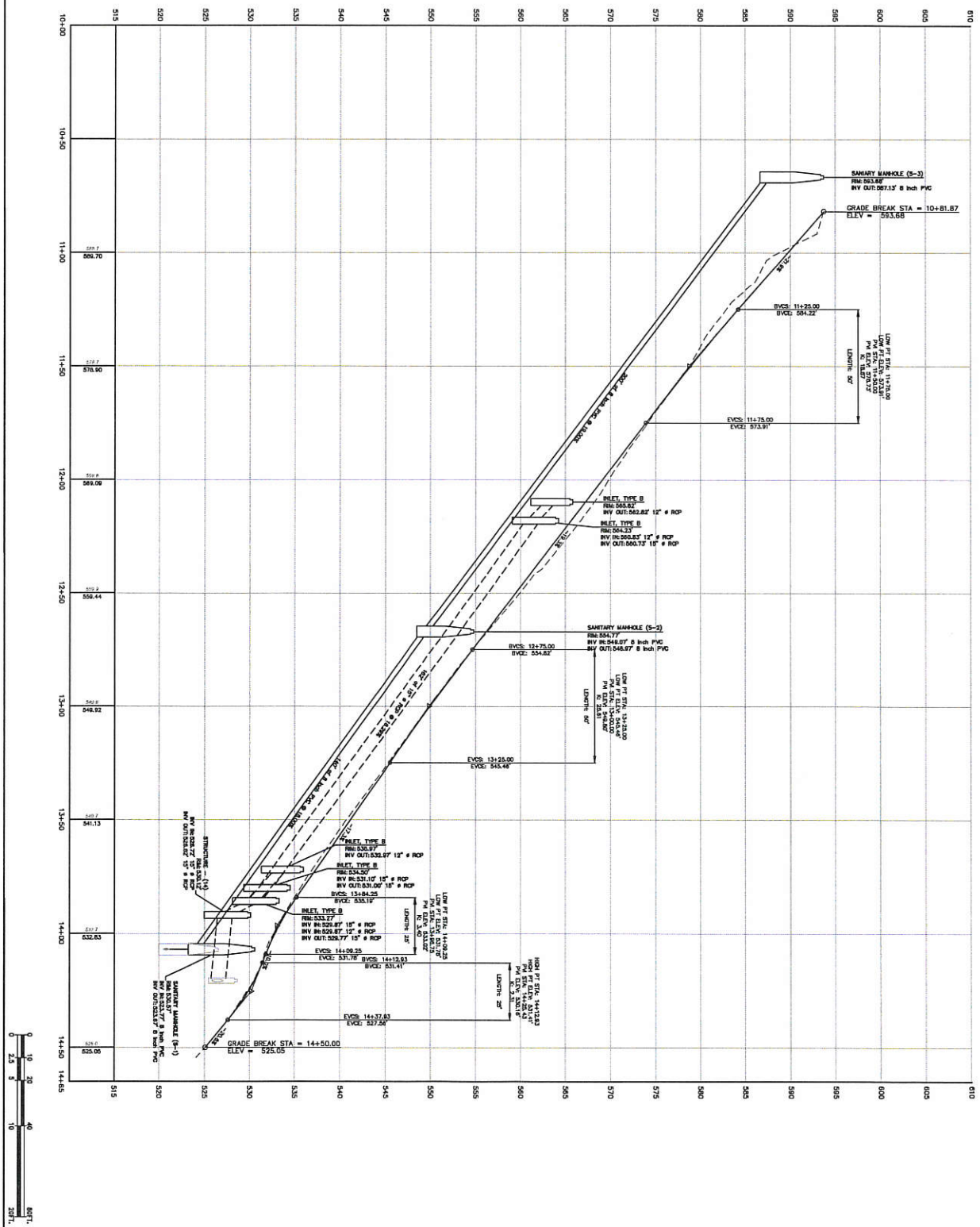
DRAWING TITLE: CONSTRUCTION PLAN

MUHAMMED ASSAL
Professional Engineer
License #52420

SCALE: 1"=20'
DRAWN BY: MEP
CHECKED BY: MAW
DATE: 5/3/2021
DRAWING NUMBER: 5
SHEET NUMBER: 5 OF 16
PROJECT NO: 20210115
PHASE: 1

Filename F:\WEST ORANGE\20210115 MELLON AVE_CADD\DWGS\DWGS CONSTRUCTION DRAWINGS\04-CONST-PLANS.DWG Plot Date: 5/19/2021 4:41 PM Plotted By: MUHAMMED ASSAL

Filename F:\WEST ORANGE\2021015 MELLON AVE__CADD\DWG\DSGNDWG\5 CONSTRUCTION DRAWINGS\05-CONST-PROFILE.DWG Plot Date: 5/10/2021 4:42 PM Plotted By: MUHAMMED ASSAL



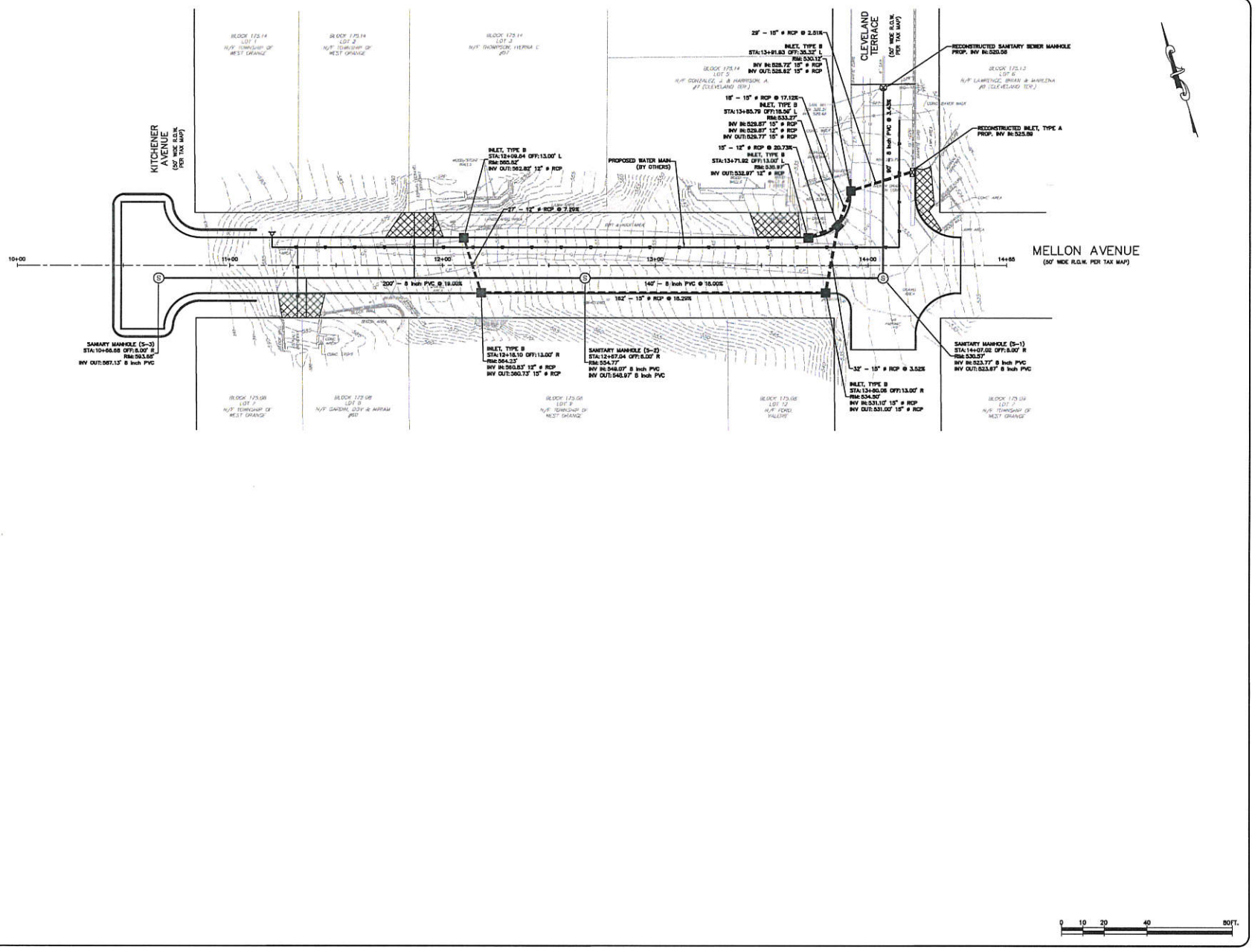
CLIENT:	TOWNSHIP OF WEST ORANGE
PROJECT:	CONSTRUCTION PLANS FOR MELLON AVENUE IMPROVEMENTS PROJECT TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
DRAWING TITLE:	CONSTRUCTION PROFILE

REVISIONS

GPI Engineering Design Planning Construction Management
973.378.9500 GPINET.COM
Greenman-Pedersen, Inc.
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950
Certificate of Authorization #24GA27959500

MUHAMMED ASSAL
Professional Engineer
License #52420

SCALE: 1"=20H,1"=5'V
DRAWN BY: MEP
CHECKED BY: MAW
DATE: 5/3/2021
DRAWING NUMBER: 6
SHEET NUMBER: 6 OF 16
PROJECT NO: 2021015
PHASE: 1



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301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950
Certificate of Authorization #24GA27959500

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REVISIONS

CLIENT: TOWNSHIP OF WEST ORANGE

PROJECT: CONSTRUCTION PLANS FOR MELLON AVENUE IMPROVEMENTS PROJECT
TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY

DRAWING TITLE: GRADING, DRAINAGE AND UTILITY PLAN

MUHAMMED ASSAL
Professional Engineer
License #52420

SCALE: 1"=20'
DRAWN BY: MEP
CHECKED BY: MAW
DATE: 5/3/2021
DRAWING NUMBER: 7
SHEET NUMBER: 7 OF 16
PROJECT NO: 2021015
PHASE: 1

Filename F:\WEST ORANGE\2021015 MELLON AVE_CAD\DWG\DSGN\DWG\5 CONSTRUCTION DRAWINGS\06-GDU-PLANS.DWG Plot Date: 5/10/2021 4:42 PM Plotted By: MUHAMMED ASSAL

Exhibit “B”

BlockNo	LotNo	PropLoc	OwnersName	OwnerAddr1	OwnerAddr2	ZipCode	LandValue	ImprValue	NetValue
175.08	8	60 MELLON AVENUE	GARDIN, DOV & MIRIAM	60 MELLON AVE	WEST ORANGE, NJ	07052	124,000	148,200	272,200
175.08	9	MELLON AVENUE	TOWNSHIP OF WEST ORANGE	66 MAIN STREET	WEST ORANGE, N.J.	07052	50,000	0	50,000
175.08	12	MELLON AVENUE	FORD, VALERIE	76 HIGHFIELD LANE	NUTLEY,NJ	07110	65,000	0	65,000
175.14	1	MELLON AVENUE	TOWNSHIP OF WEST ORANGE	66 MAIN ST	WEST ORANGE, N.J.	07052	7,000	0	7,000
175.14	2	MELLON AVENUE	TOWNSHIP OF WEST ORANGE	66 MAIN ST	WEST ORANGE, N.J.	07052	7,800	0	7,800
175.14	3	57 MELLON AVENUE	CALDERON,RICHARD A+TRAN,CHAUTUYEN T	57 MELLON AVENUE	WEST ORANGE, N.J.	07052	97,500	141,600	239,100

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

Implementatipon of the 2021 Budget

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Accountant															
AU10010	0.00%	1/1/2018	12/31/2018	19,008	27,899	36,790	45,681	54,572	63,463	72,354	6	8,891	1,820	10.44	39.75
AU10010	1.00%	1/1/2019	12/31/2019	19,198	28,178	37,158	46,138	55,118	64,098	73,077	6	8,980	1,820	10.55	40.15
AU10010	1.50%	1/1/2020	6/30/2020	19,486	28,601	37,715	46,830	55,944	65,059	74,174	6	9,115	1,820	10.71	40.75
AU10010	1.50%	7/1/2020	12/31/2020	19,778	29,030	38,281	47,532	56,784	66,035	75,286	6	9,251	1,820	10.87	41.37
AU10010	1.50%	1/1/2021	6/30/2021	20,075	29,465	38,855	48,245	57,635	67,025	76,416	6	9,390	1,820	11.03	41.99
AU10010	1.50%	7/1/2021	12/31/2021	20,376	29,907	39,438	48,969	58,500	68,031	77,562	6	9,531	1,820	11.20	42.62
AU10010	1.50%	1/1/2022	6/30/2022	20,682	30,356	40,030	49,704	59,377	69,051	78,725	6	9,674	1,820	11.36	43.26
AU10010	1.50%	7/1/2022	12/31/2022	20,992	30,811	40,630	50,449	60,268	70,087	79,906	6	9,819	1,820	11.53	43.90
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 (															
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	27,548	36,605	45,662	54,720	63,777	72,834	81,891	6	9,057	1,820	15.14	45.00
AU10180	1.50%	7/1/2021	12/31/2021	27,961	37,154	46,347	55,540	64,733	73,926	83,119	6	9,193	1,820	15.36	45.67
AU10180	1.50%	1/1/2022	6/30/2022	28,381	37,712	47,043	56,374	65,704	75,035	84,366	6	9,331	1,820	15.59	46.36
AU10180	1.50%	7/1/2022	12/31/2022	28,807	38,277	47,748	57,219	66,690	76,161	85,632	6	9,471	1,820	15.83	47.05
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
											0				
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
											0				
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	30,673	39,212	47,752	56,291	64,830	73,370	81,909	6	8,539	1,820	16.85	45.00
AU10300	1.50%	7/1/2021	12/31/2021	31,133	39,801	48,468	57,135	65,803	74,470	83,138	6	8,667	1,820	17.11	45.68
AU10300	1.50%	1/1/2022	6/30/2022	31,600	40,398	49,195	57,992	66,790	75,587	84,385	6	8,797	1,820	17.36	46.37
AU10300	1.50%	7/1/2022	12/31/2022	32,074	41,004	49,933	58,862	67,792	76,721	85,650	6	8,929	1,820	17.62	47.06

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	20,998	31,148	41,298	51,448	61,598	71,748	81,898	6	10,150	1,820	11.54	45.00
AU10370	1.50%	7/1/2021	12/31/2021	21,313	31,615	41,918	52,220	62,522	72,824	83,127	6	10,302	1,820	11.71	45.67
AU10370	1.50%	1/1/2022	6/30/2022	21,633	32,090	42,546	53,003	63,460	73,917	84,373	6	10,457	1,820	11.89	46.36
AU10370	1.50%	7/1/2022	12/31/2022	21,957	32,571	43,185	53,798	64,412	75,025	85,639	6	10,614	1,820	12.06	47.05
Garage Attendant															
AU10380	0.00%	1/1/2018	12/31/2018	18,415	23,273	28,130	32,988	37,845	42,703	47,560	6	4,858	2,080	8.85	22.87
AU10380	1.00%	1/1/2019	12/31/2019	18,599	23,505	28,411	33,318	38,224	43,130	48,036	6	4,906	2,080	8.94	23.09
AU10380	1.50%	1/1/2020	6/30/2020	18,878	23,858	28,838	33,817	38,797	43,777	48,756	6	4,980	2,080	9.08	23.44
AU10380	1.50%	7/1/2020	12/31/2020	19,161	24,216	29,270	34,325	39,379	44,433	49,488	6	5,054	2,080	9.21	23.79
AU10380	1.50%	1/1/2021	6/30/2021	19,449	24,579	29,709	34,839	39,970	45,100	50,230	6	5,130	2,080	9.35	24.15
AU10380	1.50%	7/1/2021	12/31/2021	19,741	24,948	30,155	35,362	40,569	45,776	50,984	6	5,207	2,080	9.49	24.51
AU10380	1.50%	1/1/2022	6/30/2022	20,037	25,322	30,607	35,892	41,178	46,463	51,748	6	5,285	2,080	9.63	24.88
AU10380	1.50%	7/1/2022	12/31/2022	20,337	25,702	31,066	36,431	41,795	47,160	52,524	6	5,365	2,080	9.78	25.25

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Mason															
AU10530	0.00%	1/1/2018	12/31/2018	19,008	26,833	34,657	42,482	50,306	58,131	65,955	6	7,825	2,080	9.14	31.71
AU10530	1.00%	1/1/2019	12/31/2019	19,198	27,101	35,004	42,907	50,809	58,712	66,615	6	7,903	2,080	9.23	32.03
AU10530	1.50%	1/1/2020	6/30/2020	19,486	27,507	35,529	43,550	51,571	59,593	67,614	6	8,021	2,080	9.37	32.51
AU10530	1.50%	7/1/2020	12/31/2020	19,778	27,920	36,062	44,203	52,345	60,487	68,628	6	8,142	2,080	9.51	32.99
AU10530	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10530	1.50%	7/1/2021	12/31/2021	20,376	28,764	37,152	45,539	53,927	62,315	70,703	6	8,388	2,080	9.80	33.99
AU10530	1.50%	1/1/2022	6/30/2022	20,682	29,195	37,709	46,222	54,736	63,250	71,763	6	8,514	2,080	9.94	34.50
AU10530	1.50%	7/1/2022	12/31/2022	20,992	29,633	38,275	46,916	55,557	64,198	72,840	6	8,641	2,080	10.09	35.02
Mechanic															
AU10540	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10540	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10540	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10540	1.50%	7/1/2020	12/31/2020	35,202	41,433	47,663	53,893	60,123	66,354	72,584	6	6,230	2,080	16.92	34.90
AU10540	1.50%	1/1/2021	6/30/2021	35,730	42,054	48,378	54,701	61,025	67,349	73,672	6	6,324	2,080	17.18	35.42
AU10540	1.50%	7/1/2021	12/31/2021	36,266	42,685	49,103	55,522	61,941	68,359	74,778	6	6,419	2,080	17.44	35.95
AU10540	1.50%	1/1/2022	6/30/2022	36,810	43,325	49,840	56,355	62,870	69,384	75,899	6	6,515	2,080	17.70	36.49
AU10540	1.50%	7/1/2022	12/31/2022	37,363	43,975	50,588	57,200	63,813	70,425	77,038	6	6,613	2,080	17.96	37.04
Mechanic's Helper															
AU10550	0.00%	1/1/2018	12/31/2018	33,831	38,426	43,020	47,614	52,209	56,803	61,397	6	4,594	2,080	16.27	29.52
AU10550	1.00%	1/1/2019	12/31/2019	34,170	38,810	43,450	48,090	52,731	57,371	62,011	6	4,640	2,080	16.43	29.81
AU10550	1.50%	1/1/2020	6/30/2020	34,682	39,392	44,102	48,812	53,522	58,232	62,941	6	4,710	2,080	16.67	30.26
AU10550	1.50%	7/1/2020	12/31/2020	21,278	28,380	35,481	42,582	49,683	56,784	63,886	6	7,101	2,080	10.23	30.71
AU10550	1.50%	1/1/2021	6/30/2021	21,598	28,805	36,013	43,221	50,428	57,636	64,844	6	7,208	2,080	10.38	31.17
AU10550	1.50%	7/1/2021	12/31/2021	21,921	29,237	36,553	43,869	51,185	58,501	65,816	6	7,316	2,080	10.54	31.64
AU10550	1.50%	1/1/2022	6/30/2022	22,250	29,676	37,101	44,527	51,953	59,378	66,804	6	7,426	2,080	10.70	32.12
AU10550	1.50%	7/1/2022	12/31/2022	22,584	30,121	37,658	45,195	52,732	60,269	67,806	6	7,537	2,080	10.86	32.60
Municipal Director of Welfare															
AU10560	0.00%	1/1/2018	12/31/2018	19,008	27,543	36,078	44,613	53,148	61,683	70,218	6	8,535	1,820	10.44	38.58
AU10560	1.00%	1/1/2019	12/31/2019	19,198	27,819	36,439	45,059	53,680	62,300	70,920	6	8,620	1,820	10.55	38.97
AU10560	1.50%	1/1/2020	6/30/2020	19,486	28,236	36,985	45,735	54,485	63,234	71,984	6	8,750	1,820	10.71	39.55
AU10560	1.50%	7/1/2020	12/31/2020	19,778	28,659	37,540	46,421	55,302	64,183	73,064	6	8,881	1,820	10.87	40.14
AU10560	1.50%	1/1/2021	6/30/2021	20,075	29,089	38,103	47,117	56,132	65,146	74,160	6	9,014	1,820	11.03	40.75
AU10560	1.50%	7/1/2021	12/31/2021	20,376	29,526	38,675	47,824	56,974	66,123	75,272	6	9,149	1,820	11.20	41.36
AU10560	1.50%	1/1/2022	6/30/2022	20,682	29,968	39,255	48,542	57,828	67,115	76,401	6	9,287	1,820	11.36	41.98
AU10560	1.50%	7/1/2022	12/31/2022	20,992	30,418	39,844	49,270	58,696	68,121	77,547	6	9,426	1,820	11.53	42.61

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

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

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TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Plumbing Inspector															
AU10660	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10660	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10660	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10660	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10660	1.50%	1/1/2021	6/30/2021	30,673	39,212	47,752	56,291	64,830	73,370	81,909	6	8,539	1,820	16.85	45.00
AU10660	1.50%	7/1/2021	12/31/2021	31,133	39,801	48,468	57,135	65,803	74,470	83,138	6	8,667	1,820	17.11	45.68
AU10660	1.50%	1/1/2022	6/30/2022	31,600	40,398	49,195	57,992	66,790	75,587	84,385	6	8,797	1,820	17.36	46.37
AU10660	1.50%	7/1/2022	12/31/2022	32,074	41,004	49,933	58,862	67,792	76,721	85,650	6	8,929	1,820	17.62	47.06
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	21,009	31,159	41,309	51,459	61,609	71,759	81,909	6	10,150	1,820	11.54	45.01
AU10670	1.50%	7/1/2021	12/31/2021	21,324	31,627	41,929	52,231	62,533	72,836	83,138	6	10,302	1,820	11.72	45.68
AU10670	1.50%	1/1/2022	6/30/2022	21,644	32,101	42,558	53,015	63,471	73,928	84,385	6	10,457	1,820	11.89	46.37
AU10670	1.50%	7/1/2022	12/31/2022	21,969	32,582	43,196	53,810	64,423	75,037	85,651	6	10,614	1,820	12.07	47.06
Principal Account Clerk															
AU10680	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10680	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10680	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10680	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10680	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10680	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU10680	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,299	80,223	6	9,924	1,820	11.36	44.08
AU10680	1.50%	7/1/2022	12/31/2022	20,992	31,065	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74
Principal Account Clerk/DPT/Accounts Payable															
AU10700	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10700	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10700	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10700	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10700	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10700	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU10700	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,299	80,223	6	9,924	1,820	11.36	44.08
AU10700	1.50%	7/1/2022	12/31/2022	20,992	31,065	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74

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

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

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

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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

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

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

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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	117,478	135,282	153,085	170,888	188,692	206,495	224,299	6	17,803	1,820	64.55	123.24
MA10070	1.50%	7/1/2021	12/31/2021	119,240	137,311	155,381	173,452	191,522	209,593	227,663	6	18,071	1,820	65.52	125.09
MA10070	1.50%	1/1/2022	6/30/2022	121,029	139,370	157,712	176,054	194,395	212,737	231,078	6	18,342	1,820	66.50	126.97
MA10070	1.50%	7/1/2022	12/31/2022	122,844	141,461	160,078	178,694	197,311	215,928	234,544	6	18,617	1,820	67.50	128.87
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	2,040	10,062	2,080
PS10010	0.00%	1/1/2019	12/31/2019	137,838						147,900	1	10,062	2,040	10,062	2,080
PS10010	1.50%	1/1/2020	6/30/2020	139,906						150,119	1	10,213	2,040	10,213	2,080
PS10010	1.50%	7/1/2020	12/31/2020	142,004						152,371	1	10,366	2,040	10,366	2,080
PS10010	1.50%	1/1/2021	6/30/2021	158,109						169,855	1	11,746	2,040	11,746	2,080
PS10010	1.50%	7/1/2021	12/31/2021	160,480						172,403	1	11,922	2,040	11,922	2,080
PS10010	3.00%	1/1/2022	12/31/2022	165,295						177,575	1	12,280	2,040	12,280	2,080
Deputy Municipal Department Head															
MA10110	0.00%	1/1/2018	12/31/2018	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.00%	1/1/2019	12/31/2019	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.50%	1/1/2020	6/30/2020	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.50%	7/1/2020	12/31/2020	30,856	42,021	53,186	64,351	75,516	86,681	97,846	6	11,165	1,820	16.95	53.76
MA10110	1.50%	1/1/2021	6/30/2021	31,319	42,651	53,984	65,316	76,649	87,981	99,313	6	11,332	1,820	17.21	54.57
MA10110	1.50%	7/1/2021	12/31/2021	31,789	43,291	54,794	66,296	77,798	89,301	100,803	6	11,502	1,820	17.47	55.39
MA10110	1.50%	1/1/2022	6/30/2022	32,266	43,941	55,615	67,290	78,965	90,640	102,315	6	11,675	1,820	17.73	56.22
MA10110	1.50%	7/1/2022	12/31/2022	32,750	44,600	56,450	68,300	80,150	92,000	103,850	6	11,850	1,820	17.99	57.06
Deputy Municipal Department Head/Informati															
MA10120	0.00%	1/1/2018	12/31/2018	68,080	75,472	82,864	90,256	97,648	105,041	112,433	6	7,392	1,820	37.41	61.78
MA10120	1.00%	1/1/2019	12/31/2019	68,761	76,227	83,693	91,159	98,625	106,091	113,557	6	7,466	1,820	37.78	62.39
MA10120	1.50%	1/1/2020	6/30/2020	69,793	77,371	84,948	92,526	100,104	107,682	115,260	6	7,578	1,820	38.35	63.33
MA10120	1.50%	7/1/2020	12/31/2020	70,839	78,531	86,223	93,914	101,606	109,298	116,989	6	7,692	1,820	38.92	64.28
MA10120	1.50%	1/1/2021	6/30/2021	71,902	79,709	87,516	95,323	103,130	110,937	118,744	6	7,807	1,820	39.51	65.24
MA10120	1.50%	7/1/2021	12/31/2021	72,981	80,905	88,829	96,753	104,677	112,601	120,525	6	7,924	1,820	40.10	66.22
MA10120	1.50%	1/1/2022	6/30/2022	74,075	82,118	90,161	98,204	106,247	114,290	122,333	6	8,043	1,820	40.70	67.22
MA10120	1.50%	7/1/2022	12/31/2022	75,186	83,350	91,514	99,677	107,841	116,004	124,168	6	8,164	1,820	41.31	68.22
Director of Planning and Development															

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
MA10130	0.00%	1/1/2018	12/31/2018	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10130	1.00%	1/1/2019	12/31/2019	38,396	52,788	67,179	81,571	95,962	110,354	124,745	6	14,391	1,820	21.10	68.54
MA10130	1.50%	1/1/2020	6/30/2020	38,972	53,580	68,187	82,794	97,402	112,009	126,616	6	14,607	1,820	21.41	69.57
MA10130	1.50%	7/1/2020	12/31/2020	39,557	54,383	69,210	84,036	98,863	113,689	128,516	6	14,826	1,820	21.73	70.61
MA10130	1.50%	1/1/2021	6/30/2021	40,150	55,199	70,248	85,297	100,346	115,395	130,443	6	15,049	1,820	22.06	71.67
MA10130	1.50%	7/1/2021	12/31/2021	40,753	56,027	71,302	86,576	101,851	117,125	132,400	6	15,275	1,820	22.39	72.75
MA10130	1.50%	1/1/2022	6/30/2022	41,364	56,868	72,371	87,875	103,379	118,882	134,386	6	15,504	1,820	22.73	73.84
MA10130	1.50%	7/1/2022	12/31/2022	41,984	57,721	73,457	89,193	104,929	120,666	136,402	6	15,736	1,820	23.07	74.95

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES																
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Director of Public Works															
MA10140	0.00%	1/1/2018	12/31/2018	42,240	61,479	80,718	99,957	119,196	138,435	157,674	6	19,239	1,820	23.21	86.63
MA10140	1.00%	1/1/2019	12/31/2019	42,663	62,094	81,525	100,957	120,388	139,820	159,251	6	19,431	1,820	23.44	87.50
MA10140	1.50%	1/1/2020	6/30/2020	43,303	63,025	82,748	102,471	122,194	141,917	161,640	6	19,723	1,820	23.79	88.81
MA10140	1.50%	7/1/2020	12/31/2020	43,952	63,971	83,990	104,008	124,027	144,046	164,064	6	20,019	1,820	24.15	90.15
MA10140	1.50%	1/1/2021	6/30/2021	44,611	64,930	85,249	105,568	125,887	146,206	166,525	6	20,319	1,820	24.51	91.50
MA10140	1.50%	7/1/2021	12/31/2021	45,281	65,904	86,528	107,152	127,776	148,400	169,023	6	20,624	1,820	24.88	92.87
MA10140	1.50%	1/1/2022	6/30/2022	45,960	66,893	87,826	108,759	129,692	150,625	171,559	6	20,933	1,820	25.25	94.26
MA10140	1.50%	7/1/2022	12/31/2022	46,649	67,896	89,143	110,391	131,638	152,885	174,132	6	21,247	1,820	25.63	95.68
Director of Recreation															
MA10150	0.00%	1/1/2018	12/31/2018	35,904	51,044	66,184	81,324	96,463	111,603	126,743	6	15,140	1,820	19.73	69.64
MA10150	1.00%	1/1/2019	12/31/2019	36,263	51,554	66,846	82,137	97,428	112,719	128,010	6	15,291	1,820	19.92	70.34
MA10150	1.50%	1/1/2020	6/30/2020	36,807	52,328	67,848	83,369	98,889	114,410	129,931	6	15,521	1,820	20.22	71.39
MA10150	1.50%	7/1/2020	12/31/2020	37,359	53,112	68,866	84,619	100,373	116,126	131,880	6	15,753	1,820	20.53	72.46
MA10150	1.50%	1/1/2021	6/30/2021	37,919	53,909	69,899	85,889	101,878	117,868	133,858	6	15,990	1,820	20.83	73.55
MA10150	1.50%	7/1/2021	12/31/2021	38,488	54,718	70,947	87,177	103,406	119,636	135,866	6	16,230	1,820	21.15	74.65
MA10150	1.50%	1/1/2022	6/30/2022	39,066	55,539	72,012	88,485	104,958	121,431	137,904	6	16,473	1,820	21.46	75.77
MA10150	1.50%	7/1/2022	12/31/2022	39,652	56,372	73,092	89,812	106,532	123,252	139,972	6	16,720	1,820	21.79	76.91
Fire Chief *,***															
MA10160	0.00%	1/1/2018	12/31/2018	142,447						154,426	2	5,989	1,820	78.27	84.85
MA10160	0.00%	1/1/2019	12/31/2019	142,447						154,426	2	5,989	1,820	78.27	84.85
MA10160	1.50%	1/1/2020	6/30/2020	144,584						156,742	2	6,079	1,820	79.44	86.12
MA10160	1.50%	7/1/2020	12/31/2020	146,752						159,093	2	6,170	1,820	80.63	87.41
MA10160	1.50%	1/1/2021	6/30/2021	150,161						169,207	2	9,523	1,820	82.51	92.97
MA10160	1.50%	7/1/2021	12/31/2021	152,413						171,745	2	9,666	1,820	83.74	94.37
MA10160	3.00%	1/1/2022	12/31/2022	156,986						176,898	2	9,956	1,820	86.26	97.20

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	154,157						173,205	2	9,524	1,820	84.70	95.17
MA10180	1.50%	7/1/2021	12/31/2021	156,406						175,739	2	9,667	1,820	85.94	96.56
MA10180	3.00%	1/1/2022	12/31/2022	160,963						180,876	2	9,957	1,820	88.44	99.38
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	158,894						177,941	2	9,523	1,820	87.30	97.77
MA10190	1.50%	7/1/2021	12/31/2021	161,214						180,546	2	9,666	1,820	88.58	99.20
MA10190	3.00%	1/1/2022	12/31/2022	165,915						185,827	2	9,956	1,820	91.16	102.10
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
Chief REHS Public Health/Information Technology/Recycling Coordinator/Clean Community Coordinator															
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	196,055						211,133	2	7,539	1,820	107.72	116.01
MA10290	1.50%	7/1/2021	12/31/2021	198,996						214,300	2	7,652	1,820	109.34	117.75
MA10290	3.00%	1/1/2022	12/31/2022	204,965						220,729	2	7,882	1,820	112.62	121.28
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	35,075	46,590	58,105	69,620	81,135	92,650	104,165	6	11,515	1,820	19.27	57.23
MA10400	1.50%	7/1/2021	12/31/2021	35,601	47,289	58,977	70,664	82,352	94,039	105,727	6	11,688	1,820	19.56	58.09
MA10400	1.50%	1/1/2022	6/30/2022	36,135	47,998	59,861	71,724	83,587	95,450	107,313	6	11,863	1,820	19.85	58.96
MA10400	1.50%	7/1/2022	12/31/2022	36,677	48,718	60,759	72,800	84,841	96,882	108,923	6	12,041	1,820	20.15	59.85
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.															
*** supplemental maximum 457(b) pensionable funding between $19,500 and $39,000															

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													N/A	N/A	N/A
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													N/A	N/A	N/A
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													N/A	N/A	N/A
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
															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													N/A	N/A	N/A
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)													N/A	N/A	N/A
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	N/A	N/A
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													N/A	N/A	N/A
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													N/A	N/A	N/A
ST10210	0.00%	1/1/2018	12/31/2018	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2019	12/31/2019	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2020	12/31/2020	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2021	12/31/2021	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2022	12/31/2022	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
Public Advocate															
ST10220	0.00%	1/1/2018	12/31/2018	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2019	12/31/2019	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2020	12/31/2020	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													N/A	N/A	N/A
ST10240	0.00%	1/1/2018	12/31/2018	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2019	12/31/2019	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2020	12/31/2020	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2021	12/31/2021	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2022	12/31/2022	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
Pumping Station Operator															
ST10250	0.00%	1/1/2018	12/31/2018	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2019	12/31/2019	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2020	12/31/2020	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2021	12/31/2021	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2022	12/31/2022	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
Recycling Center Manager															
ST10260	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A

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

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

Stpoends as defined or assigned

FROM	TO	Administrative Detective	Line Detective	Police Stipend	Captain Stipend	Holiday Pay	Ret HB Pay
1/1/2018	12/31/2018	500	1,500	1,250	-	7%	0.0%
1/1/2019	12/31/2019	500	1,500	2,250	-	7%	0.0%
1/1/2020	12/31/2020	500	1,500	3,000	-	7%	0.0%
1/1/2021	12/31/2021	750	1,750	3,500	1,750	7%	10.5%
1/1/2022	12/31/2022	1,000	2,000	4,500	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.																	
Stpoends as defined or assigned																	
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay	Ret HB Pay		
		1/1/2018	12/31/2018		500			1,500		1,250		-		7%	0.0%		
		1/1/2019	12/31/2019		500			1,500		2,250		-		7%	0.0%		
		1/1/2020	12/31/2020		500			1,500		3,000		-		7%	0.0%		
		1/1/2021	12/31/2021		750			1,750		3,500		1,750		7%	10.5%		
		1/1/2022	12/31/2022		1,000			2,000		4,500		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.																	

659-21
June 22, 2021

RESOLUTION

WHEREAS, unless otherwise noted herein, the holders of alcoholic beverage licenses from the Township of West Orange set forth on Exhibit A attached hereto and made part hereof, have made applications to this Township of West Orange ABC Board to renew said licenses for the **2021-2022** license term; and

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

WHEREAS, the license was granted 12.39 relief pursuant to N.J.S.A. 33:1-12.39; and

WHEREAS, a public hearing was held before the Township of West Orange ABC Board on **June 22, 2021** and no one appeared in opposition to any license renewal; and

NOW, THEREFORE, BE IT RESOLVED that the Township of West Orange ABC Board wishes to renew the following alcoholic beverage licenses set forth for the **2021-2022** license term:

0722-31-074-001 W.O. Elks Home Corp.

0722-32-019-007 WL West Orange, LLC t/a Wine Legend

0722-33-002-012 The Pour House t/a Patsy's Seafood & Pizza House

0722-33-003-003 Dillon Liquors, Inc. t/a Dillon's

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

0722-33-007-001 Crestmont Country Club

0722-33-008-007 Panorama, LLC t/a Chit Chat Diner

0722-33-012-002 Eagle Rock Lounge Corp. (Pocket)

0722-33-013-002 440 Main Street, LLC t/a OAK Barrel Pub

0722-33-015-001 Essex County Country Club

0722-33-016-005 Starlite Restaurant & Pizzeria, Inc.

0722-33-017-005 S.V. Holdings, Inc. t/a Fortissimo

0722-33-020-003 Miranda, Inc. t/a Franklin Tavern

0722-33-022-006 Sakura Grill & Buffet, Inc. t/a Umami Sushi Bar

0722-33-025-010 Mondial Consulting t/a Heritage Restaurant & Bar

0722-33-028-005 Hook & Reel West Orange, Inc.

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

0722-33-031-007 2001 Proof, LLC t/a Parkside Bar & Grill (Pocket)

0722-33-032-008 Dominick Enterprises, Inc. (Pocket)

0722-33-037-007 ARA Kitchen Group, LLC (Pocket)

0722-33-040-003 Mayfair Farms, Inc.

0722-33-041-001 Montclair Golf Club

0722-33-043-008 Los Tapatios, Inc.

0722-33-044-002 Friendly Sons of the Shillelagh, Inc.

0722-33-048-013 Wilshire Caterers, LLC t/a Grill 350 Restaurant

0722-33-049-009 Frederic N. Kruvant (Pocket)

0722-33-052-003 Pleasantdale Chateau & Conference Resort

0722-33-053-002 Rock Spring Club d/b/a Montclair Golf Club at Rock Spring (Pocket)

0722-33-055-007 SRIJI 643 t/a Bonds Tavern

0722-33-057-070 AMAC t/a La Primavera Trattoria

0722-33-059-008 Jenny's LLC t/a Rustica Restaurant and Lounge

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

0722-33-063-005 The Avenue Hotel – 555 Northfield Avenue (Pocket)

0722-33-064-008 Julio's LLC t/a Julio's Restaurant

0722-33-067-010 Fan & Jade, Inc. (Pocket)

0722-33-068-016 Wilshire Hospitality Services, LLC t/a Wilshire Catering (Pocket)

0722-36-072-001 The Inn at the Manor, Inc. t/a Residence Inn

0722-36-073-002 Apple 9 Hospitality, Inc. t/a Courtyard West Orange

0722-36-075-001 Sun Development & Management Corporation t/a Cambria Suites

0722-44-001-006 JJS1, LLC t/a Main Street Liquors

0722-44-010-006 S.P. Enterprises, Inc. t/a Don's Wine & Liquor Shoppe

0722-44-011-008 Central Liquors, LLC

0722-44-018-007 T&T Liquors, Inc. t/a Liquor Lobby

0722-44-023-003 Brink Liquors, Inc. t/a Brink Wines & Liquor

0722-44-027-005 AMI West Orange (Pocket)

0722-44-030-005 Eagle Rock Liquor, Inc. t/a Quick Shop Liquors

0722-44-033-006 Valley Warehouse, Inc. t/a Lucky 7 Wine & Liquors

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

0722-44-036-011 Jai Ambe Wine & Liquor, Inc. t/a B&B Liquor

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

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

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

0722-44-062-006 Priya Enterprises, LLC t/a Valley Liquors

KAREN J. CARNEVALE, RMC
ABC Board Secretary

CINDY MATUTE-BROWN
Council President/ABC Board member

Adopted: June 22, 2021
Effective: June 22, 2021

660-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
BOARD OF ALCOHOLIC BEVERAGE CONTROL

WHEREAS, SUZYQUE'S LLC, t/a Suzy Que's, located at 34 South Valley Road, West Orange,New Jersey, 07052, is the holder of Plenary Retail Consumption License No. 0722-33-009-012; and

WHEREAS, an application has been filed by SUZYQUE'S LLC, t/a Suzy Que's for renewal of its Plenary Retail Consumption License # 0722-33-009-012, for the period **July 1, 2021 through June 30, 2022**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, Suzy Que's had made application for an Extension of Licensed Premise to add an outdoor food and beverage service area at the rear of the current location and to accomplish that Extension applied for a Place-to-Place transfer of the abovementioned license; and

WHEREAS, a public hearing was conducted at the regular West Orange Township ABC Board meeting on June 12, 2012, no one appeared in opposition and the Police Department's investigation did not raise any concerns, the Department approving of the transfer; and

WHEREAS, the Applicant and the Attorney for the applicant, Robert C. Williams, Esq., were present and responded to questions from the Council; and

WHEREAS, the Council expressed concern about creation of excess noise due to amplified music in or about the vicinity of the expansion, the proposed outdoor patio area where dining and alcoholic beverage service would be available, and to address that concern the Board would approve the expansion of licensed premises and place to place transfer only if subject to the Special Condition that there will be no amplified outside music after 10:00 p.m.; and

WHEREAS, the Township Council of the Township of West Orange, sitting as the West Orange Township ABC Board, approved of the Extension of Licensed Premise and Place to Place transfer of License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West Orange, New Jersey 07052, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32, that no amplified outside music shall be permitted after 10:00 p.m., all as evidenced and set forth in Resolution #483-12, adopted on June 12, 2012; and

WHEREAS, on June 12, 2012, the Township Council of the Township of West Orange, Sitting as the West Orange Township ABC Board, approved the renewal of the Plenary Retail Consumption License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West Orange, New Jersey 07052, for the License Term July 1, 2012 to June 30, 2013, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32 that no amplified outside music shall be permitted after 10:00 p.m., there being no objection on the part of the Licensee to such Special Condition, and the same Special Condition having been deemed necessary and appropriate by the ABC Board, and having been consented by the Licensee in the succeeding License terms to date; and

WHEREAS, by letter dated and sent via certified mail, registered return receipt to the Licensee on **June 2, 2021,** the Licensee was notified of the Township ABC Board's intention to continue the same Special Conditions upon renewal for the **2021-2022** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the Licensee has offered no objection and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal; and

WHEREAS, the Licensee has one pending ABC violation charge as follows:

Violation #1: On April 5, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension; and

WHEREAS, a hearing on that pending charge can be anticipated promptly after the

Council/ABC Board's return to in-person meetings in the near future,

NOW THEREFORE BE IT, AND IT HEREBY IS, RESOLVED, by the Township Council of the Township of West Orange, sitting as the West Orange Township ABC Board, hereby approves of the renewal of the Plenary Retail Consumption License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West Orange, New Jersey 07052, for the License Term **July 1, 2021 to June 30, 2022**, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32, that no amplified outside music shall be permitted after 10:00 p.m., there being no objection on the part of the Licensee to such Special Condition.

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021.**

_____
Cindy Matute-Brown, Council President
and ABC Board Chairman

_____
Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 22, 2021
Effective: July 1, 2021

661-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, for renewal of its Plenary Retail Consumption License # 0722-33-066-009, for the period **July 1, 2021 through June 30, 2022**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, at its regular meeting on June 29, 2010, the Township Council, sitting as the Township ABC Board, approved the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, subject to the following special conditions:

1. All current security and off-duty police officers shall continue in accordance with past practice and resolutions (i.e., two (2) officers on Friday, Saturday and Sunday nights);

2. The business will not establish a policy whereby people under eighteen (18) years old must be accompanied by a parent or guardian in order to be on the premises unless such condition is affirmatively removed by the Township ABC Board; and

3. To the extent that the Licensee wishes to remove Condition No. 2, they may seek such relief before the Township ABC Board and in the event the Township ABC Board refuses to remove such condition, the Licensee fully preserves all of its rights, remedies and defenses including the right to appeal to the Director of Alcoholic Beverage Control for the State of New Jersey or such other entity or authority as may have jurisdiction; and

WHEREAS, after the aforesaid approval memorialized in ABC Resolution #443-10, the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, expressed the strong desire to limit the admission of minors under the age of eighteen (18) years to those accompanied by a parent or guardian, citing the risks inherent in a darkened movie theater environment combined with the presence of alcoholic beverages on the premises, the New Jersey tradition and practice of very strict regulation of ABC Licensees, and expressing the Licensee's firm wish and intent to comply with and foster the strict enforcement of the ABC statutes and regulations both to protect its own considerable investment in the Licensed premises, in its dine-in theater business plan, and to fulfill the underlying rationale for ABC regulations, the protection of the public health and safety; and

WHEREAS, the ABC Board acknowledged and appreciated all of those concerns and considerations, as well as the benefits to the local economy of the Licensee's investment and successful operation, and agreed to remove the earlier imposed special condition no. 2, in ABC Board Resolution 443-10, and because removal of special condition no. 2 made special condition no. 3 superfluous, agreed to remove that condition as well; and

WHEREAS, at a special meeting of the Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control, at the request of and with the consent of the Licensee, did Resolve in ABC Resolution #450, to amend its approval of the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, removing special condition nos. 2 and 3 as set forth in ABC Board Resolution #443-10, and leaving only the following special condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location (i.e., two (2) officers on Friday, Saturday and Sunday nights); and

WHEREAS, the Township discovered a U.S. Third Circuit Court of Appeals decision holding it to be arbitrary and unreasonable for a municipal land use board to require as a condition of approval of a variance that off-duty police officers be hired to direct traffic and monitor compliance with occupancy limits, it not having been shown that the Licensee's own employees were incapable of performing such tasks (See 256 F.3d 107 (3rd Cir. 2001), and as a matter of policy determined to cease the requirement of using Township Police Officers working side jobs for traffic control and security at or about Alcoholic Beverage Control Licensed premises, and

WHEREAS, the License renewal for the 2011 – 2012, and subsequent License terms incorporated such change in policy, providing for the following Special Condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights); and

WHEREAS, by letter dated and sent via certified mail to the Licensee on or about **June 2, 2021**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the **2021-2022** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, bearing License No. 0722-33-066-009, for the **2021-2022** License Term, subject to the following Special Condition pursuant to *N.J.S.A.* 33:1-32:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights).

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Condition as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at its regular meeting held on **June 22, 2021.**

_____
Cindy Matute-Brown, Council President and
ABC Board Chairman

_____
Karen J. Carnevale, R.M.C. Municipal Clerk and
Secretary to the ABC Board

Adopted: June 22, 2021
Effective: July 1, 2021

662-21
June 22, 2021

RESOLUTION

WHEREAS, West Orange Elks Home Corp., is the holder of Plenary Retail Distribution License No. 0722-31-074-001; and

WHEREAS, West Orange Elks Home Corp. has made application for an expansion of premises at their location, 424 Main Street, West Orange; and

WHEREAS, the principal has been investigated by the Township Police Department with no impediments to an interest in an alcoholic beverage license; and

WHEREAS, due notice of the proposed expansion of premises was published in the West Orange Chronicle on November 25, 2020 and December 3, 2020; and

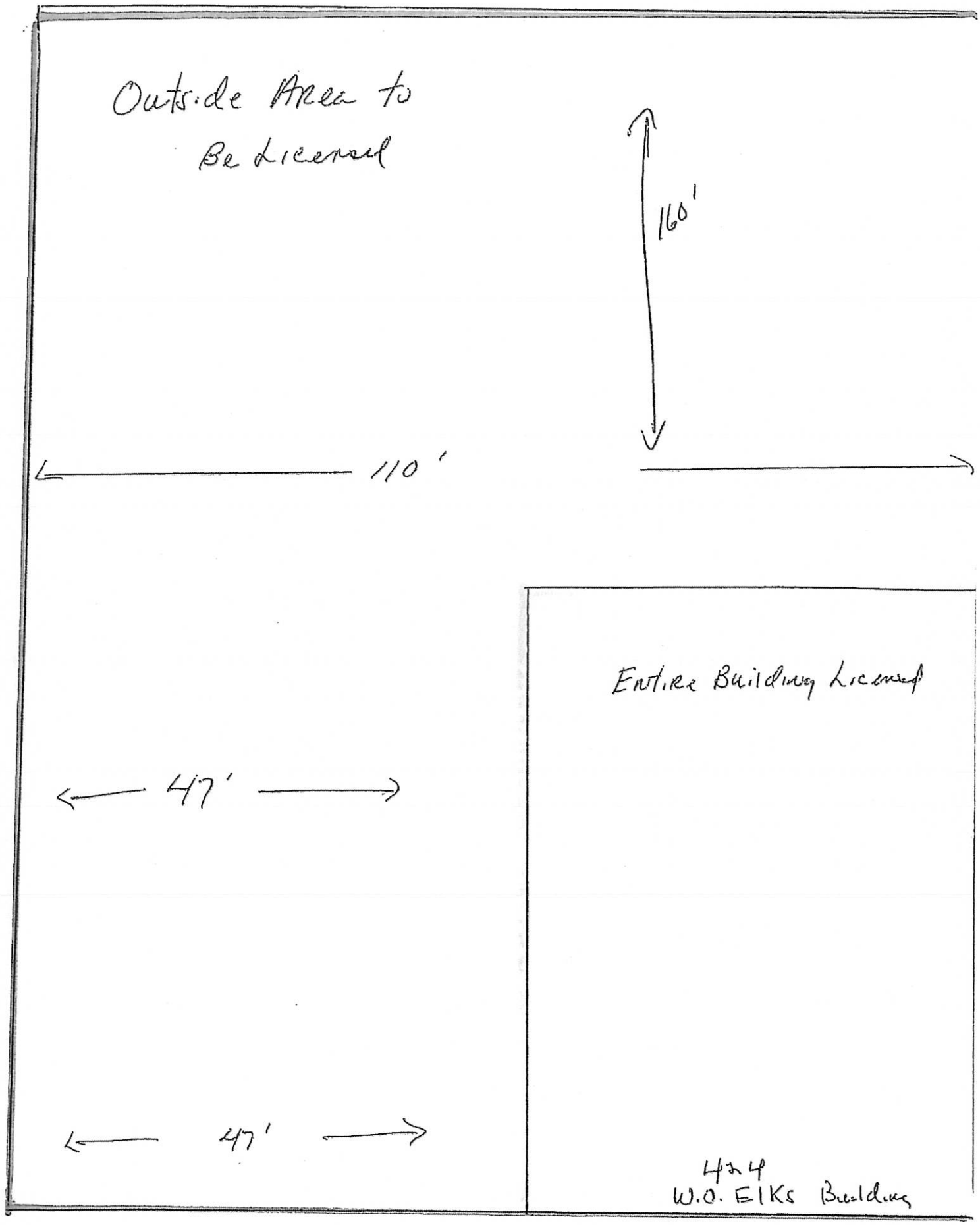
WHEREAS, a public hearing was conducted on June 22, 2021 and no one appeared in opposition thereto; and

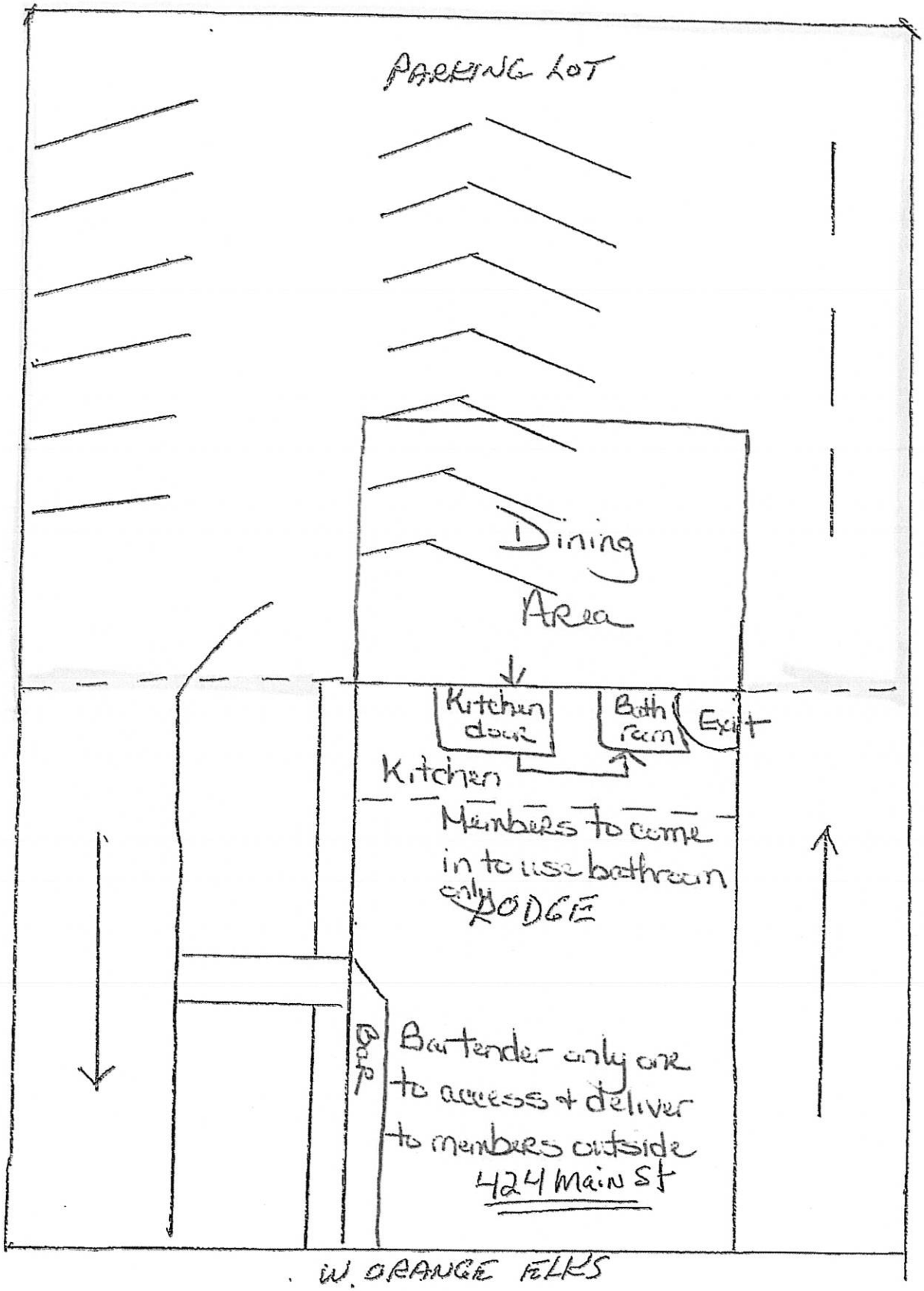
NOW THEREFORE BE IT RESOLVED that the Township Council of the Township of West Orange hereby authorizes the expansion of premises of Club License No. 0722-31-074-001, West Orange Elks Home Corp, 424 Main Street, West Orange and is hereby approved.

KAREN J. CARNEVALE, ABC BOARD SECRETARY/ MUNICIPAL CLERK	**CINDY MATUTE-BROWN, ABC BOARD CHAIRPERSON/COUNCIL PRESIDENT**

Adopted: June 22, 2021

Effective: June 22, 2021


Outside Area to Be Licensed
160'
110'
Entire Building Licensed
47'
47'
424
W.O. Elks Building
Main St
Club License



W. ORANGE ELKS
424 MAIN ST
W. ORANGE, NJ 07052

663-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
ALCOHOLIC BEVERAGE AND CONTROL BOARD

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by Las Palmeras, Inc. t/a La Dolce Vita Bar Restaurante (formerly Las Palmeras), 364 Valley Road, West Orange, NJ, for the renewal of its Plenary Retail Consumption License, bearing License #0722-33-045-005, for the License Period **July 1, 2021** through **June 30, 2022**; and

WHEREAS, the Licensee's application for renewal complies with the New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, the Licensee, in or about early June, 2016, resolved with the State of New Jersey at least ten (10) charges filed by the Office of the Attorney General, Department of Law and Public Safety, Division of Alcoholic Beverage Control, alleging that the Licensee had committed various and serious offenses during 2014, and seeking suspension of the license for 209 days, the resolution of which included payment of $8,600 in lieu of a 72 day suspension, with 45 days held in abeyance for a period of 2 years, and the mitigating factor that the Township had imposed Special Conditions on this Licensee, including, but not limited to, the requirement to install and maintain a video security system, and the Township learning of such disposition shortly after the Licensee's License had been renewed for the 2016-2017 License term; and

WHEREAS, the Special Conditions existing on the Licensee for that License Term were as follows"

1. The Licensee shall hire one off-duty WOPD Officer or private security guard at prevailing rates to provide for exterior security at the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;

2. The Licensee shall hire a licensed security company to provide security for the interior of the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;

3. The Licensee shall install and maintain a video surveillance system to cover the interior of the Licensed Premises, including the bar area, the front and back entrances and exits and the front sidewalk area on Valley Road, which surveillance system shall be maintained in good working order and operating during all hours when the Licensed Premises is open for business, and recordings shall be kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording, and the Licensee shall

cooperate with the West Orange Police Department in the implementation and maintenance of this video surveillance system; and that

4. The Licensee, every day it is open, shall close its doors to new customers at 12:30 a.m., shall cease the sale of alcoholic beverages at 1:00 a.m., and all customers shall be off the premise by 1:30 a.m.; and

WHEREAS, new ABC charges were brought by the Township against this Licensee in February, 2017, as follows: On or about November 27, 2016, at or about 11:20 p.m., in the Township of West Orange, County of Essex and State of New Jersey, at and about the Licensed premises of the Licensee located at 364 Valley Road, West Orange, New Jersey, the Licensee did conduct the premises so as to allow, permit or suffer in, upon and about that premises, an act of violence and disturbance, specifically a patron shoving and throwing a bottle at another patron, who was highly intoxicated, and causing a laceration above the victim's left eye, in violation *N.J.A.C.* 13:2-23.6(a)2, and the Licensee has violated *N.J.A.C.* 13:2-23.6(b) , in that it has repeatedly and over a period of at least the past three years allowed, permitted, or suffered in or upon the licensed premises assaults, acts of violence and/or disturbances, including, but not limited to seventeen incidents requiring police intervention in or about the year 2014, adversely affecting public safety or the rights of the public, to which a non-vult plea was entered and disposition made on June 1, 2016, by the State of New Jersey, Department of Law and Public Safety, Division of Alcoholic Beverage Control, Trans. No. R42991, as well as fifteen incidents of affrays, two incidents of aggravated assault, an incident of strong arm robbery, urinating in public, disorderly conduct, and ten noise complaints, all occurring in 2015, as well as twenty-one incidents of affrays, four incidents of simple assault, an aggravated assault, assault with a weapon, fighting, strong arm robbery, disorderly conduct, theft and noise complaints in 2016, all contrary to the public health, safety and welfare, requiring many calls to and interventions by the West Orange Police Department, such that the operation of this licensed premises has become, and its operation is, a nuisance, the Licensee unable to maintain control of its patrons and its licensed and surrounding premises; and

WHEREAS, counsel for the Licensee had advised that the Licensee employed a new Co-Manager in February, 2017, and had voluntarily self-imposed certain time constraints on its operation since that time, which were greater constraints than those currently existing Special Conditions, in an effort to eliminate the incidents which have given rise to the pending and earlier ABC charges and Special Conditions during the past several years; and

WHEREAS, the West Orange Township ABC Board and the Licensee agreed with respect to said pending charges to proceed as follows:

The Township ABC Board shall adjourn the hearing on the pending ABC charges for a period of 90 days, from the currently scheduled June 27, 2017, to the second regular Council Meeting in September, or first such meeting in October, 2017, and shall then determine based upon the Licensee's operation in the interim whether there is a need to go forward with prosecution of those charges, or to forego them in view of the Licensee's improved and acceptable operation during 2017; and

The Licensee agrees to continue its to date self-imposed modifications to the previously imposed Special Condition no. 4, closing its doors to new customers at 12:00 a.m., rather than 12:30 a.m., ceasing the sale of alcoholic beverages at 12:15 a.m., rather than at 1:00 a.m., and having all customers off the premises by 1:00 a.m., instead of at 1:30 a.m., all of those limitations applicable every day the Licensee is open; and

The Licensee understands and acknowledges that Special Conditions 1 and 2, previously imposed and to continue for the 2017-2018 License Term, contemplate that any security company and security guard, or officer, shall be licensed and registered pursuant to the "Security Officer Registration Act" ("SORA"), *N.J.Stat*. §45:19A-1, *et seq*., the terms "security guard" and "security officer" meaning the same thing, and, if not already in full compliance with "SORA", full compliance shall be achieved within sixty (60) days of enactment of this Resolution; and

WHEREAS, twenty-two new charges were brought against this Licensee and hearings held on those charges on July 10, 2018 and August 21, 2018, twelve of those charges having been sustained as evidenced in ABC Board Resolution 598-18, dated August 21, 2018, as follows:

• Violation of N.J.A.C. 13:2-23.6(a) 2 - Prohibition Against Any Brawl, Act of Violence, Disturbance, or Unnecessary Noise on Premises relating to an incident occurring on or about October 9, 2017;
• Violation of N.J.A.C. 13:2-23.6(a) 2 - Prohibition Against Any Brawl, Act of Violence, Disturbance, or Unnecessary Noise on Premises relating to an incident occurring on or about January 13, 2018;
• Violation of N.J.A.C. 13:2-23.6(b) - Prohibition Against Operation of Liquor License Business in a Manner Which Fails to Avoid Acts of Violence and Disturbances so as to Constitute a Nuisance Contrary to the Public Health, Safety and Welfare, relating to numerous incidents occurring over the last three years;
• Violation of N.J.A.C. 13:2-23.13, Requirement to Maintain copies of current license certificate; application; list of employees on the licensed premises, resulting from an ABC inspection occurring on October 13, 2017, during which an incomplete E141a Form was produced by the Licensee;
• Violation of N.J.S.A. 33:1-31(h), for violation of any ordinance, resolution or regulation of the issuing authority, the Licensee at the time of the October 9, 2017, assault incident not in compliance with one of its Special Conditions of operation in that its video surveillance system was not operating properly and not properly maintained to ensure such proper operation, not recording the incident occurring on that date, a violation of the Special Condition;
• Violation of N.J.S.A. 33:1-25 and 1-26, for circumvention of the application and licensing process and effectively sharing profits with unlisted and unlicensed owners, specifically, with women hired to entertain customers, in and about October, 2017;
• Violation of N.J.A.C. 13:2-23.13(a)(2), requiring Class C Licensees to have a photostatic

or other true copy of the current license application as well as the last filed long-form application (if the current application is short form), kept on the Licensed premises in order to conduct the licensed business, at the time of an ABC investigation on October 13, 2017;
• Violation of N.J.A.C. 13:2-23.32 (e), requiring that for an unlimited period of time licensees must keep permanent records of account truly and accurately containing a record of all moneys invested in the licensed business, etc., such documents able to be stored off the licensed premises but produced within 7 days of a request by the Director, the issuing authority or agents or representatives thereof, occurring during an ABC inspection on October 13, 2017;
• Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority or governing body, on January 8, 2018, the Licensee remaining open after the closing time required by its Special Conditions;
• Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority or governing body on January 13, 2018, the Licensee remaining open after the closing time required by its Special Conditions;
• Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority, on or about July 9, 2017, the Licensee remaining open after the closing time required by its Special Conditions;
• Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority on or about July 24, 2017, the Licensee remaining open after the closing time required by its Special Conditions; and the penalties imposed having been consolidated, including a thirty-day suspension of the License with fifteen days held in abeyance; and

WHEREAS, new incidents have occurred since resolution of those charges and for which written charges were prepared as well as some additional charges being in the process of preparation and prosecution of all of them, as set forth in an attachment hereto titled "Exhibit A", anticipated in the near future; and

WHEREAS, the purpose of the ABC regulatory scheme is to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, and the proposed special conditions being logically related to the regulatory scheme and being reasonable efforts to promote the purposes of that scheme;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, serving as the Township's Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee bearing License #0722-33-045-005, for the 2020 - 2021 Licensing term, said renewal being subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32, all of which Special Conditions having been found by the Board to be necessary and proper to accomplish the objects of Title 33 and secure compliance with its

provisions, and submitted promptly for approval by the Director of the Division of Alcoholic Beverage Control in accordance with law:

1. The Licensee shall hire one off-duty WOPD Officer or private security guard at prevailing rates to provide for exterior security at the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;

2. The Licensee shall hire a licensed security company to provide security for the interior of the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to closing at 1:00 a.m..;

3. The Licensee shall install and maintain a video surveillance system to cover the interior of the Licensed Premises, including the bar area, the front and back entrances and exits and the front sidewalk area on Valley Road, which surveillance system shall be maintained in good working order and operating during all hours when the Licensed Premises is open for business, and recordings shall be kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording, and the Licensee shall cooperate with the West Orange Police Department in the implementation and maintenance of this video surveillance system; and that

4. The Licensee, every day it is open, shall close its doors to new customers at 12:00 a.m., shall cease the sale of alcoholic beverages at 12:15 a.m., and all customers shall be off the premises by 1:00 a.m.; and

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey for the Director's approval before implementation and for that Division's records, and shall be maintained in the Township's permanent Alcoholic Beverage Control records.

The above Resolution was passed by the Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at the Board's regular meeting held on **June 22, 2021.**

Cindy Matute-Brown, Council President and ABC Board Chairman	**Karen J. Carnevale, Municipal Clerk/ Secretary to the ABC Board**

Adopted: June 22, 2021

EXHIBIT "A"

Las Palmeras, Inc. t/a La Dolce Vita Bar Restaurante (formerly Las Palmeras)

Las Palmeras currently has eight (8) matters, with a total of sixty-two (62) violations, pending resolution. Additionally, there are five (5) matters, with a total of eleven (11) charges, under consideration. They are listed below. However, it should be noticed that the charges listed in Notice #4 were committed on November 18, 2018, and not on February 7, 2019, as stated in the notice. An Amended Notice of Charges will be served upon the licensee reflecting same.

NOTICE #1

Violation #1: On April 22, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;
Violation #2: On April 22, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension; and
Violation #3: On April 22, 2018, you refused to make available the video surveillance footage of the licensed premises to the West Orange Police Department upon request as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension.

NOTICE #2

Violation #1: On July 15, 2018, you failed to conspicuously display on the licensed premises in such plain view as to be easily read by all persons visiting such premises, the current license certificate in violation of N.J.A.C. 13:2-23.13(a)(1); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #2: On July 15, 2018, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #3: On July 15, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #4: On July 15, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;
Violation #5: On July 15, 2018, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 1st Offense= 30-day suspension;
Violation #6: On July 15, 2018, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension;
Violation #7: On July 15, 2018, your employee(s) hindered or attempted to hinder an ABC

investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30 in violation of N.J.A.C. 13:2-23.20; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #8: On July 15, 2018, you hindered or attempted to hinder an ABC investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30; Recommended Penalty: 1st Offense= 45-day suspension;

Violation #9: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed on camera 8 actually or apparently intoxicated then later consuming beer) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;

Violation #10: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed wearing a blue shirt passing out on table who is actually or apparently intoxicated then later consumes beer on patio) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;

Violation #11: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed wearing a red shirt passing out on table who is actually or apparently intoxicated then later consumes beer on patio) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense = 15-day suspension;

Violation #12: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in black shirt and shorts consuming beer from bar on back patio) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #13: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Owner brining bucket of beer outside for patrons to consume) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #14: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white shirt brining beer outside and consuming same) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #15: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male with beard and hat brining beer outside and consuming same) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #16: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female employee brining more beer to patrons outside) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #17: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white plaid shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #18: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female in white dress outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #19: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in black polo shirt with white stripes outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #20: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white polo shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension; and
Violation #21: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in yellow shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension.

NOTICE #3

Violation #1: On August 21, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension; and
Violation #2: On August 21, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension.

NOTICE #4

Violation #1: On February 7, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;
Violation #2: On February 7, 2019, you allowed, permitted or suffered you licensed place of business to be conducted in such a manner as to become a nuisance requiring police intervention or adversely affecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 1st Offense= 30-day suspension;
Violation #3: On February 7, 2019, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension;

Violation #4: On February 7, 2019, you allowed, permitted or suffered person(s) on the licensed premises to solicit any beverage, alcoholic or otherwise, at the expense of or as a gift from any customer or patron in violation of N.J.A.C. 13:2-23.18. Please be advised that this violation will be multiplied by each female observed asking or having patrons buy them drinks whereby such females and the bar profited from same. Recommended Penalty: 1st Offense= 10-day suspension;
Violation #5: On February 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female walking out of bar with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #6: On February 7, 2019, you failed to comply with the special condition of ceasing the sale of alcoholic beverages at 1:00 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #7: On February 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #8: On February 7, 2019, you allowed, permitted or suffered the sale and/or use of hookahs and/or tobacco pipes on the licensed premises contrary to Section 12-10 of the Township of West Orange Municipal Code in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;
Violation #9: On February 7, 2019, you allowed, permitted or suffered on the licensed premises, illegal activity to be carried on, i.e. sale of single cigarettes less than packs of 20 in violation of N.J.S.A. 54:40A-4.2a/N.J.A.C. 13:2-23.5(c); Recommended Penalty: 1st Offense = 30-day suspension; and
Violation #10: On February 7, 2019, you allowed, permitted or suffered on the licensed premises lewdness and/or immoral activity in violation of N.J.A.C. 13:2-23.6(a)(1); Recommended Penalty: 1st Offense= 30-day suspension.

NOTICE #5

Violation #1: On May 8, 2019, you failed to conspicuously display on the licensed premises in such plain view as to be easily read by all persons visiting such premises, the current license certificate in violation of N.J.A.C. 13:2-23.13(a)(1); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #2: On May 8, 2019, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #3: On May 8, 2019, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;
Violation #4: On May 8, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #5: On May 8, 2019, you failed to maintain invoices available at the licensed premises

and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-20.4(b)/ N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension; and

Violation #6: On May 8, 2019, you failed to post the Fetal Alcohol Syndrome Warning Notice in a service area as well as on a wall, towel dispenser or other appropriate location in any public rest room for women patrons on the licensed premises in violation of N.J.S.A. 33:1-12a; Recommended Penalty: 1st Offense= 1-day suspension.

NOTICE #6

Violation #1: On July 17, 2019, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On July 17, 2019, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #3: On July 17, 2019, you failed to maintain invoices available at the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-20.4(b)/ N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #4: On July 17, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #5: On July 16, 2019 and July 17, 2019, you violated the special condition that you shall hire one Off-Duty WOPD Officer or private security guard to provide security for the exterior of the Licensed Premises and a Licensed Security Company to provide security for the interior of the Licensed Premises from 9 p.m. until 1:30 a.m. on Fridays, Saturdays, and Sundays with any Security Company, Security Guard, or Officer being licensed under the "Security Officer Registration Act" ("SORA") as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #6: On July 16, 2019, you failed to comply with the special condition of having all patrons off the premises before 1 :30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #7: On July 17, 2019, you allowed or permitted the raffling of sealed containers of alcoholic beverages without a permit in violation of N.J.A.C. 13:2-23.7; Recommended Penalty: 1st Offense= 5-day suspension;

Violation #8: On July 17, 2019, you provided free or complementary drinks in violation of N.J.A.C. 13:2-24.8; Recommended Penalty: 1st Offense= 15-day suspension;

Violation #9: On July 16, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #10: On July 17, 2019, you knowingly failed to pay to pay excise taxes or other payment required by law to be paid to the State Tax Commissioner in violation of N.J.S.A. 33:1-31(c); Recommended Penalty: 1st Offense= 15-day suspension; and

Violation #11: On July 17, 2019, you allowed, permitted or suffered on the licensed premises,

illegal activity to be carried on, i.e. sale of single cigarettes less than packs of 20 in violation of N.J.S.A. 54:40A-4.2a/N.J.A.C. 13:2-23.5(c); Recommended Penalty: 1st Offense= 30-day suspension.

NOTICE #7

Violation #1: On October 7, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #2: On October 7, 2019, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 2nd Offense= 60-day suspension;
Violation #3: On October 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;
Violation #4: On October 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person; Recommended Penalty: 1st Offense= 15-day suspension;
Violation #5: On October 7, 2019, you violated the special condition that you shall hire one Off-Duty WOPD Officer or private security guard to provide security for the exterior of the Licensed Premises and a Licensed Security Company to provide security for the interior of the Licensed Premises from 9 p.m. until 1:30 a.m. on Fridays, Saturdays, and Sundays with any Security Company, Security Guard, or Officer being licensed under the "Security Officer Registration Act" ("SORA") as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension; and
Violation #6: On October 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 5th Offense= 50-day suspension.

NOTICE #8

Violation #1: On December 9, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;
Violation #2: On December 9, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension; and
Violation #3: On October 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 6th Offense= 60-day suspension.

CHARGES RECEIVED BUT NOT SERVED

PROPOSED NOTICE #1

Violation #1: On October 7, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2).

PROPOSED NOTICE #2

Violation #1: On October 13, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2).

PROPOSED NOTICE #3

Violation #1: On January 7, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);
Violation #2: On January 7, 2021, you failed to comply with the special condition of stopping exterior dining service by 12:30 A.M. and all patrons off premises by 1:00 A.M. as set forth in the Licensee's COVID-19 Expansion of Premises Permit, Permit Number 82020 in violation of N.J.S.A. 33:1-31h, 7th Offense, 70-day suspension; and
Violation #3: On January 7, 2021, you sold alcoholic beverages to an intoxicated patron in violation of N.J.A.C. 13:2-23.1(b); 3rd Offense, 90-day suspension.

PROPOSED NOTICE #4

Violation #1: On January 9, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);
Violation #2: On January 9, 2021, you failed to comply with the special condition of stopping exterior dining service by 12:30 A.M. and all patrons off premises by 1:00 A.M. as set forth in the Licensee's COVID-19 Expansion of Premises Permit, Permit Number 82020 in violation of N.J.S.A. 33:1-31h; and
Violation #3: On January 9, 2021, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b).

PROPOSED NOTICE #5

Violation #1: On February 24, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);
Violation #2: On February 24, 2021, you failed to comply with Governor Murphy's Temporary Order 11-5- View of Premises in violation of N.J.S.A. 33:1-31(h); and
Violation #3: On February 24, 2021, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b).

664-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
ALCOHOLIC BEVERAGE AND CONTROL BOARD

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, on May 24, 2016, the Township Council of the Township of West Orange, sitting as the ABC Board for the Township of West Orange, approved the person-to-person transfer of Plenary Retail Consumption License No. 0722-33-035-011, from DJF Realty, Inc., 466 Prospect Avenue, West Orange, NJ, to Club 466 Caterers, LLC, 466 Prospect Avenue, West Orange, NJ 07052, and the License for the new Licensee having been renewed for the July 1, 2016 through June 30, 2017 License Term by West Orange ABC Board Resolution 563-16, on June 14, 2016; and

WHEREAS, an application has been filed by Club 466 Caterers, LLC, 466 Prospect Avenue, West Orange, NJ 07052, for the renewal of its Plenary Retail Consumption License, bearing License #0722-33-035-011, for the period **July 1, 2021 through June 30, 2022;** and

WHEREAS, said Application complies with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, there is a long history with respect to the Licensed Premises located at 466 Prospect Avenue and its previous Licensee, DJF Realty, Inc., as set forth below, DJF Realty, Inc., continuing as the Landlord of the Licensed Premises following transfer of its Plenary Retail Consumption License to Club 466 Caterers, LLC; and

WHEREAS, Public Hearings were held by the Township Council in its capacity as the Municipal Board of Alcoholic Beverage Control on January 4, 2005 and January 18, 2005, in which the following Exhibits were marked and admitted into evidence:

DJF-1 Planning Board Resolution PB-02-11 (October 21, 2002 Meeting, Resolution adopted November 13, 2002;
DJF-2 First Floor Plan of Premises dated August 4, 2004;
DJF-3 Fire Department Occupancy for Prior Licensed Premises;
DJF-4 Second Floor Plan of Premises dated December 20, 2003;
DJF-5 Foundation Plan dated August 4, 2004;
DJF-6 Sky Dance Brochure and Etcetera Restaurant/Flirt Nightclub Business Plan Executive Summary;
DJF-7 Letter dated January 12, 2005, from attorney for applicant listing Special Conditions acceptable to Licensee;
DJF-8 Marketing flyer/advertisement for proposed June, 2003 opening of Etcetera Restaurant and Flirt Nightclub;
DJF-9 Revised list of Special Conditions acceptable to Licensee;

DJF-10 Petitions to Insure the Quality of Life at Eagle Ridge Condominiums signed by 93 residents of Eagle Ridge Condominium community; and

WHEREAS, in addition to representatives of the applicant, one owner of a residence adjacent to the applicant's property, Richard S Schkolnick, Esq., an attorney on behalf of the Eagle Ridge Condominium Association, and more than a dozen residents of the adjacent Eagle Ridge Condominium community testified at the Public Hearings regarding their experiences with excessive noise, trespass, litter, and nuisance behavior by patrons of the prior license holder and concern about the likelihood of those problems increasing due to the larger size, capacity and intensification of use of the premises, including expansion of the parking areas to be used by the new licensed premises all adjacent to the Eagle Ridge community, almost a hundred residents of which signed petitions expressing these same concerns, and

WHEREAS, the Board expressed the belief that the noise problems faced by the residents of Eagle Ridge, many of whom retire for the night relatively early since they must leave early in the morning to commute to New York City, would be at least somewhat alleviated by cutting off the sale of alcohol at an earlier than usual hour to promote a more gradual departure of patrons during the hour or so before closing time, and

WHEREAS, the Board expressed concern about the "sky dance" cages or boxes, the advertisements for which show scantily clad women dancing inside them, and the applicant unable or unwilling to fully describe how they would be used other than for "motivational dancing", and their visibility from almost any and all parts of the premises, including the dining areas, and as elected officials and representatives of the conscience of the West Orange community, and wishing to maintain the community's character and moral standards, determined that the use of such entertainment equipment does not fit the character and standards of the community and should not be permitted on the premises, and

WHEREAS, the purpose of the ABC regulatory scheme is to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, and the proposed special conditions limiting hours of sale of alcohol and the use of entertainment devices which encourage excessive and irresponsible consumption of alcoholic beverages being logically related to the regulatory scheme and being reasonable efforts to promote the purposes of that scheme, and

WHEREAS the Board, by Resolution adopted following the January 18, 2005 hearing, approved the renewal of the Plenary Retail Consumption License issued to the Licensee bearing License #0722-33-035-008 for the 2004-2005 licensing term and further approved the Place-to-Place Transfer of said license (Expansion of Premises) for premises located at 466 Prospect Avenue, West Orange, New Jersey to place under license the area delineated in the Application Form and sketch of the licensed premises attached thereto or as otherwise approved by the West Orange Planning Board, the renewal and Place-to-Place Transfer subject to the following sixteen Special Conditions pursuant to *N.J.S.A.* 33:1-32 (1 through 14 of which were agreed to by the Licensee, 15 and 16 of which, dealing with the sky dance boxes or cages and the hours of operation, respectively, were not agreed to by the Licensee):

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas;

2. The Licensee shall hire one or more off-duty police officers at prevailing rates to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises. The officer or officers are to be on the site by 9:00 p.m. every Friday and Saturday night until closing, or earlier than 9:00 p.m., or additional nights, or both, as may be needed. The Licensee shall work in conjunction with the West Orange Police Department in determining the needs of the site;

3 The Licensee shall refuse motorcycles on the site in order to limit noise on the premises;

4. There shall be no music outside the building, including but not limited to, the outside patio area;

5. The Licensee will not permit teen nights on the premises at any time;

6. The Licensee shall not advertise to the general public that the premises are opened as follows:

A. "Eighteen to party, twenty-one to drink" or other language to the same effect;

7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons;

8. Licensee shall not admit persons to the licensed premises who have not parked their vehicle with Licensee's valet service except in the case of persons arriving by taxicab, public transportation, car service or those persons who reside or are employed in homes and buildings on the East Side of Prospect Avenue, i.e., Eagle Ridge Condos, etc;

9. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or Governmental approval required by law.

10. There shall be no outside bar service, including, but not limited to, the patio area.

11. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other governmental authority from imposing further or different restrictions pursuant to their lawful authority;

12. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.

13. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.

14. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.

15. The Licensee shall not be permitted to have "sky dance" cages or boxes, or similar devices, mechanisms, or equipment, on the premises.

16. The hours for sale of alcoholic beverages on the licensed premises are restricted as follows:

Sunday - 12:00 p.m. to 11:00 p.m.
Monday, Tuesday, Wednesday - 7:00 a.m. to 11:00 p.m.
Thursday - 7:00 a.m. to 12:00 a.m.
Friday - 7:00 a.m. to 1:00 a.m. Saturday
Saturday - 7:00 a.m. to 1:00 a.m. Sunday; and

WHEREAS, the licensee appealed those special conditions, which appeal was transmitted to the Office of Administrative Law where it was assigned docket no. ABCPL 03686-2005N, and was pending a plenary hearing, and

WHEREAS, those special conditions were submitted to the Director of Alcoholic Beverage Control for approval as required by *N.J.S.A.* 33:1-32, and his approval was granted by letter dated June 13, 2005, and

WHEREAS, the West Orange Planning Board, following numerous public hearings on the Licensee's application for amended site plan approval with variances, having decided on March 11, 2009, and memorializing said decision by adopting a Resolution of Approval on April 1, 2009, setting forth findings of fact and conclusions of law, and approving the application of DJF Realty, Inc., for amended Preliminary and Final Site Plan Approval with variances, all subject to certain conditions set forth in the Resolution, and the Applicant and Owner of the property at 466 Prospect Avenue, West Orange, NJ, having entered into a private Agreement with the Property Owners Association of Eagle Ridge, previously an objector to the application before the Planning Board, resolving their differences subject to certain conditions, and the Licensee having withdrawn its appeal and consenting to its dismissal for each and every one of the appeals filed to that point, and the Township agreeing to withdraw Special Conditions 15 and 16, which had been attached to the license renewals since the 2005 term, the remaining Special Conditions, imposed pursuant to *N.J.S.A.* 33:1-32, numbered 1 through 14, to remain in effect unless and until withdrawn by the West Orange ABC Board, in whole or in part, in conjunction with the next and subsequent annual license renewal periods, and following a hearing as may be required by law, and

WHEREAS, at its regular meeting on October 13, 2009, upon request by counsel for the Licensee, and due to changed circumstances, the West Orange ABC Board agreed to eliminate what had in prior approvals been Special Condition no. 8, regarding the refusal of admission of persons not using valet parking; and

WHEREAS, at the same meeting, the West Orange ABC Board, after hearing requests and argument by the Licensee's counsel as well as counsel to the ABC Board, made modifications to what had been Special Condition no. 2, in prior approvals, to add the Special

Condition required by the then most recent Special Ruling, and to incorporate all pertinent parts of the Planning Board's Approval Resolution and the Agreement with the Property Owners Association of Eagle Ridge into its Special Conditions as follows:

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas.

2. Every Thursday, Friday and Saturday night, and any night when the nightclub portion of the facility is open for business, meaning when there is dancing, 4sixty6 shall have not less than two (2) off-duty West Orange police officers present to control traffic and any disturbances at the proposed restaurant and nightclub. The Licensee shall hire such off-duty police officers at prevailing rates to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises. On those nights when the officers are required, they are to be on the site by 9:00 p.m., and to remain until closing. The Licensee shall work in conjunction with the West Orange Police Department in determining the specific needs of the site and, when required by that Department, the officers shall be on site earlier than 9:00 p.m., or on additional nights, or both. In the event that West Orange Police Officers are not available for these purposes, 4sixty6 may hire police officers from other municipalities or Essex County Police or Sheriff's Officers.

3. The Licensee shall refuse motorcycles on the site in order to limit noise on the premises.

4. There shall be no music outside the building, including but not limited to, the outside patio area.

5. The Licensee will not permit teen nights on the premises at any time.

6. The Licensee shall not advertise to the general public that the premises are opened as follows: "Eighteen to party, twenty-one to drink", or other language to the same effect.

7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons.

8. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or governmental approval required by law.

9. There shall be no outside bar service, including, but not limited to, the patio area.

10. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other

governmental authority from imposing further or different restrictions pursuant to their lawful authority.

11. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.

12. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.

13. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.

14. Pursuant to the ABC Director's Special Ruling dated September 29, 2009, pursuant to *N.J.S.A.* 33:1-12.39, since at the time it was the sixth license term for which relief was sought pursuant to *N.J.S.A.* 33:1-12.39, no further renewals of this license shall be granted unless the license is being actively used at an approved site on or before June 30, 2010. The license is being actively used at an approved site and has been so used for some time before June 30, 2010.

15. Consistent with the Agreement entered into between Licensee DJF Realty, Inc., the Applicant before the West Orange Planning Board for development of the site at 466 Prospect Avenue, and the owner of that property, Marjac, LLC, and the Property Owners Association of Eagle Ridge, the paragraphs in that Agreement numbered 4 (Closing Hours) and 7 (Police Presence), are incorporated into the West Orange ABC Board's approval of renewal of the liquor license such that it shall be a Special Condition of Renewal for this and for each and every renewal term to follow, that the restaurant and/or nightclub at 466 Prospect Avenue shall have a last call no later than 1:30 a.m., with a grace period of not more than ten (10) minutes prior to enforcement, which time requirement will not be effective on New Year's Eve or on the night when Daylight Savings Time takes effect in the spring of each year, when the closing hour will be one (1) hour later, which closing time may be extended in the event a State law or a municipal ordinance is adopted extending closing hours for Alcoholic Beverage establishments. Paragraph 7 (Police Presence) of that Agreement has already been incorporated in paragraph 2, above and herein.

16. The Licensee shall comply with all conditions and requirements of the West Orange Planning Board approval as set forth in its Resolution of Approval dated April 1, 2009; and

WHEREAS, the Township discovered a U.S. Third Circuit Court of Appeals decision holding it to be arbitrary and unreasonable for a municipal land use board to require as a condition of approval of a variance that off-duty police officers be hired to direct traffic and monitor compliance with occupancy limits, it not having been shown that the Licensee's own employees were incapable of performing such tasks (See 256 F.3d 107 (3rd Cir. 2001), and as a matter of policy determined to cease the requirement of using Township Police Officers working side jobs for traffic control and security at or about Alcoholic Beverage Control Licensed premises, and

WHEREAS, the License renewal for the 2011 - 2012 License term incorporated such change in policy, which has been continued thereafter; and

WHEREAS, the new Licensee, Club 466 Caterers, LLC, is an experienced catering operator which has been since the transfer of License, and will be operating the premises, leased from the previous Licensee, not as a bar/restaurant/nightclub, but as a catering venue for weddings and other special occasions, which the new Licensee had and has agreed to operate within the Special Conditions previously in place as they will not adversely affect the New Licensee's catering use; and

WHEREAS, the Licensee was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the **2021-2022** License Term and having offered no objection to same, indicating its continuing consent;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Club 466 Caterers, LLC, bearing License #0722-33-035-011, for the **2021-2022** Licensing term, said renewal being subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32, all of which Special Conditions having been found by the Board to be necessary and proper to accomplish the objects of Title 33 and secure compliance with its provisions, and submitted for approval by the Director of the Division of Alcoholic Beverage Control in accordance with law:

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas.

2. Every Thursday, Friday and Saturday night, and any night when the nightclub portion of the facility is open for business, meaning when there is dancing, 4sixty6 shall have not less than two (2) security personnel, at least one of whom shall be qualified to direct traffic on the streets and roads of New Jersey, present to control traffic and any disturbances at the proposed restaurant and nightclub. The Licensee shall hire such security personnel at prevailing rates, one to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises, and the other to control any disturbances. On those nights when the security personnel are required, they are to be on the site by 9:00 p.m., and to remain until closing. The Licensee shall work in conjunction with the West Orange Police Department in determining the specific needs of the site and, when required by that Department, the security personnel shall be on site earlier than 9:00 p.m., or on additional nights, or both.

3. The Licensee shall refuse motorcycles on the site in order to limit noise on the premises.

4. There shall be no music outside the building, including but not limited to, the outside patio area.

5. The Licensee will not permit teen nights on the premises at any time.

6. The Licensee shall not advertise to the general public that the premises are opened as follows: "Eighteen to party, twenty-one to drink", or other language to the same effect.

7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons.

8. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or governmental approval required by law.

9. There shall be no outside bar service, including, but not limited to, the patio area.

10. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other governmental authority from imposing further or different restrictions pursuant to their lawful authority.

11. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.

12. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.

13. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.

14. Pursuant to the ABC Director's Special Ruling dated September 29, 2009, pursuant to *N.J.S.A.* 33:1-12.39, since at that time it was the sixth license term for which relief was sought pursuant to *N.J.S.A.* 33:1-12.39, no further renewals of this license were to be granted unless the license is being actively used at an approved site on or before June 30, 2010. The license is and has for some time now been actively used at an approved site.

15. Consistent with the Agreement entered into between Licensee DJF Realty, Inc., the Applicant before the West Orange Planning Board for development of the site at 466 Prospect Avenue, and the owner of that property, Marjac, LLC, and the Property Owners Association of Eagle Ridge, the paragraphs in that Agreement numbered 4 (Closing Hours) and 7 (Police Presence), to the extent not inconsistent herewith, are incorporated into the West Orange ABC Board's approval of renewal of the liquor license such that it shall be a Special Condition of Renewal for this and for each and every renewal term to follow, that the

restaurant and/or nightclub at 466 Prospect Avenue shall have a last call no later than 1:30 a.m., with a grace period of not more than ten (10) minutes prior to enforcement, which time requirement will not be effective on New Year's Eve or on the night when Daylight Savings Time takes effect in the spring of each year, when the closing hour will be one (1) hour later, which closing time may be extended in the event a State law or a municipal ordinance is adopted extending closing hours for Alcoholic Beverage establishments. Paragraph 7 (Police Presence) of that Agreement has already been incorporated in paragraph 2, above and herein, except to make clear that private security personnel rather than Police Officers are acceptable alternatives to perform the required tasks.

16. The Licensee shall comply with all conditions and requirements of the West Orange Planning Board approval as set forth in its Resolution of Approval dated April 1, 2009, to the extent not inconsistent herewith.

AND BE IT FURTHER RESOLVED that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records.

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021**

Cindy Matute-Brown, Council President and ABC Board Chairman	Karen J. Carnevale, Municipal Clerk and Secretary to the ABC Board

Adopted: June 22, 2021
Effective: July 1, 2021

666-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
BOARD OF ALCOHOLIC BEVERAGE CONTROL

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, the 1920's Road House, Inc., t/a Essex House, Inc., ("the Licensee") is the owner and operator of the Essex House, a restaurant and bar located at 525 Northfield Avenue, West Orange, New Jersey, 07052, the License bearing #0722-33-071-003; and

WHEREAS, an Application has been filed by the Licensee for the renewal of its Plenary Retail Consumption License #0722-33-071-003, for the License Term from **July 1, 2021 through June 30, 2022**; and

WHEREAS, on February 21, 2012, the Township of West Orange brought a Notice of Charges of ABC Violations against the Licensee, charging violations of N.J.A.C. 13:2-23.6(a)(2), prohibition against immoral activities, disturbance, and nuisance on or about the licensed premises (one count - brawl, act of violence, disturbance, or unnecessary noise), and N.J.A.C. 13:2-23.6(b), prohibition against immoral activities, disturbance, and nuisance (one count - failing to operate licensee's business in orderly and lawful fashion so as to constitute a nuisance, the misconduct of the licensee, its employees and patrons creating conditions contrary to the public health, safety and welfare), all occurring over the course of 2010 to the present, and most recently on February 10, 2012; and

WHEREAS, the Licensee was properly and personally served with that Notice of Charges and by and through its attorney, Robert C. Williams, Esq., entered a Not Guilty plea to each charge with the Municipal Clerk; and

WHEREAS, the Licensee appeared before the Township Council of the Township of West Orange, serving as that municipality's ABC Board, the Licensee represented by its counsel, Robert C. Williams, Esq., and Kenneth W. Kayser, Esq., appearing on behalf of the Township as its ABC Prosecutor, for a hearing on the charges; and

WHEREAS, discussion and negotiation resulted in the Licensee and the Township, coming to an agreement to resolve the charges without the need for an evidentiary hearing, which agreement, memorialized by Resolution, was placed on the record before the ABC Board, providing as follows:

As to Charge 2, a violation of N.J.A.C. 13:2-23.6(b), prohibition against immoral activities, disturbance, and nuisance on premises, to wit, failing to operate licensee's business in orderly and lawful fashion so as to constitute a nuisance, the misconduct of the licensee, its employees and patrons creating conditions contrary to the public health, safety and welfare, the Licensee shall change its plea from not guilty to non-vult;

As to Charge 1, charging a violation of N.J.A.C. 13:2-23.6(a)(2), prohibition against immoral activities, disturbance, and nuisance on or about the licensed premises, to wit, permitting a brawl, act of violence, disturbance, or unnecessary noise on the licensed premises, said Charge is and hereby is dismissed;

As to Charge 2, the Licensee's License shall be suspended for ten (10) days, and said period of suspension shall be held in abeyance for a period of one (1) year from the date of the adoption of this Resolution, April 3, 2012, and if within that one (1) year period there occurs a new violation of any section of N.J.A.C. 13:2-23.6, for which there is a finding of responsibility, whether made within or after that one (1) year period, and there being no waiver of the Licensee's right to defend such a charge, the ten (10) days held in abeyance as to Charge 2 shall be served at the direction of the ABC Board in addition to any penalty imposed on the new charge(s);

Further as to Charge 2, the Licensee shall agree to the attachment to its License of a Special Condition that it shall have no parties or party-type events which are open to the public and promoted through social networking, or other internet sites, or otherwise promoted or advertised, and intended to attract a large number of attendees who pay for admission, whether to a promoter, or to the Licensee, or someone working for either or both;

Further as to Charge 2, the Licensee shall agree to the attachment to its License of a Special Condition that whenever a private party, or other private event is held at the licensed premises, which is anticipated to result in the parking lot at the premises filling to 75% of capacity, or more, at least two parking attendants shall be employed to monitor and manage ingress to and egress from the lot so as to maintain order and to prevent patrons from parking on the adjacent and nearby residential streets and off-street parking locations;

Further as to Charge 2, the Licensee shall agree to the attachment of its License of a Special Condition that entertainment at the licensed premises involving amplified music shall not be permitted after 11:00 p.m., on Sundays through Thursdays, and shall not be permitted after 1:00 a.m., on Saturday and Sunday mornings, excepting an event already committed to for Saturday, June 23, 2012, a party consisting of an older group of patrons who have previously had parties at the Licensee's location without incident and at which amplified music may be played until 1:30 a.m.;

During the period of suspension, if and when served, no alcoholic beverages shall be served or consumed on the premises and any and all alcoholic beverages on the premises shall be secured; and

WHEREAS, Special Conditions such as those agreed to may be re-imposed with each License renewal, subject to the Licensee's right to be heard with respect to them; and

WHEREAS, the Licensee, by and through its counsel, was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the 2012 to 2013 License Term, and for each succeeding License Term, and was provided with an opportunity to object and be heard with respect to the Special Conditions being imposed, and declined to object or to request a hearing; and

WHEREAS, the Licensee was again notified by letter dated and sent by certified mail, registered return receipt on or about **June 2, 2021**, of the ABC Board's intention to impose the same Special Conditions upon renewal of the license for the next License Term and providing the opportunity for a formal hearing regarding such imposition of Special Conditions upon request; and

WHEREAS, the Licensee has offered no objection and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal for the next License Term;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License 0722-33-071-003, belonging to the Licensee, for the period from **July 1, 2021 through June 30, 2022**, for the premises located at 525 Northfield Avenue, West Orange, New Jersey, subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32:

1. It shall have no parties or party-type events which are open to the public and promoted through social networking, or other internet sites, or otherwise promoted or advertised, and intended to attract a large number of attendees who pay for admission, whether to a promoter, or to the Licensee, or someone working for either or both;

2. Whenever a private party, or other private event is held at the licensed premises, which is anticipated to result in the parking lot at the premises filling to 75% of capacity, or more, at least two parking attendants shall be employed to monitor and manage ingress to and egress from the lot so as to maintain order and to prevent patrons from parking on the adjacent and nearby residential streets and off-street parking locations;

3. Entertainment at the licensed premises involving amplified music shall not be permitted after 11:00 p.m., on Sundays through Thursdays, and shall not be permitted after 1:00 a.m., on Saturday and Sunday mornings;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey, the Licensee and Licensee's attorney, Robert C. Williams, Esq., the Municipal Clerk's Office and the West Orange Police Department, and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records.

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021**.

_____
Cindy Matute-Brown, Council President
and ABC Board Chairman

_____
Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 22, 2021

Effective Date: June 22, 2021

665-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD

RESOLUTION

WHEREAS, an Application has been filed by Huguitos Bar and Restaurant LLC, 19 White Street, West Orange, NJ, for renewal of its Plenary Retail Consumption License # 0722-33-024-005, for the period **July 1, 2021 through June 30, 2022**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, in May, 2018, following an ABC inspection, numerous ABC violations were observed and recommendations made for certain ABC violation charges to be brought against the Licensee, including, but not limited to, failure to provide a copy of the most recent full application and/or current renewal application, having an incomplete employee list, failure to have true book or books of account available on the licensed premises, failure to produce same within seven business days of demand, employee hindering an investigation, lease out of the License, and non-payment of required taxes, or failure of proof of payment of same, such charges currently pending; and

WHEREAS, in February, 2009, notices of alcoholic beverage control charges, including seven separate allegations of violation of *N.J.A.C.* 13:2-23.6, prohibiting immoral activities, disturbance and nuisance on the premises, and two separate allegations of violation of *N.J.A.C.* 13:2-23.1(b), prohibiting the sale of alcoholic beverages to intoxicated persons, were brought by the Township of West Orange against Huguitos Bar and Restaurant, LLC, License # 0722-33-024-005, and properly served upon that Licensee; and

WHEREAS, the Township and the Licensee, each represented by counsel, in order to avoid the time and expense of a hearing on the charges, came to a mutually satisfactory agreement to resolve all of the charges; and

WHEREAS, the Township Council of the Township of West Orange, sitting as and constituting the Township's ABC Board, at its regular meeting held on the evening of March 24, 2009, having pursuant to the aforesaid agreement accepted a plea of non-vult to Count III of the ABC charges brought against the Licensee on February 18, 2009, alleging violation of *N.J.A.C.* 13:2-23.6, Prohibition Against Immoral Activities, Disturbance, and Nuisance on Premises, specifically that "The Licensee has violated *N.J.A.C.* 13:2-23.6, in that it has repeatedly and over a period of more than a year, allowed, permitted, or suffered in or upon the licensed premises brawls, acts of violence, disturbances and/or unnecessary noise, requiring many calls to and interventions by the West Orange Police Department, and numerous charges against the licensed premises, including, but not limited to, incidents and charges of such conduct occurring on September 8, 2007, May 7, 2008, May 18, 2008, June 22, 2008, August 17, 2008, August 28, 2008, and November 23, 2008, such that the operation of this licensed premises has been a nuisance."; and

WHEREAS, in exchange for the non-vult plea of the Licensee, the agreement provided for a 10 day suspension of the license, 5 days to be held in abeyance for a period of one year and to be served in the event of a liquor license violation within that one year period of time, 5 days to be served commencing on a Sunday, and the voluntary restrictions in place since September,

2008, are to be continued as follows: Sunday through Wednesday last call at 12:30 a.m., closing at 1:00 a.m., and Thursday, Friday and Saturday last call at 1:00 a.m., and closing by 2:00 a.m., no patrons admitted to the premises after 12:30 a.m., on Sunday through Wednesday, and no patrons admitted to the premises after 1:00 a.m., on Thursday, Friday and Saturday, the additional security to be continued, one officer on Thursday and two on Friday and Saturday, all of those voluntary restrictions to be revisited in connection with the licensee's renewal for the 2009/2010 license year in June, 2009, when the West Orange ABC Board can consider whether or not special conditions should be imposed with renewal of the license; and

WHEREAS, the Licensee, the West Orange Police Department and the municipal ABC Board came to an agreement with respect to Special Conditions to be imposed for the 2009 to 2010 License year; and

WHEREAS, the Licensee requested that the requirement for one security personnel being present on Thursday nights be deleted because there is so little business on Thursday nights and the Police Department reporting that in view of the lack of significant incidents over the past year at the licensed premises and the existing 90-day review period, it had no objection to this requested change which was made at the time of License renewal for the 2010 to 2011 License year; and

WHEREAS, the Licensee was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the 2012 to 2013 License Term, and was provided with an opportunity to object and be heard with respect to the Special Conditions to be imposed, and notified the ABC Board by letter dated June 6, 2012, from counsel for the Licensee, that the Licensee requested the Special Conditions to be amended to include that the Licensee shall have last call Monday through Wednesday at 12:30 a.m., with no patrons to be admitted to the premises after 12:30 a.m., and closing at 1:00 a.m., and shall have last call Thursday through Sunday at 1:00 a.m., with no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m., requesting a hearing with respect to said request; and

WHEREAS, the West Orange Police Department had reviewed its records with respect to this Licensee over the 2011 to 2012 license year and agreed that its records supported a modification of the Special Conditions consistent with the request of the Licensee; and

WHEREAS, the ABC Board then approved renewal of the License for the 2012 – 2013 License Term as follows;

A. The Licensee shall have last call on Monday through Wednesday at 12:30 a.m., no patrons to be admitted to the premises after 12:30 a.m., closing at 1:00 a.m.;

B. The Licensee shall have last call on Thursday through Sunday at 1:00 a.m., no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m.;

C. The Licensee shall provide at least two security officers on Friday and Saturday evenings until closing on each of those nights;

D. The Licensee shall provide at least two security video cameras outside the premises, one covering the Ashland Avenue side of the building and the other the White Street side of the building, and at least two security video cameras inside the premises, one covering the entire bar area and the other covering the back room, all security video cameras to be properly maintained, kept in proper working order and the video disks or tapes kept for 30 days before being recycled;

E. Members of the West Orange Police Department shall periodically monitor the security system in place at the Licensed premises including all security video cameras, personnel and deployment of all of them, and the Licensee shall work with the Police Department to maintain and, as necessary or advisable, improve security in and outside the Licensed premises to address and remedy alcohol consumption related problems;

F. All of the above Special Conditions shall be subject to review by the Board every ninety (90) days, and in the event there are incidents implicating the purpose of the ABC regulatory scheme to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, then, subject to the Licensee's right to be heard at a public hearing, the Board may adjust the Special Conditions without the need to wait for the next license renewal; and

WHEREAS, by letter dated **June 2, 2021**, sent by the Municipal Clerk that day to the Licensee via certified mail, registered return receipt, and to the Licensee's counsel via e-mail advising all of the ABC Board's intention to impose the same Special Conditions upon renewal of the License for the **2021-2022** License Term, modifying the language in Special Condition D., and offering a formal hearing in the event the Licensee had any objection to such Special Conditions; and

WHEREAS, the Licensee has by its inaction consented to the same Special Conditions upon renewal together with the proposed modification of the language in Special Condition D.; and

WHEREAS, the ABC Commissioner for the State of New Jersey has advised that the Special Condition set forth in paragraph F., above, exceeds the Township's lawful discretion; and

WHEREAS, the Township has never actually imposed or modified a Special Condition at times other than expressly permitted by statute; and

WHEREAS, this Licensee currently has seven (7) ABC violation charges pending hearing and resolution as follows:

Violation #1: On May 4, 2018, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On May 4, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #3: On May 4, 2018, you failed to maintain true book or books of account available on the licensed premises but produced same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 2-day suspension;

Violation #4: On May 4, 2018, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #5: On May 4, 2018, your employee(s) hindered or attempted to hinder an ABC investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #6: On May 4, 2018, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension; and

Violation #7: On May 4, 2018, you knowingly failed to pay to pay excise taxes or other payment required by law to be paid to the State Tax Commissioner in violation of N.J.S.A. 33:1-31(c); Recommended Penalty: 1st Offense = 15-day suspension;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Huguitos Bar and Restaurant, LLC, bearing License # 0722-33-024-005, for the **2021-2022** licensing term for the premises at 19 White Street, subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32:

A. The Licensee shall have last call on Monday through Wednesday at 12:30 a.m., no patrons to be admitted to the premises after 12:30 a.m., closing at 1:00 a.m.;

B. The Licensee shall have last call on Thursday through Sunday at 1:00 a.m., no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m.;

C. The Licensee shall provide at least two security officers on Friday and Saturday evenings until closing on each of those nights;

D. The Licensee shall provide at least two security video cameras outside the premises, one covering the Ashland Avenue side of the building and the other the White Street side of the building, and at least two security video cameras inside the premises, one covering the entire bar area and the other covering the back room, all security video cameras to be operating during all hours when the Licensed Premises is open for business, to be properly maintained, kept in proper working order and the video disks or tapes kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording and before being recycled;

E. Members of the West Orange Police Department shall periodically monitor the security system in place at the Licensed premises including all security video cameras, personnel and deployment of all of them, and the Licensee shall work with the Police Department to maintain and, as necessary or advisable, improve security in and outside the Licensed premises to address and remedy alcohol consumption related problems;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021.**

Cindy Matute-Brown, Council President and ABC Board Chairman	Karen J. Carnevale, Municipal Clerk and Secretary to the ABC Board

Adopted: June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD
RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, for renewal of its Plenary Retail Consumption License # 0722-33-058-006, for the period **July 1, 2021 through June 30, 2022,** the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, on January 6, 2009, the Licensee represented by counsel and after a public hearing at which there was no opposition, the Township Council of the Township of West Orange sitting as the West Orange Board of Alcoholic Beverage Control, adopted Resolution #421, authorizing the Extension of Licensed Premises and Place to Place transfer for the Harrison Avenue Tavern; and

WHEREAS, the area covered by the expansion of the licensed premises is in the parking lot immediately adjacent to the rear door of the main licensed establishment, is encircled by a portable fence which is covered to prevent the public from viewing the interior portion where the outside bar is located, and that area had been used since 2001 as an area for outdoor dining with a café permit; and

WHEREAS, in forwarding the application for extension or expansion of the licensed premises, the Police Department noted that it was the first found in the Township to include an open area in a parking lot and that while calls for service had been minimal or non-existent, the area proposed for the expansion was contiguous to a residential area; and

WHEREAS, there had been numerous calls for service and complaints to Council members from the residential neighbors due to noise coming from the outdoor bar from both music and customer voices, the number of such complaints totaling 28 in the Spring of 2011; and

WHEREAS, the ABC Board has had considerable problems with noise and quality of life issues with other ABC Licensees adjoining residential neighborhoods in other areas of the Township and as the representatives of and conscience of the community has taken a more proactive approach as a result of such experiences; and

WHEREAS, with respect to its license renewal for the 2011-2012 License term, the Licensee was notified by certified mail, registered return receipt of the ABC Board's intention upon renewal for that License term to reconsider its approval of the expansion of the licensed premises, or in the alternative, to consider the imposition of Special Conditions to address the concerns of the residential neighborhood, and the Licensee having had the opportunity to be heard and through the assistance of counsel, the Township and the Licensee, in order to avoid the

time and expense of a formal hearing came to a voluntary agreement; and

WHEREAS, the Licensee, having installed additional noise reduction components on its outdoor premises in 2011-2012, and the Township having monitored the Licensed premises in order to ensure that the neighborhood residents have the peaceful and beneficial enjoyment of their properties while at the same time permitting the Licensee to reasonably conduct and profit from its business, and the number of noise complaints having lessened, but the noise issues not eliminated, the License having been renewed for each succeeding License period with the same Special Conditions; and

WHEREAS, by letter dated and sent via certified mail to the Licensee on or about **June 2, 2021**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the 2017-2018 License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor made any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, License # 0722-33-058-006, for the **2021-2022** licensing term, subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32, to be imposed on the outdoor bar only:

A. The Licensee shall have last call on Sunday at 7:30 p.m., closing at 8:00 p.m.; amplified music to cease at 8:00 p.m.; "amplified music" refers to the jukebox on the premises, the limit modifier (volume control) for which shall not at any time exceed 70 for Zone 3, the outside bar area.

B. The Licensee shall have last call on Monday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

C. The Licensee shall have last call on Tuesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

D. The Licensee shall have last call on Wednesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

E. The Licensee shall have last call on Thursday at 10:30 p.m., closing at 11:00 p.m.; amplified music to cease at 11:00 p.m., all of the foregoing, A., B., C., D., and E., excepting holiday eves which fall on Sunday through Thursday, on which days last call shall be at 12:30 a.m., and closing at 1:00 a.m..

F. The Licensee shall have last call on Friday (Saturday morning) at 12:30 a.m.,

closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

G. The Licensee shall have last call on Saturday (Sunday morning) at 12:30 a.m., closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

H. On all nights bartenders and servers shall periodically remind customers to moderate their voices to avoid disturbing the residents of the surrounding residential area and paying special attention to this condition after 10:00 p.m.

I. Live entertainment shall be limited to Friday and Saturday nights and infrequent special occasions and shall also be limited to the hours between 5:00 p.m. and 10:30 p.m., except the St. Patrick's Day event when music may begin at Noon;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021.**

_____	_____
Cindy Matute-Brown, Council President and ABC Board Chairwoman	Karen J. Carnevale, Municipal Clerk and Secretary to the ABC Board

Adopted: June 22, 2021
Effective Date: June 22, 2021

Approved as to form on the basis of the facts provided:

668-21
June 22, 2021

TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD

RESOLUTION

WHEREAS, an application has been filed by Angelitos, LLC t/a El Palacio DePollo, located at 540 Valley Road, West Orange, New Jersey, for renewal of its Plenary Retail Consumption License # 0722-33-039-008, for the **2021-2022** License Term, which License was obtained by Angelinos, LLC, on May 29, 2012, through a person to person transfer of said License from Duran & Vera, L.L.C., t/a El Rancho, which Licensee had a history of violations and incidents resulting in Special Conditions being attached to its License since the 2005 - 2006 License Term; and

WHEREAS, the West Orange Police Department, due to the extensive enforcement history, repeated quality of life complaints from the neighborhood, and need for extensive police intervention, recommended that the Special Conditions attached to the prior Licensee, Duran & Vera, be carried over to the new Licensee, Angelitos, at least until experience with the operations of the new Licensee makes clear that those Special Conditions, or some of them, can be relaxed without putting the neighborhood at risk and overburdening the Police Department; and

WHEREAS, a public hearing was conducted on May 29, 2012 and no one appeared in opposition to the person-to-person transfer, and Raymond Armour, Esq. Attorney for the transferee, was present and consented to the Special Conditions attached to the previous Licensee being transferred to the new Licensee; and

WHEREAS, on May 29, 2012, the West Orange ABC Board approved the person to person transfer of Plenary Retail Consumption License #0722-33-039-008, to Angelitos, LLC t/a El Palacio DePollo, with the same Special Conditions attached to its License as had been attached to the previous Licensee and with the understanding and agreement that the same Special Conditions would be continued for the 2012 – 2013 and succeeding License Terms unless and until relaxed or eliminated at a subsequent renewal hearing after providing an opportunity for the Licensee to be heard; and

WHEREAS, by letter dated and sent via regular and certified mail to the Licensee on **June 2, 2021,** the Licensee was notified of the Township ABC Board's intention to continue the same Special Conditions upon renewal for the **2021-2022** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED that the Township Council of the Township of West Orange serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License # 0722-33-039-008, for the **2021-2022** License Term, for Angelitos, LLC, t/a El Palacio DePollo, for the premises at 540 Valley Road, West Orange, New Jersey, subject to continuation of the following Special Conditions pursuant to *N.J.S.A.* 33:1-32:

A. The Licensee shall have last call Sunday, Monday, Tuesday, Wednesday and Thursday at 12:00 a.m. of the following morning, and shall close for business at 12:30 a.m. of the following morning;
B. The Licensee shall have last call on Friday and Saturday at 12:30 a.m. of the following morning, and shall close for business at 1:00 a.m. of the following morning;
C. A fully operational video surveillance security system must be in place at the licensed premises including cameras, digital video recording device, personnel to operate them and deployment of each to ensure that the premises, personnel and exterior areas are being videotaped at all times, which videotape must be available to the Police Department, State ABC and any other governmental entity. The Licensee agrees to update, replace, and/or implement any computer system, including monitors, keyboards, towers, and mouses, hardware, including a digital recording device, software, or other improvements or upgrades as may be needed to ensure compliance with the specific mandate set forth herein, the intent of which is to ensure that in the event of any incident on or around the premises that an actual real time videotape exists of the events which occurred without the ability of anyone, accidentally or purposely, to delete or alter the videotape.

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant approval to the Township of West Orange of the Special Conditions set forth herein, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange serving as the West Orange Township Board of Alcoholic Beverage Control at their regular meeting held on **June 22, 2021.**

_____
Karen J. Carnevale, R.M.C., Municipal Clerk and Secretary to the ABC Board

_____
Cindy Matute-Brown, Council President and ABC Board Chairman

Adopted: June 22, 2021

Effective Date: June 22, 2021