

1. Conference Agenda

Documents:

[CA 7.13.21.PDF](#)

2. Public Meeting Agenda

Documents:

[PM 7.13.21.PDF](#)

3. Resolution(S)

3.I. 163-21

Documents:

[163-21 MATRIX NEW WORLD-ENVIRONMENTAL CONSULTANT -  
CRESTMONT CTRY CLUB.PDF](#)  
[163-21 ATTACHMENT.PDF](#)

3.II. 164-21

Documents:

[164-21 AWARD OF PROFESSIONAL SERVICES CONTRACT STREET  
IMPROVEMENTS NJDOT MUNICIPAL AID 2020 2021.PDF](#)

3.III. 165-21

Documents:

[165-21 AUTHORIZING AGREEMENT WITH THE POLICE ATHLETIC LEAGUE  
FOR RECREATIONAL PROGRAMS AND SOCIAL SERVICE PROGRAMS -  
2021.PDF](#)  
[165-21 EXHIBIT - AGREEMENT WITH THE POLICE ATHLETIC LEAGUE FOR  
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3.IV. 166-21 Revised

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[166-21 RAFFLE LICENSES 7.13.21.PDF](#)

3.V. 167-21

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[167-21 RESOLUTION APPROVING AGREEMENT FOR PAYMENT IN LIEU  
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[167-21 ATTACHMENT - APPROVING AGREEMENT FOR PAYMENT IN LIEU  
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3.VI. 168-21

Documents:

[168-21 AUTHORIZING AGREEMENT WITH THE MOUNTAIN TOP LEAGUE FOR RECREATIONAL PROGRAMS AND YOUTH SPORTS PROGRAMS - 2021.PDF](#)

3.VII. 169-21

Documents:

[169-21 TAX LIEN - 27 FITZRANDOLPH RD..PDF](#)  
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3.VIII. 170-21

Documents:

[170-21 AUTHORIZING AGREEMENT WITH THE COMMUNITY HOUSE FOR RECREATIONAL PROGRAMS AND SOCIAL SERVICE PROGRAMS - 2021.PDF](#)

3.IX. 171-21

Documents:

[171-21 RESOLUTION LIEN REDEMPTION CERT NO. 20-017-DARTMOOR.PDF](#)  
[171-21 CERT. NO.20-017 SPREADSHEET.PDF](#)

3.X. 172-21

Documents:

[172-21 EXECUTIVE SESSION 7.13.21.PDF](#)

3.XI. 173-21

Documents:

[173-21 RESOLUTION TAX LIEN REDEMPTION NO. 20-95.PDF](#)  
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3.XII. 174-21

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[174-21 RESOLUTION TAX LIEN REDEMPTION NO. 20-115.PDF](#)  
[174-21 TAX LIEN SPREADSHEET - CERT. NO. 20-115- 1 CALVIN TERRACE.PDF](#)

3.XIII. 175-21

Documents:

[175-21 RESOLUTION TAX LIEN REDEMPTION NO. 20-136 - 13 CLARKEN DRIVE.PDF](#)  
[175-21 TAX LIEN SPREADSHEET - CERT NO. 20-136.PDF](#)

3.XIV. 176-21

Documents:

[176-21 AUTHORIZING APPRAISER FOR ACQUISITIONS-AMENDED.PDF](#)  
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3.XV. 177-21

Documents:

[177-21 AUTHORIZING EXTENSION OF AGREEMENT FOR TREE REMOVAL SERVICES WITH RICH TREE SERVICE - 2021.PDF](#)

3.XVI. 178-21

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[178-21 AUTHORIZING EXTENSION OF AGREEMENT FOR TREE REMOVAL SERVICES WITH DOWNES TREE SERVICE - 2021.PDF](#)

3.XVII. 179-21

Documents:

[179-21 AUTHORIZING RETENTION OF MATRIX- PREPARE APPLICATION - NJDEP FOR HDSRF GRANT FUNDING FOR THE PREPARATION OF A REMEDIAL ACTION WORK.PDF](#)

3.XVIII. 180-21

Documents:

[180-21 AUTHORIZING EXECUTION OF PROFESSIONAL SERVICE AGREEMENT WITH FARR FORESTRY SERVICES LLC AS FORRESTER - 2021.PDF](#)  
[180-21 EXHIBIT A AGREEMENT FORESTER.PDF](#)  
[180-21 EXHIBIT B NJ FORESTRY SERVICES.PDF](#)

3.XIX. 181-21

Documents:

[181-21 AUTH TAX LIEN REDEMPTION - CERT. NO. 20-123.PDF](#)  
[181-21 CERT. NO. 123 REDEMPTION SPREADSHEET.PDF](#)

3.XX. 182-21

Documents:

[182-21 TAX LIEN REDEMPTION - CERT NO. 20-021.PDF](#)  
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3.XXI. 183-21

Documents:

183-21 AUTH. CHANGE ORDER NO. 1 STREET IMPROVEMENTS 2020  
PHASE II.PDF  
183-21 ATTACHMENT - CHANGE ORDER NO. 1 STREET IMPROVEMENTS  
2020 PHASE II.PDF

3.XXII. 184-21

Documents:

184-21 RESOLUTION CHANGE ORDER NO. 1 DEGNAN PARK BASEBALL  
FIELD IMPROVEMENTS.PDF  
184-21 ATTACHMENT - CHANGE ORDER NO. 1 DEGAN PARK BASEBALL  
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3.XXIII. 185-21

Documents:

185-21 RESOLUTION AUTHORIZING CHANGE ORDER NO. 1 STREET  
IMPROVEMENTS 2020 PHASE 1-ROOSEVELT AVE. AND BELLE TERRE  
RD..PDF  
185-21 ATTACHMENT - CHANGE ORDER NO. 1 STREET IMPROVEMENTS  
2020 PHASE I.PDF

3.XXIV. 186-21

Documents:

186-21 RESOLUTION CHANGE ORDER NO. 2 STREET IMPROVEMENTS  
2018 PHASE IIA.PDF  
186-21 ATTACHMENT - CHANGE ORDER NO. 2 STREET IMPROVEMENTS  
2018 PHASE IIA.PDF

3.XXV. 187-21

Documents:

187-21 RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL  
SERVICE AGREEMENT WITH THE SHADE TREE DEPARTMENT LLC AS  
FORRESTER - 2021.PDF  
187-21 EXHIBIT A AGREEMENT FORESTRY SERVICES SHADE TREE.PDF  
187-21 EXHIBIT B NJ FORESTRY SERVICES SHADE TREE.PDF

3.XXVI. 188-21

Documents:

188-21 RESOLUTION ESTABLISHING AN TASKFORCE AND ADVISORY  
COMMITTEE REGARDING CANNIBIS BUSINESSES FOR THE TOWNSHIP  
OF WEST ORANGE.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2645-21

Documents:

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

4.II. 2646-21

Documents:

[2646-21 HC ORDINANCE 172 HIGH ST. 41 LIBERTY ST. RESOLUTION.PDF](#)

4.III. 2647-21

Documents:

[2647-21 - DRAFT ORDINANCE GOVERNING CANNIBIS BUSINESSES.PDF](#)

4.IV. 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](#)

4.V. 2650-21

Documents:

[2650-21 SALARY ORDINANCE 6.22.21.PDF](#)

5. Ordinance(S) On First Reading

5.I. 2651-21

Documents:

[2651-21 - ACQUISITION OF REDEVELOPMENT PROPERTIES - WEST  
ORANGE.PDF](#)  
[2651-21 SCHEDULE A TO BOND ORDINANCE.PDF](#)

6. ABC Hearing(S)

6.I. 669-21 (Subject To Change)

Documents:

[669-21 RENEWAL RESOLUTION \(2\) 7.13.20.PDF](#)

6.II. 670-21

Documents:

[670-21PERSON TO PERSON -JAI AMBE WINE AND LIQUOR LLC TO WEST  
ORANGE WINE AND LIQUOR INC 7.13.21.PDF](#)

6.III. 671-21

Documents:

671-21 PERSON TO PERSON PLACE TO PLACE-SUZYQUES LLC TO LUX  
123 LLC\_KWK REVISED 07092021.PDF

6.IV. 672-21

Documents:

672-21PERSON TO PERSON 4 CORNERS DELI LLC TO DONATO REALI  
7.13.21\_KAYSER REVISION 07092021.PDF

**Township of West Orange**  
**CONFERENCE MEETING AGENDA**  
**Council Chambers – 66 Main Street**  
**Tuesday, July 13, 2021**  
**Meeting No. 12**

**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**

- **Congressional Update – Congressman Donald M. Payne, Jr.**
- **Bahram Mehretu, Executive Director of the West Orange Young Dems is Presenting a Discussion on the Civilian Review Board (CRB)**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

**PUBLIC MEETING AGENDA**

**Township of West Orange  
66 Main Street – 7:00 p.m.  
July 13, 2021 – Meeting No. 12**

**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 – June 22, 2021**
- 5. \*Report of Township Officers – None**
- 6. Reading of Petitions and Communications and Bids - None**
- 7. \*Bills**
- 8. \*Resolutions**
  - a. 163-21** Resolution Authorizing a Professional Services Contract to Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C., 26 Columbia Tpk., Florham Park, NJ 07932 as an Environmental Consultant for the Township on the Terms and Conditions Set Forth Therein at a Cost of \$7,000.00 (Legal-Trenk) – **Approved on June 24-2021-Memorialized on July 13, 2021**
  - b. 164-21** Resolution Awarding a Professional Services Contract to Greenman – Pedersen Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, N.J. 07950 to Provide Professional Services for Street Improvements NJDOT Municipal Aid, 2020 Arverne Road, Crestmont Road (portion), Westover Terrace (portion) and NJDOT Municipal Aid, 2021 Crestmont Road (portion), Lenox Terrace, and Masson Place in Accordance with their Proposal dated May 28, 2021 for a Fee NTE \$58,500.00. (Lepore)
  - c. 165-21** Resolution Awarding a Contract for the Providing of Recreational Services and Athletic Services to the Residents of West Orange for the Period of January 1, 2021 – December 31, 2021 in the Amount of \$12,000. for PAL Police Athletic League (Legal-Moon)
  - d. 166-21** Resolution Authorizing the Issuance of Raffle Licenses (Clerk)
  - e. 167-21** Resolution Approving Agreement Between St. Barnabas Realty Development Corp., 95 Old Short Hills Road, West Orange, NJ 07052 and the Township of West Orange for Payment in Lieu of Taxes (Legal-Trenk)

- f. 168-21** Resolution Awarding a Contract for the Providing of Recreational Services, Social Services and Activities to the Residents of West Orange for the Period of January 1, 2021 – December 31, 2021 in the Amount of \$9,500.00. for Mountain Top League (Legal-Moon)
- g. 169-21** Resolution Authorizing a Tax Lien Redemption – 27 Fitzrandolph Road (Tax Collector)
- h. 170-21** Resolution Awarding a Contract for the Providing of Recreational Services, Social Services and Activities to the Residents of West Orange for the Period of January 1, 2021 – December 31, 2021 in the Amount of \$40,000.00. for the Community House (Legal-Moon)
- i. 171-21** Resolution Authorizing a Tax Lien Redemption – 10 Northfield Avenue (Tax Collector)
- j. 172-21** Resolution Authorizing an Executive Session for the Purpose of Discussing a Contractual Negotiation Concerning the Downtown Redevelopment Area and Agreement (Legal-Trenk)
- k. 173-21** Resolution Authorizing a Tax Lien Redemption - 132 Franklin Avenue (Tax Collector)
- l. 174-21** Resolution Authorizing a Tax Lien Redemption – 1 Calvin Terrace (Tax Collector)
- m. 175-21** Resolution Authorizing a Tax Lien Redemption – 13 Clarken Drive (Tax Collector)
- n. 176-21** Resolution Authorizing Negotiations and Appointing Appraiser in Connection with Property Acquisitions in Furtherance of the Downtown Redevelopment Plan (Legal-Trenk)
- o. 177-21** Resolution Authorizing the Extension of an Agreement for Tree Removal Services with Rich Tree Service for the Year 2021 and rescinds/replaces Resolution 144-21 adopted on June 22, 2021 which Mis-identified the Agreement being Extended (Legal-Moon)
- p. 178-21** Resolution Authorizing the Extension of an Agreement for Tree Removal Services with Downes Tree Service for the Year 2021 and rescinds/replaces Resolution 144-21 adopted on June 22, 2021 which Mis-identified the Agreement being Extended (Legal-Moon)
- q. 179-21** Resolution authorizing the Retention of Matrix New World to Submit and HDSRF Grant Application to the Department of Environmental Protection related to the Implementation of a Remedial Action Work Plan for the Property at 8-10 Central Avenue (Legal-Moon)
- r. 180-21** Resolution Authorizing a Professional Services Contract with Farr Forestry Services, Ronald Farr Proprietor, 6 Ricker Road, Newfoundland, NJ 07435 to provide Forestry Services as a Certified Forester for private property and to designate Ronald Farr as the Officer who administers the Township's Tree Protection and Removal Ordinance for a fee rate of \$85 per hour (Lepore)
- s. 181-21** Resolution Authorizing a Tax Lien Redemption – 22 Ronald Terrace (Tax Collector)
- t. 182-21** Resolution Authorizing a Tax Lien Redemption – 52 Quinby Place (Tax Collector)
- u. 183-21** Resolution Authorizing Change Order No. 1 for the Project Street Improvements, 2020 Phase II with Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the amount of \$216,000.00 or a 10.33 percent increase in the Original Contract Amount (Lepore)
- v. 184-21** Resolution Authorizing Change Order No. 1 for the Project Degnan Park Baseball Field Improvements with Zenith Construction Services, Inc., 365 Thomas Boulevard, Orange, NJ 07050 in the amount of \$80,000.00 or 19.37 Percent Increase in the Original Contract Amount (Lepore)

- w. **185-21** Resolution Authorizing Change Order No. 1 for the Project Street Improvements, 2018 Phase IIA with Reggio Construction Inc., 416 E. Central Boulevard, Palisades Park, NJ 07650 in the amount of \$218,750.00 or 9.83 Percent Increase in the Original Contract Amount (Lepore)
- x. **186-21** Resolution Authorizing Change Order No. 2 for the Project Street Improvements, 2018 Phase IIA with Reggio Construction Inc., 416 E. Central Boulevard, Palisades Park, NJ 17650 in the Amount of \$200,916.25 or 18.175 Increase in the Original Contract Amount (Lepore)
- y. **187-21** Resolution Authorizing a Professional Services Contract with The Shade Tree Department, John Linson Proprietor, P.O. Box 6089, West Orange, NJ 07052 to provide Forestry Services as a Certified Forester, Licensed Tree Expert and Arboriculture Approved Arborist for public rights of way and public property for a fee rate of \$95 per hour (Lepore)
- z. **188-21** Resolution Establishing a Taskforce and Advisory Committee Regarding Cannabis Business in the Township of West Orange (Legal-Moon)

## **9. Ordinances on Second and Final 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. **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)
- e. **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)

## **10. Ordinances on First Reading**

- a. **2651-21** Bond Ordinance Providing for the Acquisition of Various Properties Pursuant to the Downtown Redevelopment Plan, by and in the Township of West Orange, in the County of Essex, State of New Jersey; Appropriating \$13,000,000 Therefor and Authorizing the Issuance of \$13,000,000 Bonds or Notes of the Township to Finance the Cost Thereof (E. Johnson)

## **11. Pending Matters/New Matters/Council Discussion**

## **12. ABC Hearing**

- a. **669-21** 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. **670-21** Person to Person Transfer of Liquor License No. 0722-44-036-011 from Jai Ambe Wine and Liquor, LLC t/a B&B Liquors, 7 Northfield Avenue, West Orange, NJ to West Orange Wine and Liquor, Inc.

- c. **671-21** Person to Person and Place to Place/Extension of Premises Transfer of Liquor License No. 0722-33-009-011 from SuzyQue's, LLC, 34 South Valley Road, West Orange, NJ to LUX123, LLC t/a LUX, 34 South Valley Road, West Orange, NJ
- d. **672-21** Person to Person Transfer of Liquor License No. 0722-33-021-004 from 4 Corners Deli, LLC to Donato Reali, 79 S. Valley Road, West Orange, NJ 07052

### **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): August 17, 2021**

**RESOLUTION**

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

**WHEREAS**, the Township is exploring the purchase of 94.55 acres currently owned by Crestmont Country Club (“Property”); and

**WHEREAS**, Matrix has submitted the proposal annexed hereto as Exhibit “A” to conduct Phase I with regard to the Property;

**NOW, BE IT HEREBY RESOLVED**, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Matrix as an Environmental Consultant for the Township on the terms and conditions set forth therein at a cost of \$7,000.00; 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.

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

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

**Adopted: June 24, 2021**  
**Memorialized: July 13, 2021**

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

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**John O. Gross, CFO**

# EXHIBIT A

## MATRIXNEWORLD

Engineering Progress

June 8, 2021

Township of West Orange  
c/o Trenk Isabel, Attorneys at Law  
290 W. Mt. Pleasant Avenue  
Livingston, New Jersey 07039

Attention: Christine DeAngelis

Re: Proposal for ASTM Phase I Environmental Site Assessment  
Crestmont Country Club  
750 Eagle Rock Avenue and  
Laurel Avenue  
Block 174, Lot 1  
West Orange, New Jersey 07052  
**Matrix Proposal No. 21-640**

Dear Ms. DeAngelis:

At your request, Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) is pleased to provide the Township of West Orange c/o Trenk Isabel Attorneys at Law (Client) this proposal for the performance of a Phase I Environmental Site Assessment (Phase I ESA) in accordance with the ASTM International E1527-13 *Standard Practice for Environmental Site Assessments: Phase I Environmental Site Assessment Process* (ASTM E1527-13) for the above-referenced property (Site).

### SITE BACKGROUND

Matrix understands that the approximately 98acre Site contains the Site consists of wooded area that is associated with the Crestmont Country Club. No activities occur at the Site; however, the Crestmont Country Club is utilized as a recreational golf facility. Matrix further understands that this Phase I ESA is being performed in anticipation of a business transaction involving the Site property

### PROPOSED SCOPE OF SERVICES

The purpose of the Phase I ESA is to identify *Recognized Environmental Conditions* (RECs) at the Site, as defined by the ASTM E1527-13 standard, which is expected to meet the requirements of the "All Appropriate Inquiry" (AAI) Final Rule (40 CFR §312). This proposal does not include costs to conduct sampling.

The scope of services for this proposed Phase I ESA includes the following tasks:

- Perform a Site and vicinity reconnaissance (limitations due to snow cover, pools of water, cover vegetation, storage, or debris, etc. will be noted in the report);
- Provide a description of current Site operations;
- Conduct a historical source review and provide a description of historical Site conditions;

- Conduct interviews of individuals with knowledge of or familiarity with the Site, including present and past owners, operators and/or occupants of the Site and/or local officials, as applicable. Please inform us if this is a cause for concern for reasons of confidentiality with the proposed business transaction;
- Conduct a review of readily available and reasonably ascertainable federal, state, and local government records concerning the Site and adjoining properties. If the Site or any adjoining properties is identified, pertinent regulatory files and/or records associated with the listing may be reviewed. Costs to obtain and review file information for adjoining and/or surrounding properties (i.e., other than that included in the standard environmental record sources reviewed for the Site) are not included in this cost estimate; if necessary, a separate cost estimate will be prepared to obtain and review these files. If, in the environmental professional's opinion, such a review is not warranted, the environmental professional will explain in the report the justification for not conducting the regulatory file review;
- Conduct a review of previous environmental reports/documentation, as provided to Matrix;
- Conduct a review of environmental liens, if provided or authorized to obtain by the User (see below); and
- Prepare a report summarizing findings, opinions, and conclusions (see below).

According to the ASTM E1527-13 standard, a Phase I ESA is considered valid if completed within 180 days prior to the date of acquisition of the subject property or (for transactions not involving an acquisition) the date of the intended transaction. If the Phase I ESA is completed between 180 days and one year of the date of acquisition or (for transactions not involving an acquisition) the date of the intended transaction, several components of the assessment will need to be updated, including the following tasks:

- Conduct a follow-up inspection of the subject and surrounding properties;
- Interview past and present owners, operators, and occupants;
- Review of federal, tribal, state, and local government records;
- Search for recorded environmental cleanup liens; and
- Issue a signed declaration of the environmental professional.

If an updated Phase I report is requested, Client will be advised of the additional costs.

## USER RESPONSIBILITIES

The completion of a Phase I ESA is intended to satisfy one of the requirements for the "User" to qualify for the *innocent landowner*, *contiguous property owner*, or *bona fide prospective purchaser* limitations pursuant to the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA), thereby constituting *all appropriate inquiries into the previous ownership and uses of the property consistent with good commercial or customary practice* as defined by 42 U.S.C. §9601(35)(B) of CERCLA.

Section 6 of the ASTM E1527-13 standard describes the tasks to be performed by the "User" of the Phase I ESA in order to qualify for one of the above-listed Landowner Liability Protections (LLPs). A User is defined by the ASTM E1527-13 standard as *the party seeking to use Practice E1527 to complete an environmental site assessment of the property. A User may include, without limitation, a potential purchaser of property, a potential tenant of property, an owner of the property, a lender, or property*

*manager.* Based on this definition, Matrix understands that the User(s) associated with this Phase I ESA proposal is the Client, listed above.

To ensure that the Phase I ESA is as complete and accurate as possible, and pursuant to the ASTM E1527-13 standard, the User has certain responsibilities including the following:

1. Review land title records for environmental liens or Activity and Use Limitations (AULs), and report the results of this review to Matrix;
2. Communicate any specialized knowledge and any commonly known or reasonably ascertainable information regarding RECs at the Site to Matrix;
3. If the Phase I ESA is required as part of a real estate transaction, and the purchase price is below market value, explain to Matrix why the price is below market value;
4. Make known to Matrix the reason why the Phase I ESA is being performed. If the purpose of the Phase I ESA is not identified to Matrix, Matrix shall assume the purpose is to qualify for Landowner Liability Protection (LLP) to CERCLA liability; and
5. Identify a property owner, environmental manager, or other person(s) with knowledge about the Site who can be interviewed as part of the Phase I ESA; specifically, if the Site owner is the User, it is important that the person(s) identified have extensive knowledge of the Site.

If the Phase I report will be used by a User different than the User(s) for whom the assessment was originally prepared, the subsequent User must also satisfy the User's Responsibilities, as outlined above.

Consistent with the ASTM E1527-13 standard, **an interview questionnaire is included with this proposal (Appendix A) and is to be completed by the User, the Site owner, and the Site Operator(s)/Occupant(s) including the Key Site Manager and returned to Matrix before the Site reconnaissance is conducted.** If preferred, this questionnaire can instead be completed via telephone with Matrix prior to the Site reconnaissance.

The following information, if available, should be forwarded to Matrix upon proposal authorization:

- Previous environmental assessments, reports, and analytical data;
- Site plans, surveys, property appraisals and historical drawings related to the Site, especially plumbing diagrams; and
- Property ownership and tenant history.

All identified documents related to previous environmental activities must be reviewed to complete the Phase I ESA. Therefore, if the entire file cannot be provided by the Client, Matrix will submit an Open Public Records Act (OPRA) request to local and/or State regulatory authorities and/or Federal regulatory authorities, as necessary.

In addition, it is expected that readily available "Helpful Documents" as defined by the ASTM E1527-13 standard (i.e. prior environmental or remediation reports, environmental registrations, permits, etc.) will be provided to Matrix within the timeframe and scope of the project.

Please note, the Phase I assessment will be prepared for due diligence purposes and will not be conducted under the direction of a Licensed Site Remediation Professional (LSRP). This proposal does not include costs to retain a LSRP or prepare the documents and forms necessary to qualify for a Response Action outcome (RAO) letter. Should a RAO letter be required, additional tasks will be necessary and additional costs will be incurred; this proposal does not include the necessary scope of work and cost estimate to address these additional activities.

#### ADDITIONAL TASKS: ASTM NON-SCOPE CONSIDERATIONS (IF APPLICABLE)

There are numerous conditions that could result in environmental liability or affect the value of a property that are not specifically included in a Phase I ESA scope of work. For example, the presence of asbestos in a building is not a REC pursuant to the ASTM Standard and thus investigation for asbestos is not part of the Phase I ESA scope of work. However, the existence of asbestos could be an important factor in property acquisition decisions. The ASTM Standard refers to these additional factors as "business environmental risks", which are defined as "risks that can have a material environmental or environmentally-driven impact on the business associated with the current or planned use of a parcel of commercial real estate, not necessarily limited to those environmental issues required to be investigated in this practice."

Typical business environmental risk considerations include, but are not limited to, the following:

- Asbestos-containing building materials
- Radon
- Lead-based paint
- Lead in drinking water
- Wetlands
- Regulatory compliance
- Cultural and historic resources
- Industrial hygiene
- Health and safety
- Ecological resources
- Endangered species
- Indoor air quality unrelated to *releases of hazardous substances or petroleum products* into the environment
- Biological agents
- Mold

Pursuant to the Client's request, no ASTM non-scope considerations are included in this proposal.

#### REPORT

An electronic DRAFT report will be issued for your review and comment. Upon receipt and consideration of your comments, the FINAL report will be issued upon your authorization. The FINAL report will be provided in electronic format via electronic mail, or via a cloud-based link if the file size is too large to e-mail.

#### COST

Charges for services and reimbursable expenses will be based on a lump sum basis. We propose a lump sum cost of \$7,000 for the services outlined in the above scope of work. If Client requests changes to the scope of work described herein, or requests additional services, Matrix will prepare a Contract Amendment Request (CAR) for Client's acceptance prior to execution of the work. Each CAR will set forth an adjustment to the initial approved budget.

This cost estimate assumes the following:

- Access to the Site and all on-site structures will be coordinated by the Client or Client representative. Additional Site visits due to lack of access will incur additional costs;
- The Site visit (including travel time) can be conducted in two eight-hour days by one Matrix professional;
- The review of pertinent Site regulatory files or records can be completed within 8 hours. If additional costs are necessary to review the available files, a separate cost estimate will be provided. The ASTM E1527-13 standard identifies *reasonably ascertainable sources* as

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information that can be provided within 20 calendar days of receiving a written, telephone, or in-person request from the source at no more than a nominal cost intended to cover the source's cost of retrieving and duplicating the information. File information included in this proposed assessment must be provided within the schedule outlined below. Failure to provide this information to Matrix could result in a determination that "all appropriate inquiries" is incomplete;

- Should the schedule be revised, or project be put on "hold" by the Client, all costs incurred by Matrix up to the notification of change of schedule or "hold" status will be billed to the Client. Additional fees that Matrix may incur once the project has resumed will also be billed to the Client in addition to the below-quoted fee;
- No delays beyond Matrix's control will be encountered in performing the scope of services such as unforeseen travel circumstances, inclement weather, and conditions deemed unsafe by Matrix personnel, etc.;
- This assessment is not funded with a federal grant awarded under the U.S. EPA Brownfields Assessment and Characterization program; and

This above lump sum cost does not include a search for environmental liens and activity use limitations that may appear on recorded land titles. The search is a *User requirement* pursuant to the ASTM E1527-13 standard and must be performed in order to comply with the ASTM E1527-13 standard. The search differs from a standard chain of title search in that standard chain of title searches do not typically document environmental liens and activity use restrictions.

If regulatory files are available for review, additional costs and time may be necessary in order to conduct the file review and incorporate pertinent information into the Phase I ESA report. If additional costs become necessary to complete the project due to unforeseen circumstances, Client will be advised.

The cost includes addressing one round of DRAFT report comments from Client or Client's representative. Should additional reviews of the DRAFT report be necessary, or paper or compact disk copies be requested by the Client, the additional expenses will be provided for your authorization.

## SCHEDULE

Notwithstanding any delays caused by other parties, such as regulatory authorities, Matrix can complete the above scope of work, assuming timely access to the Site is obtained by Matrix, within 20-25 business days of the proposal authorization date.

## FEE STRUCTURE

The lump sum cost given above is based on Matrix's best judgment regarding the scope of work outlined above; however, Matrix cannot guarantee the final cost if additional work or any other services not specifically included in the scope of work are requested or required.

Client agrees to pay for all services and reimbursable expenses in accordance with the attached Terms and Conditions and, for all additional or out-of-scope activities, with the attached Schedule of Fees (Appendices B and C, respectively).

## PROPOSAL PERIOD

This proposal is valid for a period of 45 days, from the date on this proposal.

## RELIANCE

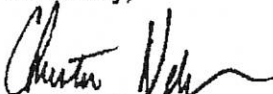
The Phase I ESA report will be prepared for use by Client and the User(s), if different than Client; reliance on the Phase I ESA report does not extend to any third party without the express written permission of Matrix.

Client, and User(s), if applicable, can rely on the Phase I ESA report for a period up to 180 days prior to the date of acquisition of the Site property (i.e., the date on which title to Site property is acquired by Client/User(s)) or (for transactions not involving an acquisition) the date of the intended transaction.

## CLOSING

If the scope of services, letter agreement, and Terms and Conditions are acceptable, please sign below and return to Matrix. We appreciate the opportunity to assist you and look forward to working with you on this project. Please do not hesitate to contact me at (973) 295-3089 or [cnelson@matrixnewworld.com](mailto:cnelson@matrixnewworld.com) if you have any questions regarding this proposal.

Sincerely,



Christopher Nelson  
Project Manager

Enclosures:

- Appendix A – User/Site Owner/Operator(s)/Occupant(s) Questionnaire
- Appendix B – Matrix Standard Terms and Conditions
- Appendix C – Matrix Fee Schedule

**PROPOSAL ACCEPTANCE**

The signature below, by a duly authorized representative of Client, indicates acceptance of the above referenced proposal and all attachments including the Terms and Conditions without exception. Acceptance is limited to the terms stated in this proposal, and any additional or different terms are rejected unless expressly agreed to in writing by Matrix.

\_\_\_\_\_  
*Name (please print)*

\_\_\_\_\_  
*Title (please print)*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Company Name (please print)*

\_\_\_\_\_  
*Phone Number*

\_\_\_\_\_  
*E-mail Address*

\_\_\_\_\_  
*Date*

**Contact Information for Invoice (if different than above):**

\_\_\_\_\_  
*Name (please print)*

\_\_\_\_\_  
*Title (please print)*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Company Name (please print)*

\_\_\_\_\_  
*Street Address, City, State, Zip*

\_\_\_\_\_  
*Phone Number*

\_\_\_\_\_  
*E-mail Address*

\_\_\_\_\_  
*Date*

APPENDIX A  
USER/SITE OWNER/OPERATOR(S)/OCCUPANT(S) QUESTIONNAIRE

**Matrix New World Engineering**  
**Questionnaire for Site owner / Site Operator(s)/Occupant(s) including the Key Site Manager / User**

|                                                                                                                                                                                                                                                                  |                |           |             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|-------------|
| <b>Subject Property Name:</b>                                                                                                                                                                                                                                    |                |           |             |
| <b>Subject Property Address:</b>                                                                                                                                                                                                                                 |                |           |             |
| <b>QUESTION</b>                                                                                                                                                                                                                                                  | <b>YES (*)</b> | <b>NO</b> | <b>UNK?</b> |
| 1. Are you aware of any pending, threatened, or past litigation relevant to hazardous substances or petroleum products in, on, or from the subject property?                                                                                                     |                |           |             |
| 2. Are you are aware of any pending, threatened, or past administrative proceedings relevant to hazardous substances or petroleum products in, on or from the subject property?                                                                                  |                |           |             |
| 3. Are you aware of any notices from any governmental entity regarding any possible violation of environmental laws or possible liability relating to hazardous substances or petroleum products?                                                                |                |           |             |
| 4. Are you aware of any environmental cleanup liens against the property that are filed or recorded under federal, tribal, state or local law?                                                                                                                   |                |           |             |
| 5. Are you aware of any activity use limitations (AULs), such as engineering controls, land use restrictions or institutional controls that are in place at the site and/or have been filed or recorded in a registry under federal, tribal, state or local law? |                |           |             |
| 6. As the User of this Environmental Site Assessment (ESA) do you have any specialized knowledge or experience related to the property or nearby properties? For example, are you involved in the same line of business as the current or former occupants?      |                |           |             |
| 7. Are you aware of commonly known or reasonably ascertainable information about the property? For example: Do you know the past uses of the property?                                                                                                           |                |           |             |
| 8. Do you know specific chemicals that are present or once were present at the property?                                                                                                                                                                         |                |           |             |
| 9. Do you know of spills or other chemical releases that have taken place at the property?                                                                                                                                                                       |                |           |             |
| 10. Do you know of environmental cleanups that have taken place at the property?                                                                                                                                                                                 |                |           |             |
| 11. Based on your knowledge and experience related to the property, are there any obvious indicators that point to the presence or likely presence of contamination at the property?                                                                             |                |           |             |
| 12. Has a title search been performed? If yes, please attach.                                                                                                                                                                                                    |                |           |             |
| 13. Is the property or has the property been used as a gasoline station, motor repair facility, commercial printing, dry cleaners, photo developing, landfill, industrial use, waste treatment or disposal facility?                                             |                |           |             |
| 14. Are there currently any damaged or discarded automotive or industrial batteries, pesticides, paints, or other chemicals at the subject property?                                                                                                             |                |           |             |

**Matrix New World Engineering**  
**Questionnaire for Site owner / Site Operator(s)/Occupant(s) including the Key Site Manager / User**

| QUESTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | YES (*)                                           | NO           | UNK? |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------|------|---------------------------------------------------|------------------------|------------------------------------------|-------------------------|--------------------------------------|---------------------------------------------------|----------------------------------------|--|-------------------------------------|--|
| 15. Are there currently any industrial drums or chemicals at the subject property?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 16. Are you aware of contaminated fill at the subject property? (i.e. Fill dirt from off-site.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 17. Are there currently any pits, ponds, or lagoons in connection with waste disposal or treatment at the subject property?                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 18. Are there any current or previous underground storage tanks or aboveground storage tanks at the subject property?                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 19. Are there currently any vent pipes, fill pipes, or access ways protruding from the ground at the subject property?                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 20. Is the subject property served by a private well and or a private septic system?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| QUESTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | YES                                               | NO           | UNK? |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 21. Does the property discharge industrial wastewater (excluding sanitary sewer)?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 22. Are there any monitoring wells at the subject property?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 23. Does the purchase price being paid for this property reasonably reflect the fair market value of the property? If there is a difference, it is because of known contamination?                                                                                                                                                                                                                                                                                                                                                                                    |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| 24. What type of property transaction is being performed? i.e. sales, <u>purchase</u> , exchange, refinance?                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Purchase &amp; sale</b>                        |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| <p>Please provide the following documentation to Matrix, if available:</p> <table border="0"> <tr> <td>- Previous Phase I Environmental Site Assessments</td> <td>- Geotechnical reports</td> </tr> <tr> <td>- Environmental Compliance Audit Reports</td> <td>- Environmental permits</td> </tr> <tr> <td>- Registrations for USTs and/or ASTs</td> <td>- Registrations for underground injection systems</td> </tr> <tr> <td>- Asbestos or Lead-Based Paint reports</td> <td></td> </tr> <tr> <td>- Hazardous waste generator notices</td> <td></td> </tr> </table> |                                                   |              |      | - Previous Phase I Environmental Site Assessments | - Geotechnical reports | - Environmental Compliance Audit Reports | - Environmental permits | - Registrations for USTs and/or ASTs | - Registrations for underground injection systems | - Asbestos or Lead-Based Paint reports |  | - Hazardous waste generator notices |  |
| - Previous Phase I Environmental Site Assessments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | - Geotechnical reports                            |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| - Environmental Compliance Audit Reports                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | - Environmental permits                           |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| - Registrations for USTs and/or ASTs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | - Registrations for underground injection systems |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| - Asbestos or Lead-Based Paint reports                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| - Hazardous waste generator notices                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                   |              |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| <b>PRINT NAME</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>SIGN NAME</b>                                  | <b>TITLE</b> |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| <br><br><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <br><br><br>                                      | <br><br><br> |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| <b>COMPANY NAME</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>USER – YES / NO</b>                            | <b>DATE</b>  |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |
| <br><br><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <br><br><br>                                      | <br><br><br> |      |                                                   |                        |                                          |                         |                                      |                                                   |                                        |  |                                     |  |

**Matrix New World Engineering**

**Questionnaire for Site owner / Site Operator(s)/Occupant(s) Including the Key Site Manager / User**

If "Yes" checked above, please provide explanation below and/or attach additional pages, as necessary:

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APPENDIX B  
MATRIX STANDARD TERMS AND CONDITIONS

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## 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.

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## Section 9: STANDARD OF CARE

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

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

## Section 10: INDEPENDENT CONTRACTOR

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

## Section 11: JOBSITE HEALTH AND SAFETY

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

## Section 12: INSURANCE

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

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

## Section 13: INDEMNITY

### A. Matrix

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

### B. CLIENT

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

## Section 14: LIMIT OF LIABILITY

Notwithstanding any other provision contained in the Agreement

- A. In no event shall Matrix, its employees, agents, or sub-contractors be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.
- B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any of parent or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees or agents.
- C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability 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.

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## **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.

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APPENDIX C  
MATRIX FEE SCHEDULE

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## 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.

**RESOLUTION**

**WHEREAS**, the Township of West Orange proposes Street Improvements, NJDOT Municipal Aid, Grant 2020 Arverne Road, Crestmont Road (Mt. Pleasant Avenue to Westover Terrace), Westover Terrace (portion) and NJDOT Municipal Aid, Grant 2021 Crestmont Road (portion), Lenox Terrace and Masson Place funded by grants of \$625,000.00 and \$505,000.00 respectively; and

**WHEREAS**, to design and specify these improvements the Township requires the services of a professional engineering firm and land surveying firm; and

**WHEREAS**, the Township Engineer prepared a Request for Proposal dated May 7, 2021 for these professional design services; and

**WHEREAS**, the Township Engineer solicited a proposal from a professional engineering and land surveying firm: Greenman – Pedersen, Inc., of Morris Plains, N.J., who responded to the Township's Request for Qualifications; and

**WHEREAS**, Greenman – Pedersen Inc., responded to the Request for Proposal; and

**WHEREAS**, Keller and Kirkpatrick, Inc., as a subsidiary to Greenman – Pedersen Inc., previously provided professional engineering services to the Township and their work quality was excellent; and

**WHEREAS**, by letter dated June 9, 2021 the Township Engineer recommended a professional services contract be awarded to Greenman – Pedersen Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, N.J. 07950 for the design, specifications and bid documents for Street Improvements NJDOT Municipal Aid, 2020 Arverne Road, Crestmont Road (portion), Westover Terrace (portion) and NJDOT Municipal Aid, 2021 Crestmont Road (portion), Lenox Terrace and Masson Place in accordance with their proposal dated May 28, 2021 in an amount not to exceed \$58,500.00; and

**WHEREAS**, sufficient funds exist for the services outlined in the proposal of Greenman – Pedersen Inc.; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to Greenman – Pedersen Inc., 301 Gibraltar Drive, Suite 2A, Morris Plains, N.J. 07950 to provide professional engineering services for Street Improvements NJDOT Municipal Aid, 2020 Arverne Road, Crestmont Road (portion), Westover Terrace (portion) and NJDOT Municipal Aid, 2021 Crestmont Road (portion), Lenox Terrace, and Masson Place in accordance with their proposal dated May 28, 2021 for a fee not to exceed \$58,500.00.

**BE IT FURTHER RESOLVED** that a copy of this Resolution be published in the West Orange Chronicle within ten (10) days of its approval as required by State Statute.

**BE IT FURTHER RESOLVED** that if the NJDOT allows both grant year projects, MA – 2020 and MA – 2021 to be bid together as one package that the total fee will be reduced to \$53,800.00.

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

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

**Adopted: July 13, 2021**

**I hereby certify funds are available from**

**ACCOUNT NO.**  
**2020 Capital Budget**  
**Road Improvements**  
**03 2610 20 0500 110**  
**\$58,500.00**

---

**John Gross, Chief Financial Officer**

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) seeks to award a contract for services and facilities for recreational services and social services for the residents of the Township of West Orange, and for the period commencing January 1, 2021 and ending December 31, 2021; and

**WHEREAS**, the Police Athletic League (the “PAL”) has agreed to provide such services, including, but not limited to providing services and facilities for recreation, sports, and athletic activities in the Township consistent with the terms of the agreement annexed hereto as Exhibit “A” (the “Agreement”); and

**WHEREAS**, the aggregate of public funds to be expended for the provision of such services and use of facilities is **Twelve Thousand Dollars (\$12,000.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit “A” with the PAL for services and facilities for recreation, sports, and athletic activities for residents of the Township; and be it further

**RESOLVED**, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit “A” and the Township Clerk be and is hereby authorized to attest to the Mayor’s signature; and be it further

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

---

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

---

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

**Adopted: July 13, 2021**

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

---

**John Gross, Chief Financial Officer**

# **Exhibit “A”**

## **AGREEMENT**

**THIS AGREEMENT**, made this \_\_\_\_\_ day of July ,2021, by and between: the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as the “Township;”; and POLICE ATHLETIC LEAGUE, a nonprofit corporation of the State of New Jersey having its principal offices at Prospect Place, West Orange, New Jersey, hereinafter referred to as the “PAL.”

### **W I T N E S S E T H:**

**WHEREAS**, the Township desires to provide certain recreational services, social services, activities, and facilities to the residents of the Township of West Orange; and

**WHEREAS**, it is the purpose of this agreement to recite the terms and conditions under which the foregoing shall be provided.

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

1. For the period of January 1, 2021 to December 31, 2021, the PAL shall provide and make available to West Orange residents, services and facilities for participation by such Township residents.
2. The referenced facilities and services shall be supervised and operated by personnel provided by the PAL, whose personnel shall be solely the employees and volunteers of PAL who is responsible to pay them, where appropriate, at the sole discretion of the PAL.
3. The PAL shall provide, at its own expense, Workers Compensation Insurance, covering its employees performing hereunder, and public liability insurance with limits of Five Hundred Thousand Dollars (\$500,000.00) to One Million Dollars (\$1,000,000.00). Said insurance shall name the Township as an insured and shall be with carriers satisfactory to the Township and authorized to do business in New Jersey. Certificates of Insurance evidencing

the foregoing shall be furnished to the Township upon execution of this Agreement.

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

5. Neither this Agreement nor the monies to grow hereunder may be assigned.

6. The PAL acknowledges that it has read and reviewed N.J.S.A. 10:2-1, et seq., of the Revised Statutes of the State of New Jersey (Discrimination in Employment on Public Works, Contract Provisions), the terms of which are incorporated herein as though expressly set forth at length. The PAL agrees to comply with and be bound by the provisions thereof to the extent held applicable to volunteer organizations.

7. It is understood that this Agreement shall be deemed effective as of January 1, 2021.

8. Township shall pay to the PAL, for the services to be provided hereunder for the full one-year term, the sum of **Twelve Thousand Dollars (\$12,000.00)**.

9. The manner of payment shall be as determined jointly by the President of the PAL and Director of the Township's Department of Recreation.

10. The parties hereto agree that the provisions of the New Jersey Prevailing Wage Act shall apply hereto to the extent held applicable to a volunteer organization. Accordingly, the PAL agrees to comply with the provisions of N.J.S.A. 34:11-56.25 through 34:11-56.33, the provisions of which are hereby incorporated by reference as though stated at length herein. The PAL hereby declares that it is aware of the prevailing wage rates on file in the Township Hall of the Township pursuant to the New Jersey Prevailing Wage Act and agrees to comply therewith to the extent held applicable to volunteer organizations. The PAL further agrees as follows:

- A. All covered employees of the PAL performing services hereunder shall be paid not less than the prevailing wage rate as specified.
  - B. The PAL shall maintain accurate records showing: (i) name, (ii) kind of work performed and (iii) actual hourly rate of wage paid to each covered employee employed hereunder. Such records shall be maintained for three (3) years from date of payment and shall be available for inspection by the Township's Business Administrator or his designee on request.
  - C. The PAL shall post the prevailing wage rate for each covered employee performing worker hereunder, as determined by the Commissioner of Labor and Industry of the State of New Jersey, including the effective date of any changes thereof, in a prominent and easily accessible place and the principal offices of the PAL.
  - D. If it is found that any covered employee of the PAL is paid less than the required wage rates Township may, on written notice to the PAL terminate the PAL's rights to proceed hereunder, or as to such portion of services rendered hereunder as to which there has been a failure to pay the required wages. Township may then arrange to prosecute the rendering of the services hereunder by other means, in which event the PAL shall be liable to the Township for costs and damages incurred by the Township.
  - E. It is specifically understood that the provisions of this paragraph shall not apply to such persons engaged by the PAL to render services hereunder who are performing such services as volunteers without remuneration.
  - F. The PAL agrees to be bound by the provisions of “**SCHEDULE A**” attached hereto and made of part hereof.
11. The PAL agrees to submit an Annual Summary Report to the Township,

consistent with the form provided in the Participant Manual, no later than December 31, 2021.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper corporate officers and their property corporate seals to be hereto affixed the day and year first above written.

ATTEST:

TOWNSHIP OF WEST ORANGE

\_\_\_\_\_  
Karen J. Carnevale  
Municipal Clerk

\_\_\_\_\_  
BY: Robert D. Parisi, Mayor

ATTEST:

POLICE ATHLETIC LEAGUE

\_\_\_\_\_  
SECRETARY

*Louis De Farguske*  
BY: \_\_\_\_\_  
PRESIDENT / Treasurer

## “SCHEDULE A”

- (I) During the performance of this agreement the PAL agrees as follows:
- a. The PAL will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The PAL will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status or sex. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The PAL agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause;
  - b. The PAL will, in all solicitations or advertisements for employees placed by or on behalf of the PAL, state that all qualified applicants will receive consideration for employment without regard to age, creed, color, national origin, ancestry, marital status or sex;
  - c. The PAL will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or worker's representative of the PAL's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
  - d. The PAL agrees to comply with any regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time.

(II) The PAL agrees to attempt in good faith to employ minority and female workers consistent with the applicable county employment goals prescribed by section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to section 5.2 of the Regulations promulgated by the Department of Labor and Workforce Development pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time.

(III) The PAL agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placements bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect or indirect discriminatory practices.

(IV) The PAL agrees to revise any of its testing procedure, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decision of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.

(V) The PAL agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status or sex, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable federal law and applicable federal court decisions.

**RESOLUTION**

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

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

| <b><u>Organization</u></b>              | <b><u>Type of Event/Date</u></b>                                                                  | <b><u>Place</u></b>   | <b><u>RL No.</u></b> |
|-----------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------|----------------------|
| Pleasant Valley Productions             | On-Premise 50/50<br>June, 5, 17, 18, 19, 26<br>July 2, 16, 17, 18, 23, 24, 30<br>October 15, 2021 | 4 Boland Drive        | 7719                 |
| Integrity, Inc.                         | July 26, 2021<br>On-Prem. Merchandise                                                             | 350 Mt. Pleasant Ave. | 7720                 |
| Integrity, Inc.                         | July 26, 2021<br>On-Prem. Merchandise                                                             | 350 Mt. Pleasant Ave. | 7721                 |
| W.O. Education Fdn., Inc.               | August 30, 2021<br>Off Premise 50/50                                                              | 90 Rock Spring Road   | 7722                 |
| W.O. Education Fdn., Inc.               | August 30, 2021<br>Tricky Tray                                                                    | 90 Rock Spring Road   | 7723                 |
| The Foundation for<br>Diabetes Research | August 10, 2021<br>On Premise 50/50                                                               | 750 Eagle Rock Ave.   | 7724                 |

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

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

**Adopted: July 13, 2021**

**RESOLUTION**

**WHEREAS**, St. Barnabas Realty Development Corp. (“SBRDC”) owns property in West Orange identified as Block 165.06 Lot 2 (95 Old Short Hills Road) on the Tax Map of West Orange, which property and improvements thereon comprise an administration building for other related not for profit hospital properties (the "Property"); and

**WHEREAS**, the Property is currently and has been assessed as exempt for the tax years 2014-2021 from municipal property taxes pursuant to N.J.S.A. 54:4-3.6; however, SBRDC is willing to make a voluntary payment in lieu of taxes to West Orange to offset the costs of services West Orange provides to the Property; and

**WHEREAS**, West Orange has filed tax appeals with the Tax Court of New Jersey under Docket Numbers 000793-2016, 000809-2016, 005497-2016, 002075-2017, 004974-2018, 002123-2019, 000710-2020, 002586-2021, challenging the tax exemption of SBRDC (the “Tax Appeal”) for the Property owned by SBRDC in West Orange and as further described in the Complaints filed in the Tax Appeal; and

**WHEREAS**, SBRDC has made in lieu payments to West Orange for the Property for the years 2014-2020 in the annual amount of \$286,422;

**WHEREAS**, in recognition of the public services provided by West Orange that benefit the Property and its occupants, and more particularly to offset some of the costs incurred by West Orange to provide such public services, SBRDC desires to make an additional voluntary payment in lieu of taxes to West Orange for the years 2019 through 2021 with annual payments continuing through the year 2025, subject to the terms and conditions set forth under this Agreement;

**WHEREAS**, SBRDC and West Orange have a unique and continuing relationship and desire to amicably resolve the issue regarding taxation and fair dealing with respect to municipal services without the necessity, risk and expenses of a tax appeal, judicial determination of exemption, or other litigation; and

**WHEREAS**, the parties intend that the Term of this Agreement shall run through the year 2025;

**NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Agreement for Payment in Lieu of Taxes for 95 Old Short Hills Road, Block 165.06, Lot 2 be and is hereby approved; and it is further

**RESOLVED**, that the Mayor be and is hereby authorized to execute any documents necessary and appropriate to effectuate this settlement.

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

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**Cindy Matute-Brown, Council President**

**Adopted: July 13, 2021**

**AGREEMENT FOR PAYMENT IN LIEU OF TAXES**  
**BETWEEN**  
**ST. BARNABAS REALTY DEVELOPMENT CORP.**  
**AND**  
**TOWNSHIP OF WEST ORANGE**

This **AGREEMENT FOR PAYMENT IN LIEU OF TAXES** ("Agreement"), dated ~~June~~ <sup>July</sup> \_\_\_\_, 2021, is by and between **ST. BARNABAS REALTY DEVELOPMENT CORP.** a nonprofit corporation under Title 15 of the New Jersey Statutes, having its principal office at 95 Old Short Hills Road in Township of West Orange ("SBRDC"), and **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, having its principal office at 66 Main Street, West Orange, New Jersey 07052 ("West Orange").

**RECITALS**

WHEREAS, SBRDC owns property in West Orange identified as Block 165.06 Lot 2 (95 Old Short Hills Road) on the Tax Maps of West Orange, which property and improvements thereon comprise an administration building for other related not for profit hospital properties (the "Property"); and

WHEREAS, the Property is currently and has been assessed as exempt for the tax years 2014-2021 from municipal property taxes pursuant to N.J.S.A. 54:4-3.6; however, SBRDC is willing to make a voluntary payment in lieu of taxes to West Orange to offset the costs of services West Orange provides to the Property; and

WHEREAS, West Orange has filed tax appeals with the Tax Court of New Jersey under Docket Numbers 000793-2016, 000809-2016, 005497-2016, 002075-2017, 004974-2018,

002123-2019, 000710-2020, 002586-2021, challenging the tax exemption of SBRDC (the "Tax Appeal") for the Property owned by SBRDC in West Orange and as further described in the Complaints filed in the Tax Appeal; and

WHEREAS, SBRDC has made in lieu payments to West Orange for the Property for the years 2014-2020 in the annual amount of \$286,422;

WHEREAS, in recognition of the public services provided by West Orange that benefit the Property and its occupants, and more particularly to offset some of the costs incurred by West Orange to provide such public services, SBRDC desires to make an additional voluntary payment in lieu of taxes to West Orange for the years 2019 through 2021 with annual payments continuing through the year 2025, subject to the terms and conditions set forth under this Agreement;

WHEREAS, SBRDC and West Orange have a unique and continuing relationship and desire to amicably resolve the issue regarding taxation and fair dealing with respect to municipal services without the necessity, risk and expenses of a tax appeal, judicial determination of exemption, or other litigation; and

WHEREAS, the parties intend that the Term of this Agreement shall run through the year 2025;

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions set forth in this Agreement, the parties hereto hereby agree as follows:

1. The recitals set forth above are incorporated herein, and made part of this Agreement.

2. In consideration of the Agreement, West Orange hereby agrees to release SBRDC from any and all claims to real estate taxes for the years 2014-2025. It is hereby further agreed that the parties will file mutual withdrawals with prejudice of the Tax Appeals pursuant to New Jersey Court Rule 8:3-9 within twenty (20) days of execution of this Agreement. Further, West Orange will not initiate or in any way support a challenge to the tax exempt status of the property for tax years 2022 through and including 2025 and while this Agreement remains in effect.

3. In consideration of this Agreement, SBRDC will make an additional voluntary payment in lieu of tax to West Orange for public services that benefit the Property and its occupants in the annual amount of \$100,000 for tax years 2019-2021. The scheduled payments for 2019 and 2020 are described in Paragraph 4 below.

4. The 2019 and 2020 additional \$100,000 per year payment in lieu of tax in the total amount by \$200,000.00 will be paid within sixty (60) days of the withdrawal of West Orange's 2014-2021 Tax Appeals with prejudice.

5. For 2021, the payment in lieu of tax in the total amount of \$386,422 shall be paid as follows: (i) the third quarter payment of \$193,211 shall be due August 1, 2021; and (ii) and the fourth quarter payment of \$193,211 shall be due November 1, 2021.

6. SBRDC and West Orange further agree that for the years 2022 through 2025, the annual Payment In Lieu of Tax in the amount of \$386,422 shall be paid in quarterly installments of \$96,605.50 to West Orange on those dates when real property tax payments are due (presently February 1<sup>st</sup>, May 1<sup>st</sup>, August 1<sup>st</sup> and November 1<sup>st</sup> of the calendar year).

7. All payments pursuant to this Agreement shall be in lieu of taxes, and West Orange shall have all the rights and remedies of tax enforcement granted to municipalities by law as if said payments constituted regular tax obligations on real property within the Township of

West Orange. In the event of any delinquency in the said payments, Township of West Orange shall give written notice to SBRDC prior to any legal action being taken and provide 30 days from the receipt of written notice for SBRDC to cure any delinquency.

8. Provided the use and/or ownership of the Property does not change during the Term of the Agreement, the Property shall be assessed as exempt by West Orange.

9. The parties agree that should SBRDC be obligated to pay a community service contribution or any property tax or similar assessment in connection with the Property for tax years 2022-2025, by way of a challenge to the property tax exemption applicable to the Property or a challenge to the hospital exemption legislation, N.J.S.A. 54:4-3.6 as amended, or otherwise, the obligation of SBRDC to pay such community service contribution, property tax or similar assessment will be reduced by the aggregate amount of the in lieu tax payment SBRDC makes under this Agreement, and West Orange will be responsible for assuring that SBRDC receives the benefit of this agreed upon reduction in the community service contribution, property tax or similar assessment. Provided the contributions are made by SBRDC as set forth in Paragraphs 4 and 5, West Orange shall not seek payment of any real estate taxes whatsoever by way of assessment and/or appeal for the Term of this Agreement.

10. Any notices, statements, demands, consents, approvals or other communications required or permitted to be given or to be served upon either party hereto in connection with this Agreement, must be in writing and must be delivered personally, sent by nationally recognized overnight delivery service or sent by United States certified or register mail, return receipt requested, and will be deemed to have been given and received on the day delivered personally, or on the first business day after the day it is dispatched to a nationally recognized overnight delivery service, or on third business day after so mailed. Such notice must be given to the

parties at their following respective addresses or at such other address as either party may hereafter designate to the other party in writing in the manner herein above provided.

If to SBRDC: St. Barnabas Realty Development Corp.  
Office of the President  
95 Old Shorts Hills Road  
West Orange, New Jersey 07052  
Attention: John Doll, Chief Financial and Administrative Officer

With a copy to: RWJ Barnabas Health  
95 Old Short Hills Road  
West Orange, New Jersey 07052  
Attention: David A. Mebane, General Counsel

If to West Orange: Township of West Orange  
Office of the Township Administrator  
66 Main Street  
West Orange, New Jersey 07052  
Attention: John K. Sayers, Business Administrator

With a copy to: Township of West Orange  
Office of the Township Attorney  
66 Main Street  
West Orange, New Jersey 07052  
Attention: Richard D. Trenk, Esq., Township Attorney

11. This Agreement constitutes the entire agreement of the parties hereto with respect to the matter set forth herein and supersedes any prior understanding or agreement, oral or written.

12. This Agreement shall be governed by and construed in accordance with the laws of the State of New Jersey.

13. This Agreement is the joint product of the parties hereto and each provision hereof has been subject to the mutual consultation, negotiation and agreement of, and shall not be construed for or against, any party hereto.

14. On June 22, 2021, the Township Council introduced and passed a Resolution authorizing the Mayor and/or Municipal Clerk to enter into this Agreement.

15. This Agreement may not be amended in any fashion except by an instrument in writing signed by all of the parties hereto.

16. This Agreement is binding upon the successors and assigns of any and all of the parties hereto.

17. This Agreement will remain in effect and binding upon both parties until amended or terminated by mutual agreement of the parties hereto.

18. This Agreement may be signed in counterparts, each of which will be deemed an original.

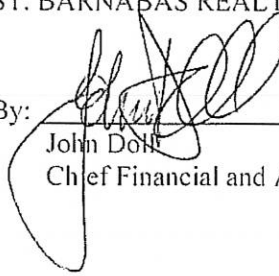
(Remainder of this page is intentionally blank.)

IN WITNESS WHEREOF, ST. BARNABAS REALTY DEVELOPMENT CORP. executes  
this Agreement For Payment In Lieu of Taxes, and TOWNSHIP OF WEST ORANGE  
acknowledges and agrees to its terms and conditions, as of the day and year first above written.

WITNESS

Melissa A. Garcia

ST. BARNABAS REALTY DEVELOPMENT CORP.

By: 

John Doherty  
Chief Financial and Administrative Officer

WITNESS

TOWNSHIP OF WEST ORANGE

Karen Carnevale, Municipal Clerk

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

Robert D. Parisi, Mayor

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) seeks to award a contract for services and facilities for recreational services and social services for the residents of the Township of West Orange, and for the period commencing January 1, 2021 and ending December 31, 2021; and

**WHEREAS**, the Mountain Top League (the “MTL”) has agreed to provide such services, including, but not limited to organizing youth sports and athletic activities in the Township consistent with the terms of the agreement annexed hereto as Exhibit “A” (the “Agreement”); and

**WHEREAS**, the aggregate of public funds to be expended for the provision of such services and use of facilities is **Nine Thousand Five Hundred Dollars (\$9,500.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit “A” with the MTL for recreational services and youth sports and athletic activities for residents of the Township; and be it further

**RESOLVED**, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit “A” and the Township Clerk be and is hereby authorized to attest to the Mayor’s signature; and be it further

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

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

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

**Adopted: July 13, 2021**

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

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**John Gross, Chief Financial Officer**



## RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-127 for Block 153.11 lot 25 a/k/a 27 Fitzrandolph Road, has been redeemed and

WHEREAS, the redemption funds of \$861.86 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 \$ 861.86 plus the premium of \$1,700.00 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: July 13, 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: 27 FITZRANDOLPH ROAD     |                 |                         |                   |
| Block Lot Qualifier: 00153 1100025         |                 |                         |                   |
| Certificate Year and Number: 20-127        |                 |                         |                   |
| Total to Redeem:(01-2150)                  | <b>\$861.86</b> | Through (meeting date): | <b>06/28/2021</b> |
| Total Due to Lienholder including premium: |                 | <b>\$2,561.86</b>       |                   |

### LIEN HOLDER

DAXUAN WANG

11 WALNUT STREET

LIVINGSTON, NJ 07039

### OWNER INFORMATION

ARCEO, LUIS & SAMUEL ARCEO-MARTINEZ

27 FITZRANDOLPH ROAD

WEST ORANGE NJ 07052

Original Certificate: 20-127 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 \$** **\$1,700.00**  
(01-2155)

### Redemption Information:

|                          |          |
|--------------------------|----------|
| Original Certificate:    | \$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:        | \$319.71 |
| Interest on Subsequents: | \$8.95   |

Total to Redeem: \$861.86  
Through: 06/28/2021

Redeemed on 06/28/2021 Amount: 861.86

### SUBSEQUENT TAXES AND PAYMENTS

| Date                              | For                | Notes            | Trans # | Amount Paid   | Calculated Interest * | Interest Days  |
|-----------------------------------|--------------------|------------------|---------|---------------|-----------------------|----------------|
| 05/17/2021                        | 2021 1 IW Interest | PD BY LIENHOLDER | 40052   | 3.30          | 0.09                  | 56             |
| 05/17/2021                        | 2021 1 PW Payment  | PD BY LIENHOLDER | 40052   | 316.41        | 8.86                  | 56             |
| <b>Totals for 05/17/2021 Amt:</b> |                    |                  |         | <b>319.71</b> | <b>Int: 8.95</b>      | <b>Days 56</b> |
| <b>TOTAL SUBSEQUENT TAXES</b>     |                    |                  |         | <b>319.71</b> | <b>8.95</b>           |                |

#### 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.

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) seeks to award a contract for services and facilities for recreational services and social services for the residents of the Township of West Orange, and for the period commencing January 1, 2021 and ending December 31, 2021; and

**WHEREAS**, the Township of West Orange Community House (the “Community House”) has agreed to provide such services, including, but not limited to after school programs and pre-school programs consistent with the terms of the agreement annexed hereto as Exhibit “A” (the “Agreement”); and

**WHEREAS**, the aggregate of public funds to be expended for the provision of such services and use of facilities is **Forty Thousand Dollars (\$40,000.00)** which falls below the bid threshold allowing award of the Agreement without public advertisements for bids.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township is hereby authorized to enter into the Agreement, annexed hereto as Exhibit “A” with the Community House for recreational services and social services for residents of the Township; and be it further

**RESOLVED**, that the Mayor be and is hereby authorized to execute the Agreement annexed hereto as Exhibit “A” and the Township Clerk be and is hereby authorized to attest to the Mayor’s signature; and be it further

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

---

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

---

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

**Adopted: July 13, 2021**

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

---

**John Gross, Chief Financial Officer**

**171-21**  
**July 13, 2021**

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

WHEREAS, Tax Certificate # 20-017 for Block 17 lot 66 a/k/a 10 Northfield Avenue, has been redeemed and

WHEREAS, the redemption funds of \$13,191.46 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 \$ 13,191.46 plus the premium of \$ 19,800.00 to Pine Valley One Real Estate, LLC 439 S Dartmoor Drive, Crystal Lake, IL 60014.

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: July 13, 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: 10 NORTHFIELD AVENUE                        |                                                       |
| Block Lot Qualifier: 0001700066                               |                                                       |
| Certificate Year and Number: 20-017                           |                                                       |
| Total to Redeem:(01-2150)                                     | <b>\$13,191.46</b> Through (meeting date): 07/01/2021 |
| Total Due to Lienholder including premium: <b>\$32,991.46</b> |                                                       |

### LIEN HOLDER

PINE VALLEY ONE REAL ESTATE LLC  
439 S DARTMOOR DRIVE  
CRYSTAL LAKE, IL 60014

### OWNER INFORMATION

10 NORTHFIELD AVE LLC%DESTEFANO  
10 NORTHFIELD AVENUE  
WEST ORANGE NJ 07052

Original Certificate: ~~20-017~~ 2020

Date of Sale: October 27, 2020

Interest Rate Bid: 0%

|                     | AMOUNT   | INTEREST | TOTAL    |
|---------------------|----------|----------|----------|
| Taxes               | \$683.56 | \$35.20  | \$718.76 |
| Other Delinquencies | \$0.00   | \$0.00   | \$0.00   |

COSTS OF SALE \$65.00

**TOTAL AMOUNT OF SALE** **\$783.76**

**PREMIUM (IF ANY) PAID \$** **\$19,800.00**  
(01-2155)

### Redemption Information:

|                                         |                    |
|-----------------------------------------|--------------------|
| Original Certificate:                   | \$783.76           |
| Redemption Penalty 2%:                  | \$15.68            |
| Interest on Certificate:                | \$0.00             |
| Search Fee:                             | \$12.00            |
| Recording Fees:                         | \$43.00            |
| Other Fees:                             | \$0.00             |
| Subsequent Taxes:                       | \$11,206.91        |
| Interest on Subsequents:                | \$1,130.11         |
| <b>Total to Redeem:</b>                 | <b>\$13,191.46</b> |
| <b>Through:</b>                         | <b>07/01/2021</b>  |
| Redeemed on 07/01/2021 Amount: 13191.46 |                    |

### SUBSEQUENT TAXES AND PAYMENTS

| Date                                                            | For                | Notes                 | Trans # | Amount Paid | Calculated Interest * | Interest Days |
|-----------------------------------------------------------------|--------------------|-----------------------|---------|-------------|-----------------------|---------------|
| 12/11/2020                                                      | 2020 1 P Payment   | PD BY LIENHOLDER 2020 | 40039   | 1,618.00    | 199.01                | 246           |
| 12/11/2020                                                      | 2020 1 I Interest  | PD BY LIENHOLDER 2020 | 40039   | 377.88      | 46.48                 | 246           |
| 12/11/2020                                                      | 2020 1 IW Interest | PD BY LIENHOLDER      | 40038   | 19.44       | 2.39                  | 246           |
| 12/11/2020                                                      | 2020 1 PW Payment  | PD BY LIENHOLDER      | 40038   | 350.00      | 43.05                 | 246           |
| 12/11/2020                                                      | 2020 2 P Payment   | PD BY LIENHOLDER 2020 | 40039   | 1,618.00    | 199.01                | 246           |
| 12/11/2020                                                      | 2020 3 P Payment   | PD BY LIENHOLDER 2020 | 40039   | 1,575.00    | 193.73                | 246           |
| 12/11/2020                                                      | 2020 4 P Payment   | PD BY LIENHOLDER 2020 | 40039   | 1,883.14    | 231.63                | 246           |
| <b>Totals for 12/11/2020 Amt: 7,441.46 Int: 915.30 Days 246</b> |                    |                       |         |             |                       |               |
| 03/12/2021                                                      | 2021 1 P Payment   | P PD BY LIENHOLDER    | 60061   | 1,674.00    | 129.74                | 155           |
| 03/12/2021                                                      | 2021 1 I Interest  | I PD BY LIENHOLDER    | 60061   | 37.67       | 2.92                  | 155           |
| <b>Totals for 03/12/2021 Amt: 1,711.67 Int: 132.66 Days 155</b> |                    |                       |         |             |                       |               |
| 05/27/2021                                                      | 2021 1 IW Interest | IW PD BY LIENHOLDER   | 40106   | 4.67        | 0.19                  | 80            |
| 05/27/2021                                                      | 2021 1 PW Payment  | PW PD BY LIENHOLDER   | 40106   | 350.00      | 14.00                 | 80            |
| 05/27/2021                                                      | 2021 2 P Payment   | P PD BY LIENHOLDER    | 40105   | 1,674.00    | 66.96                 | 80            |
| 05/27/2021                                                      | 2021 2 I Interest  | I PD BY LIENHOLDER    | 40105   | 25.11       | 1.00                  | 80            |
| <b>Totals for 05/27/2021 Amt: 2,053.78 Int: 82.15 Days 80</b>   |                    |                       |         |             |                       |               |

**TOTAL SUBSEQUENT TAXES**

11,206.91

1,130.11

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.

**RESOLUTION TO HOLD A CLOSED SESSION**

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

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

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

**BE IT RESOLVED**, that the Township Council of the Township of West Orange, now assembled in public session at its regular meeting of July 13, 2021 enter into a closed session to consider the following matter(s).

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

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

**Pending or anticipated litigation or contract negotiation**

**Resolution Authorizing an Executive Session for the Purpose of Discussing a Contractual Negotiation Concerning the Downtown Redevelopment Area and Agreement**

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

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

The foregoing resolution was duly adopted by the Township Council of the Township of West Orange at a public meeting held on **July 13, 2021.**

Motion:

Second:

**Vote**

Aye:

Opposed:

---

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

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**Cindy Matute-Brown  
Council President**

**Adopted: July 13, 2021**

**173-21**  
**July 13, 2021**

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

WHEREAS, Tax Certificate #20-095 for Block 126 lot 28 a/k/a 132 Franklin Avenue, has been redeemed and

WHEREAS, the redemption funds of \$33,767.50 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 \$ 33,767.50 plus the premium of \$49,800.00 to ATCF II, New Jersey, LLC, PO Box 69239, Baltimore, MD 21264.

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: July 13, 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

|                                                                      |                                                       |
|----------------------------------------------------------------------|-------------------------------------------------------|
| <b>Property Address:</b> 132 FRANKLIN AVENUE                         |                                                       |
| <b>Block Lot Qualifier:</b> 0012600028                               |                                                       |
| <b>Certificate Year and Number:</b> 20-095                           |                                                       |
| <b>Total to Redeem:</b> (01-2150)                                    | <b>\$33,767.50</b> Through (meeting date): 07/02/2021 |
| <b>Total Due to Lienholder including premium:</b> <b>\$83,567.50</b> |                                                       |

### LIEN HOLDER

ATCF II NEW JERSEY, LLC / ATCF II NEW JERSEY LLC,  
PO BOX 69239  
BALTIMORE, MD 21264

### OWNER INFORMATION

132 FRANKLIN, LLC  
1767 MORRIS AVENUE #301  
UNION, NJ 07083

**Original Certificate:** 20-095 2020

**Date of Sale:** October 27, 2020

**Interest Rate Bid:** 0%

|       | AMOUNT      | INTEREST   | TOTAL       |
|-------|-------------|------------|-------------|
| Taxes | \$10,960.08 | \$1,627.57 | \$12,587.65 |

|                     |          |         |          |
|---------------------|----------|---------|----------|
| Other Delinquencies | \$697.51 | \$87.73 | \$785.24 |
|---------------------|----------|---------|----------|

COSTS OF SALE \$150.00

**TOTAL AMOUNT OF SALE** **\$13,522.89**

**PREMIUM (IF ANY) PAID \$** **\$49,800.00**  
(01-2155)

### Redemption Information:

|                                                |             |
|------------------------------------------------|-------------|
| <b>Original Certificate:</b>                   | \$13,522.89 |
| <b>Redemption Penalty 6%:</b>                  | \$811.37    |
| <b>Interest on Certificate:</b>                | \$0.00      |
| <b>Search Fee:</b>                             | \$12.00     |
| <b>Recording Fees:</b>                         | \$53.00     |
| <b>Other Fees:</b>                             | \$0.00      |
| <b>Subsequent Taxes:</b>                       | \$17,941.84 |
| <b>Interest on Subsequents:</b>                | \$1,426.40  |
| <b>Total to Redeem:</b>                        | \$33,767.50 |
| <b>Through:</b>                                | 07/02/2021  |
| <b>Redeemed on 07/02/2021 Amount: 33767.50</b> |             |

### SUBSEQUENT TAXES AND PAYMENTS

| Date                              | For                | Notes          | Trans # | Amount Paid      | Calculated Interest * | Interest Days   |
|-----------------------------------|--------------------|----------------|---------|------------------|-----------------------|-----------------|
| 12/30/2020                        | 2020 1 P Payment   | 11/04/20       | 40114   | 2,392.00         | 230.83                | 193             |
| 12/30/2020                        | 2020 1 I Interest  | 11/04/20       | 40114   | 656.56           | 63.36                 | 193             |
| 12/30/2020                        | 2020 1 IW Interest | 11/04/20       | 40115   | 33.13            | 3.20                  | 193             |
| 12/30/2020                        | 2020 1 PW Payment  | 11/04/20       | 40115   | 700.00           | 67.55                 | 193             |
| 12/30/2020                        | 2020 2 P Payment   | 11/04/20       | 40114   | 2,392.00         | 230.83                | 193             |
| 12/30/2020                        | 2020 3 P Payment   | 11/04/20       | 40114   | 2,391.00         | 230.73                | 193             |
| 12/30/2020                        | 2020 4 P Payment   | 11/18/20       | 40018   | 2,673.92         | 258.03                | 193             |
| 12/30/2020                        | 2020 4 I Interest  | 11/18/20       | 40018   | 15.65            | 1.51                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 0.33             | 0.03                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 66.95            | 6.46                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 66.98            | 6.46                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | 6 pct 12/30/20 | 0       | 693.03           | 66.88                 | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 66.98            | 6.46                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 18.38            | 1.77                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 0.93             | 0.09                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 19.60            | 1.89                  | 193             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6% | 0       | 56.15            | 5.42                  | 193             |
| <b>Totals for 12/30/2020 Amt:</b> |                    |                |         | <b>12,243.59</b> | <b>Int: 1,181.50</b>  | <b>Days 193</b> |

# 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: 132 FRANKLIN AVENUE      |             |                         |            |
| Block Lot Qualifier: 0012600028            |             |                         |            |
| Certificate Year and Number: 20-095        |             |                         |            |
| Total to Redeem:(01-2150)                  | \$33,767.50 | Through (meeting date): | 07/02/2021 |
| Total Due to Lienholder including premium: |             | \$83,567.50             |            |

### LIEN HOLDER

ATCF II NEW JERSEY, LLC / ATCF II NEW JERSEY LLC,  
PO BOX 69239  
BALTIMORE, MD 21264

### OWNER INFORMATION

132 FRANKLIN, LLC  
1767 MORRIS AVENUE #301  
UNION, NJ 07083

Original Certificate: 20-095 2020  
Date of Sale: October 27, 2020  
Interest Rate Bid: 0%

|                                    | AMOUNT      | INTEREST    | TOTAL       |
|------------------------------------|-------------|-------------|-------------|
| Taxes                              | \$10,960.08 | \$1,627.57  | \$12,587.65 |
| Other Delinquencies                | \$697.51    | \$87.73     | \$785.24    |
| COSTS OF SALE                      |             |             | \$150.00    |
| TOTAL AMOUNT OF SALE               |             |             | \$13,522.89 |
| PREMIUM (IF ANY) PAID \$ (01-2155) |             | \$49,800.00 |             |

### Redemption Information:

|                                         |             |
|-----------------------------------------|-------------|
| Original Certificate:                   | \$13,522.89 |
| Redemption Penalty 6%:                  | \$811.37    |
| Interest on Certificate:                | \$0.00      |
| Search Fee:                             | \$12.00     |
| Recording Fees:                         | \$53.00     |
| Other Fees:                             | \$0.00      |
| Subsequent Taxes:                       | \$17,941.84 |
| Interest on Subsequents:                | \$1,426.40  |
| Total to Redeem:                        | \$33,767.50 |
| Through:                                | 07/02/2021  |
| Redeemed on 07/02/2021 Amount: 33767.50 |             |

### SUBSEQUENT TAXES AND PAYMENTS

| Date                                                     | For                | Notes               | Trans # | Amount Paid | Calculated Interest * | Interest Days |
|----------------------------------------------------------|--------------------|---------------------|---------|-------------|-----------------------|---------------|
| 03/05/2021                                               | 2021 1 P Payment   | P PD BY LIENHOLDER  | 40020   | 2,462.00    | 157.57                | 128           |
| 03/05/2021                                               | 2021 1 I Interest  | I PD BY LIENHOLDER  | 40020   | 41.85       | 2.68                  | 128           |
| Totals for 03/05/2021 Amt: 2,503.85 Int: 160.25 Days 128 |                    |                     |         |             |                       |               |
| 05/20/2021                                               | 2021 1 IW Interest | IW PD BY LIENHOLDER | 40047   | 7.78        | 0.21                  | 53            |
| 05/20/2021                                               | 2021 1 PW Payment  | PW PD BY LIENHOLDER | 40047   | 700.00      | 18.55                 | 53            |
| 05/20/2021                                               | 2021 2 P Payment   | P PD BY LIENHOLDER  | 40040   | 2,462.00    | 65.24                 | 53            |
| 05/20/2021                                               | 2021 2 I Interest  | I PD BY LIENHOLDER  | 40040   | 24.62       | 0.65                  | 53            |
| Totals for 05/20/2021 Amt: 3,194.40 Int: 84.65 Days 53   |                    |                     |         |             |                       |               |

**TOTAL SUBSEQUENT TAXES**

17,941.84

1,426.40

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.

174-21  
July 13, 2021

## RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate #20-115 for Block 148 lot 81 a/k/a 1 Calvin Terrace, has been redeemed and

WHEREAS, the redemption funds of \$1,313.79 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 \$ 1,313.79 plus the premium of \$ 1,600.00 to FIG NJ 19, LLC, PO Box 54226., New Orleans, NJ 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**

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

**Adopted: July 13, 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: 1 CALVIN TERRACE         |            |                         |            |
| Block Lot Qualifier: 0014800081 01         |            |                         |            |
| Certificate Year and Number: 20-115        |            |                         |            |
| Total to Redeem:(01-2150)                  | \$1,313.79 | Through (meeting date): | 07/02/2021 |
| Total Due to Lienholder including premium: |            | \$2,913.79              |            |

### LIEN HOLDER

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

### OWNER INFORMATION

JOHNSON, WALTER C.III & KIER  
1 CALVIN TERRACE  
WEST ORANGE NJ 07052

Original Certificate: 20-115 2020

Date of Sale: October 27, 2020

Interest Rate Bid: 0%

|       | AMOUNT | INTEREST | TOTAL  |
|-------|--------|----------|--------|
| Taxes | \$0.00 | \$0.00   | \$0.00 |

|                     |          |         |          |
|---------------------|----------|---------|----------|
| Other Delinquencies | \$348.84 | \$43.88 | \$392.72 |
|---------------------|----------|---------|----------|

|               |  |  |         |
|---------------|--|--|---------|
| COSTS OF SALE |  |  | \$65.00 |
|---------------|--|--|---------|

|                      |  |  |          |
|----------------------|--|--|----------|
| TOTAL AMOUNT OF SALE |  |  | \$457.72 |
|----------------------|--|--|----------|

|                          |            |  |  |
|--------------------------|------------|--|--|
| PREMIUM (IF ANY) PAID \$ | \$1,600.00 |  |  |
| (01-2155)                |            |  |  |

### Redemption Information:

|                          |          |
|--------------------------|----------|
| Original Certificate:    | \$457.72 |
| Redemption Penalty 2%:   | \$9.15   |
| Interest on Certificate: | \$0.00   |
| Search Fee:              | \$12.00  |
| Recording Fees:          | \$53.00  |
| Other Fees:              | \$0.00   |
| Subsequent Taxes:        | \$725.26 |
| Interest on Subsequents: | \$56.66  |

|                  |            |
|------------------|------------|
| Total to Redeem: | \$1,313.79 |
| Through:         | 07/02/2021 |

Redeemed on 07/02/2021 Amount: 1313.79

### SUBSEQUENT TAXES AND PAYMENTS

| Date                              | For                | Notes               | Trans # | Amount Paid   | Calculated Interest * | Interest Days   |
|-----------------------------------|--------------------|---------------------|---------|---------------|-----------------------|-----------------|
| 12/22/2020                        | 2020 1 IW Interest | PD BY LIENHOLDER    | 40068   | 20.44         | 1.94                  | 190             |
| 12/22/2020                        | 2020 1 PW Payment  | PD BY LIENHOLDER    | 40068   | 350.00        | 33.25                 | 190             |
| <b>Totals for 12/22/2020 Amt:</b> |                    |                     |         | <b>370.44</b> | <b>Int: 35.19</b>     | <b>Days 190</b> |
| 06/03/2021                        | 2021 1 IW Interest | IW PD BY LIENHOLDER | 40016   | 4.82          | 0.07                  | 29              |
| 06/03/2021                        | 2021 1 PW Payment  | PW PD BY LIENHOLDER | 40016   | 350.00        | 5.08                  | 29              |
| <b>Totals for 06/03/2021 Amt:</b> |                    |                     |         | <b>354.82</b> | <b>Int: 5.15</b>      | <b>Days 29</b>  |

### TOTAL SUBSEQUENT TAXES

|  |        |       |
|--|--------|-------|
|  | 725.26 | 40.34 |
|--|--------|-------|

#### 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.

**175-21**  
**July 13, 2021**

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

WHEREAS, Tax Certificate #20-136 for Block 155.22 lot 42.01 C0053 a/k/a 13 Clarken Drive, has been redeemed and

WHEREAS, the redemption funds of \$1,318.30 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 \$ 1,318.30 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: July 13, 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: 130 CLARKEN DRIVE                                                      |                                               |
| Block Lot Qualifier: 00155 2200042 01C0053                                               |                                               |
| Certificate Year and Number: 20-136                                                      |                                               |
| Total to Redeem:(01-2150)                                                                | \$1,318.30 Through (meeting date): 07/06/2021 |
| Total Due to Lienholder including premium: <span style="float: right;">\$3,518.30</span> |                                               |

### LIEN HOLDER

DAXUAN WANG

11 WALNUT STREET

LIVINGSTON, NJ 07039

### OWNER INFORMATION

CUNNINGHAM, CAROL Y.

130 CLARKEN DR.

WEST ORANGE NJ 07052

Original Certificate: 20-136 2020

Date of Sale: October 27, 2020

Interest Rate Bid: 0%

|       | AMOUNT | INTEREST | TOTAL  |
|-------|--------|----------|--------|
| Taxes | \$0.00 | \$0.00   | \$0.00 |

|                     |          |         |          |
|---------------------|----------|---------|----------|
| Other Delinquencies | \$348.92 | \$43.89 | \$392.81 |
|---------------------|----------|---------|----------|

|               |  |  |         |
|---------------|--|--|---------|
| COSTS OF SALE |  |  | \$65.00 |
|---------------|--|--|---------|

|                      |  |  |          |
|----------------------|--|--|----------|
| TOTAL AMOUNT OF SALE |  |  | \$457.81 |
|----------------------|--|--|----------|

|                          |            |  |  |
|--------------------------|------------|--|--|
| PREMIUM (IF ANY) PAID \$ | \$2,200.00 |  |  |
| (01-2155)                |            |  |  |

### Redemption Information:

|                          |          |
|--------------------------|----------|
| Original Certificate:    | \$457.81 |
| Redemption Penalty 2%:   | \$9.16   |
| Interest on Certificate: | \$0.00   |
| Search Fee:              | \$12.00  |
| Recording Fees:          | \$53.00  |
| Other Fees:              | \$0.00   |
| Subsequent Taxes:        | \$720.85 |
| Interest on Subsequents: | \$65.48  |

|                  |            |
|------------------|------------|
| Total to Redeem: | \$1,318.30 |
| Through:         | 07/06/2021 |

Redeemed on 07/06/2021 Amount: 1318.30

### SUBSEQUENT TAXES AND PAYMENTS

| Date                              | For                | Notes               | Trans # | Amount Paid   | Calculated Interest * | Interest Days   |
|-----------------------------------|--------------------|---------------------|---------|---------------|-----------------------|-----------------|
| 11/17/2020                        | 2020 1 IW Interest | PD BY LIENHOLDER    | 40022   | 17.19         | 2.32                  | 270             |
| 11/17/2020                        | 2020 1 PW Payment  | PD BY LIENHOLDER    | 40022   | 350.00        | 47.25                 | 270             |
| <b>Totals for 11/17/2020 Amt:</b> |                    |                     |         | <b>367.19</b> | <b>Int: 49.57</b>     | <b>Days 270</b> |
| 05/17/2021                        | 2021 1 IW Interest | IW PD BY LIENHOLDER | 40055   | 3.66          | 0.16                  | 90              |
| 05/17/2021                        | 2021 1 PW Payment  | PW PD BY LIENHOLDER | 40055   | 350.00        | 15.75                 | 90              |
| <b>Totals for 05/17/2021 Amt:</b> |                    |                     |         | <b>353.66</b> | <b>Int: 15.91</b>     | <b>Days 90</b>  |
| <b>TOTAL SUBSEQUENT TAXES</b>     |                    |                     |         | <b>720.85</b> | <b>65.48</b>          |                 |

#### 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.

**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; and

**WHEREAS**, at the June 22, 2021 Council meeting, the Township Council adopted Resolution No. 160-21, now the Council is amending the adopted Resolution to add certain parcels.

**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.**  
**Municipal Clerk**

---

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

**Adopted: July 13, 2021**

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

---

**John Gross, Chief Financial Officer**

**SCHEDULE A**

**ACQUISITION PARCEL SCHEDULE**

|        |       |                      |                                     |
|--------|-------|----------------------|-------------------------------------|
| 63     | 24    | STANDISH AVENUE      | BENARI REALTY.LLC                   |
| 63     | 25    | 47 STANDISH AVENUE   | ALL STATE TOWING & SALVAGE CO INC   |
| 63     | 33.01 | LAKESIDE AVENUE      | 20-22 LAKESIDE,L.L.C.               |
| 63     | 33.02 | 18 LAKESIDE AVENUE   | BENARI REALTY, LLC                  |
| 63     | 36    | 10 LAKESIDE AVENUE   | ALL STATE TOWING & SALVAGE CO       |
| 63     | 37    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO       |
| 63     | 38    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO       |
| 63     | 39    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO       |
| 63     | 41    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO       |
| 64     | 3.02  | STANDISH AVENUE      | BYRNE, WILLIAM T & PATRICIA A       |
| 64     | 22    | 38-40 ASHLAND AVENUE | GP 177 MAIN LLC% PRISM PROPERTY SER |
| 64     | 25    | 32 ASHLAND AVENUE    | CARROLL, DONALD J C/O AUTO EXCHANGE |
| 64     | 27    | 28 ASHLAND AVENUE    | CARROLL, DONALD J C/O AUTO EXCHANGE |
| 64     | 28    | 24 ASHLAND AVENUE    | GP 177 MAIN LLC % PRISM PROP SER    |
| 64     | 30    | ASHLAND AVENUE       | GP 177 MAIN LLC % PRISM PROP SER    |
| 64     | 31    | 20 ASHLAND AVENUE    | PRISM GREEN URBAN % PRISM PROP SER  |
| 64     | 32    | 18 ASHLAND AVENUE    | GP 177 MAIN LLC %PRISM PROP SER     |
| 64     | 33    | 12-16 ASHLAND AVENUE | GP 177 MAIN LLC%PRISM PROP SER      |
| 64     | 38    | 4 ASHLAND AVENUE     | BYRNE 4 ASHLAND LLC                 |
| 64     | 42.02 | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO       |
| 64     | 49    | 28 LAKESIDE AVENUE   | BYRNE 28 LAKESIDE LLC               |
| 64     | 49.01 | LAKESIDE AVENUE      | BYRNE 28 LAKESIDE LLC               |
| 115    | 15    | 55 LAKESIDE AVENUE   | GP 55 LAKESIDE LLC                  |
| 115    | 16    | 25 LAKESIDE AVENUE   | TOWNSHIP OF WEST ORANGE             |
| 115    | 16.01 | ONE LAKESIDE AVENUE  | ANTHONY DeMATTEO                    |
| 115    | 51    | LAKESIDE AVENUE      | TOWNSHIP OF WEST ORANGE             |
| 116.02 | 12    | 28 BABCOCK PLACE     | PRISM GREEN URBAN % PRISM PROP SER  |
| 116.02 | 1.01  | 217 MAIN STREET      | MAPLE SVCI LLC                      |

**RESOLUTION**

**WHEREAS**, on November 12, 2019, the Township Council for the Township of West Orange (the “Township”) adopted Resolution 265-19 which authorized the award of a Contract for Tree Removal Services (the “Contract”) to Rich Tree Service, Inc. located at 325 Bergen Street, South Plainfield, N.J. 07080 (“Rich Tree”) based on Rich Tree’s low bid as to the following unit pricing:

| <b>Tree Size</b>                                                                          | <b>Unit Price</b> |
|-------------------------------------------------------------------------------------------|-------------------|
| 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<br>Body 14” capacity brush chipper and<br>(3) men crew | \$ 250.00/hr.     |
| (1) 7-ton log loading crane and<br>Operator                                               | \$ 80.00/hr.      |
| (1) 2-men brush chipping crew<br>With brush chipper and 12 c.y.<br>Chipper truck          | \$ 175.00/hr.     |
| (1) 20 ton 100’ tree crane with<br>NJ Certified Operator, Climber and<br>Grounds person   | \$ 200.00/hr.     |
| (1) 30 h.p. or larger stump grinder                                                       | \$ 50.00/hr.      |

(collectively the “Unit Pricing”); and

**WHEREAS**, the Contract was for a term of one (1) year commencing on January 1, 2020, with an option to renew for two (2) additional one-year extensions in 2021 and 2022; and

**WHEREAS**, the Township seeks to renew the Contract for an additional one-year term for 2021; and

**WHEREAS**, on June 22, 2021, the Township Council adopted 144-21 which incorrectly described the Contract with Rich Tree to be extended by the Township.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township hereby renews the Contract with Rich Tree consistent with the Unit pricing set forth in Rich Tree's 2019 bid; and be it further

**RESOLVED** that this Resolution rescinds and replaces resolution 144-21 adopted by the Township Council on June 22, 2021; and be it further

**RESOLVED** that the extension of the Contract 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 Rich Tree prior to the commencement of the work.

**RESOLVED**, that the Superintendent of the Department of Public Works be and is hereby authorized to execute any written document, if needed, to effectuate the extension of the Contract with Rich Tree consistent with this resolution; 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.**  
**Township Clerk**

---

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

**Adopted: July 13, 2021**

**RESOLUTION**

**WHEREAS**, on November 12, 2019, the Township Council for the Township of West Orange (the “Township”) adopted Resolution 264-19 which authorized the award of a Contract for Tree Removal Services (the “Contract”) to Downes Tree Service, Inc. located at 65 Royal Avenue, Hawthorne, N.J. 07506 (“Downes Tree”) based on Downes Tree’s low bid as to the following unit pricing:

| <b>Tree Size</b>                                                                          | <b>Unit Price</b> |
|-------------------------------------------------------------------------------------------|-------------------|
| 42” – 45”                                                                                 | \$2,400.00        |
| 46” – 52”                                                                                 | \$2,800.00        |
| 49” – 52”                                                                                 | \$3,350.00        |
| 75’ Bucket truck, 12 c.y. chipping<br>Body 14” capacity brush chipper and<br>(3) men crew | \$ 285.00/hr.     |
| (1) 7-ton log loading crane and<br>Operator                                               | \$ 125.00/hr.     |
| (1) 2-men brush chipping crew<br>With brush chipper and 12 c.y.<br>Chipper truck          | \$ 180.00/hr.     |
| (1) 20 ton 100’ tree crane with<br>NJ Certified Operator, Climber and<br>Grounds person   | \$ 300.00/hr.     |
| (1) 30 h.p. or larger stump grinder                                                       | \$ 100.00/hr.     |

(collectively the “Unit Pricing”); and

**WHEREAS**, the Contract was for a term of one (1) year commencing on January 1, 2020, with an option to renew for two (2) additional one-year extensions in 2021 and 2022; and

**WHEREAS**, the Township seeks to renew the Contract for an additional one-year term for 2021.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township hereby renews the Contract with Downes Tree consistent with the Unit pricing set forth in Downes Tree's 2019 bid; and be it further

**RESOLVED** that the extension of the Contract 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 Downes Tree prior to the commencement of the work.

**RESOLVED**, that the Superintendent of the Department of Public Works be and is hereby authorized to execute any written document, if needed, to effectuate the extension of the Contract with Downes Tree consistent with this resolution; 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.**  
**Township Clerk**

---

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

**Adopted: July 13, 2021**

**RESOLUTION**

**WHEREAS**, on May 3, 2016, the Township of West Orange (the “Township”) adopted Resolution 121-16 appointing Matrix New World (“Matrix”), with offices at 26 Columbia Turnpike, Florham Park, New Jersey as the Licensed Site Remediation Professional (the “LSRP”) to assist and oversee the investigation and cleanup of certain properties on Central Avenue within the area designated the Central Valley Brownfield Development Area (the “BDA”) as to the suspected discharge of hazardous substances or hazardous waste; and

**WHEREAS**, the property at 8-10 Central Avenue, Block 9, Lot 32 on the Township Tax Map (the “Biddleman Property”) was included in the BDA; and

**WHEREAS**, the properties located at 18 Central Avenue, Block 9, Lot 36 and 4 Tompkins Street, Block 7, Lot 22 on the Tax Map of the Township of West Orange (the “Selecto-Flash Property”) was also included in the BDA; and

**WHEREAS**, the Township acquired the Selecto-Flash Property through an In Rem Tax Foreclosure and on October 2, 2018, the Township acquired title to the Biddleman Property; and

**WHEREAS**, the remediation process for the Selecto-Flash Property and the Biddleman Property were proceeding at separate timeframes, because the Township’s acquisition of the properties occurred at different times; and

**WHEREAS**, on the New Jersey Department of Environmental Protection/New Jersey Economic Development Authority (the “DEP”) has requested that the Township consolidate the remediation processes for the Selecto-Flash Property and the Biddleman Property, including the applications for funding from the Hazardous Discharge Site Remediation Funds (the “HDSRF”) Program; and

**WHEREAS**, on April 14, 2020, the Township adopted Resolution 84-20 which authorized Matrix to prepare an application to the DEP for HDSRF grant funding for the implementation of a remedial action work plan (a “RAWP”) for the Selecto-Flash Property; and

**WHEREAS**, consistent with the DEP’s request, the Township seeks to authorize the amendment and revision of the Township’s grant application to the DEP for HDSRF grant funding to expand the application to include grant funding for the Remedial Action (the “RA”) for the Biddleman Property; and

**WHEREAS**, Matrix has submitted to the Township a proposal for the preparation and submission of a remedial action HDSRF grant application for the Biddleman Property, 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 \$6,600.

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Township authorizes the retention of Matrix for the preparation and submission of a remedial action HDSRF grant application 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.**  
**Township Clerk**

---

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

**Adopted: July 13, 2021**

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

---

**John O. Gross, CFO**

**RESOLUTION**

**WHEREAS**, Farr Forestry Services, LLC (“FFS”) of 6 Ricker Road, Newfoundland, NJ 07435 responded to the Township of West Orange’s Request for Qualifications pursuant to a fair and open process for Professional Consulting Services as a New Jersey Approved Forester, a Licensed Tree Expert or Arboriculture Approved Arborist for services within private property in the Township; and

**WHEREAS**, the Township’s Tree Protection and Removal Ordinance is administered by the Officer who shall have the status of New Jersey Approved Forester, Licensed Tree Expert or Arborist approved by the International Society of Arboriculture; and

**WHEREAS**, Ronald Farr, Proprietor of FFS, is a Certified Forester; and

**WHEREAS**, FFS agrees to provide forestry services for the remainder of the calendar year 2021, pursuant to the terms and conditions set forth in the Agreement annexed hereto as Exhibit “A” for services on private property including being designated as the Officer to administer the Township’s Tree Protection and Removal Ordinance.

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

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

---

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

---

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

**Adopted: July 13, 2021**

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

---

**John Gross, Chief Financial Officer**

# EXHIBIT “A”

## **AGREEMENT FOR FORESTRY SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of July, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Municipal Building, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **FARR FORESTRY SERVICES, LLC** located at 6 Ricker Road, Newfoundland, County of Passaic 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 forestry services to the TOWNSHIP for private property and be designated as the Officer to administer the Township’s Tree Protection and Removal Ordinances.

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period July 14, 2021 through December 31, 2021 at the hourly rate of \$85/hr.
2. The CONSULTANT shall provide the services as described in Exhibit “B” for Private Property and be subject to the provisions and limitations within Exhibit “B”.
3. CONSULTANT is hereby placed on notice that no Department Head, individual member of the Governing Body, or any agent, servant or employee of the TOWNSHIP possesses any lawful authority to: (a) engage the rendition of services or the performance of work; (b) authorize the continuation of services or work beyond the amount specifically approved in the Resolution and Certificate of Funds; or to (c) represent that future funds will be available as

compensation for current services. Any such acts shall be deemed ultra vires and beyond the scope of any authority that individual may possess. No bills, statement or vouchers for any amount exceeding that originally approved will be honored or paid by the TOWNSHIP, irrespective of whether such services were actually performed.

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

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

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

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

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

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

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

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

**FARR FORESTRY SERVICES, LLC**

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_  
RONALD FARR

# EXHIBIT “B”

## 1. PRIVATE PROPERTY

- Tree Protection and Removal Ordinance
  - Issues or Denies Tree Removal Permits or issues an Exemption from the Ordinance requirements
  - Determines if trees are viable or non-viable
  - Inspects stumps of trees removed on an emergency basis pursuant to the Exemption criteria within 48 hours of notification
  - Consults with Land Use Board Engineer for all new Land Use Applications for compliance with Ordinance. Consults with Land Use Engineer on Landscaping Plan including selection of species appropriate for the West Orange area and the purpose for which the planting is made
  - Prepares a monthly report of trees removed by permit or by exemption. Report to include address, species and tree size, and if tree was viable or not viable
  - Issues summonses for violation of the Ordinance
  - Appears in Municipal Court as a Licensed Tree Expert when necessary
- Private Property Owners
  - Advises owners, upon request, of tree conditions on their property
  - Recommends, based on tree's condition, actions by property owner
  - Advises owners on suitability of tree species for planting
- Property Maintenance
  - Consults with Property Maintenance Inspectors on conditions of trees on private property
  - Determines if trees are dead or hazardous and if removal or pruning is warranted
  - Issues written notice to property owners of hazardous or dead trees on private property
  - Issues summonses for failure to correct conditions cited by written notice
  - Appears in Municipal Court as Township's Tree Expert
- Advisory Boards

- o When directed provides technical expertise to the Open Space and Recreation Committee and the Environmental Commission
- Other
  - o All memos, reports, letters, permits and other documents are to be prepared by the Professional and his/her staff without using the staff of the Public Works Department or the Engineering Division.
  - o The Township will provide within the Public Works Building 25 Lakeside Avenue, West Orange a work area, a telephone land line and internet access during regular Department business hours.
  - o The Professional is responsible for his/her transportation both to and within West Orange.

181-21  
July 13, 2021

## RESOLUTION FOR REDEMPTION OF TAX LIEN

WHEREAS, Tax Certificate # 20-123 for Block 152.24 Lot 21 a/k/a 22 Ronald Terrace, has been redeemed and

WHEREAS, the redemption funds of \$37,672.42 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 \$ 37,672.42 plus the premium of \$ 79,300.00 to FNA DZ, LLC 120 N Lasalle St, Suite#1220, Chicago, IL 6062.

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.

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

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

**Adopted: July 13, 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: 22 RONALD TERRACE                            |                                                       |
| Block Lot Qualifier: 00152 2400021                             |                                                       |
| Certificate Year and Number: 20-123                            |                                                       |
| Total to Redeem:(01-2150)                                      | <b>\$37,672.42</b> Through (meeting date): 07/07/2021 |
| Total Due to Lienholder including premium: <b>\$116,972.42</b> |                                                       |

### LIEN HOLDER

FNA DZ, LLC / FNA DZ, LLC FBO WSFS  
120 N LASALLE ST STE 1220  
CHICAGO, IL 60602

### OWNER INFORMATION

ARIEL BRONXVILLE, LLC  
525 AMBOY AVE  
WOODBIDGE TOWNSHIP, NJ 07095

|                                   |            |                    |                   |
|-----------------------------------|------------|--------------------|-------------------|
| Original Certificate: 20-123 2020 |            |                    |                   |
| Date of Sale: October 27, 2020    |            |                    |                   |
| Interest Rate Bid: 0%             |            |                    |                   |
| Taxes                             | AMOUNT     | INTEREST           | TOTAL             |
|                                   | \$7,534.24 | \$1,325.86         | \$8,860.10        |
| Other Delinquencies               | \$0.00     | \$0.00             | \$0.00            |
| COSTS OF SALE                     |            |                    | \$150.00          |
| TOTAL AMOUNT OF SALE              |            |                    | <b>\$9,010.10</b> |
| PREMIUM (IF ANY) PAID \$          |            | <b>\$79,300.00</b> |                   |
| (01-2155)                         |            |                    |                   |

### Redemption Information:

|                                         |             |
|-----------------------------------------|-------------|
| Original Certificate:                   | \$9,010.10  |
| Redemption Penalty 4%:                  | \$360.40    |
| Interest on Certificate:                | \$0.00      |
| Search Fee:                             | \$12.00     |
| Recording Fees:                         | \$53.00     |
| Other Fees:                             | \$0.00      |
| Subsequent Taxes:                       | \$25,866.87 |
| Interest on Subsequents:                | \$2,370.05  |
| Total to Redeem:                        | \$37,672.42 |
| Through:                                | 07/07/2021  |
| Redeemed on 07/07/2021 Amount: 37672.42 |             |

### SUBSEQUENT TAXES AND PAYMENTS

| Date                              | For                | Notes              | Trans # | Amount Paid      | Calculated Interest * | Interest Days   |
|-----------------------------------|--------------------|--------------------|---------|------------------|-----------------------|-----------------|
| 12/30/2020                        | 2020 1 P Payment   | 11/17/20           | 40081   | 3,659.00         | 415.30                | 227             |
| 12/30/2020                        | 2020 1 I Interest  | 11/17/20           | 40081   | 989.25           | 112.28                | 227             |
| 12/30/2020                        | 2020 1 IW Interest | 11/17/20           | 40082   | 17.58            | 2.00                  | 227             |
| 12/30/2020                        | 2020 1 PW Payment  | 11/17/20           | 40082   | 350.00           | 39.73                 | 227             |
| 12/30/2020                        | 2020 2 P Payment   | 11/17/20           | 40081   | 3,659.00         | 415.30                | 227             |
| 12/30/2020                        | 2020 3 P Payment   | 11/17/20           | 40081   | 3,658.00         | 415.18                | 227             |
| 12/30/2020                        | 2020 4 P Payment   | 11/17/20           | 40081   | 4,090.83         | 464.31                | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 0.38             | 0.04                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 78.67            | 8.93                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 78.67            | 8.93                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | 6 pct 12/30/20     | 0       | 1,006.61         | 114.25                | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 87.95            | 9.98                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 78.65            | 8.93                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 7.53             | 0.85                  | 227             |
| 12/30/2020                        | 2020 4 ST Payment  | Interest on 6%     | 0       | 21.27            | 2.41                  | 227             |
| <b>Totals for 12/30/2020 Amt:</b> |                    |                    |         | <b>17,783.39</b> | <b>Int: 2,018.42</b>  | <b>Days 227</b> |
| 05/20/2021                        | 2021 1 P Payment   | P PD BY LIENHOLDER | 40015   | 3,767.00         | 163.86                | 87              |
| 05/20/2021                        | 2021 1 I Interest  | I PD BY LIENHOLDER | 40015   | 195.67           | 8.51                  | 87              |

# 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: 22 RONALD TERRACE        |             |                         |            |
| Block Lot Qualifier: 00152 2400021         |             |                         |            |
| Certificate Year and Number: 20-123        |             |                         |            |
| Total to Redeem:(01-2150)                  | \$37,672.42 | Through (meeting date): | 07/07/2021 |
| Total Due to Lienholder including premium: |             | \$116,972.42            |            |

### LIEN HOLDER

FNA DZ, LLC / FNA DZ, LLC FBO WSFS  
120 N LASALLE ST STE 1220  
CHICAGO, IL 60602

### OWNER INFORMATION

ARIEL BRONXVILLE, LLC  
525 AMBOY AVE  
WOODBIDGE TOWNSHIP, NJ 07095

Original Certificate: 20-123 2020

Date of Sale: October 27, 2020

Interest Rate Bid: 0%

|       | AMOUNT     | INTEREST   | TOTAL      |
|-------|------------|------------|------------|
| Taxes | \$7,534.24 | \$1,325.86 | \$8,860.10 |

|                     |        |        |        |
|---------------------|--------|--------|--------|
| Other Delinquencies | \$0.00 | \$0.00 | \$0.00 |
|---------------------|--------|--------|--------|

COSTS OF SALE \$150.00

TOTAL AMOUNT OF SALE \$9,010.10

PREMIUM (IF ANY) PAID \$ \$79,300.00  
(01-2155)

### Redemption Information:

Original Certificate: \$9,010.10

Redemption Penalty 4%: \$360.40

Interest on Certificate: \$0.00

Search Fee: \$12.00

Recording Fees: \$53.00

Other Fees: \$0.00

Subsequent Taxes: \$25,866.87

Interest on Subsequents: \$2,370.05

Total to Redeem: \$37,672.42

Through: 07/07/2021

Redeemed on 07/07/2021 Amount: 37672.42

### SUBSEQUENT TAXES AND PAYMENTS

| Date                       | For                | Notes               | Trans # | Amount Paid | Calculated Interest * | Interest Days |
|----------------------------|--------------------|---------------------|---------|-------------|-----------------------|---------------|
| 05/20/2021                 | 2021 1 IW Interest | IW PD BY LIENHOLDER | 40016   | 3.81        | 0.17                  | 87            |
| 05/20/2021                 | 2021 1 PW Payment  | PW PD BY LIENHOLDER | 40016   | 350.00      | 15.23                 | 87            |
| 05/20/2021                 | 2021 2 P Payment   | P PD BY LIENHOLDER  | 40015   | 3,767.00    | 163.86                | 87            |
| Totals for 05/20/2021 Amt: |                    |                     |         | 8,083.48    | Int:                  | 351.63        |
|                            |                    |                     |         | Days 87     |                       |               |
| TOTAL SUBSEQUENT TAXES     |                    |                     |         | 25,866.87   | 2,370.05              |               |

#### 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.

**182-21**  
**July 13, 2021**

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

WHEREAS, Tax Certificate # 20-021 for Block 23 Lot 40 a/k/a 52 Quinby Place, has been redeemed and

WHEREAS, the redemption funds of \$1,315.12 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 \$ 1,315.12 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.

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

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

**Adopted: July 13, 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: 52 QUINBY PLACE          |            |                                    |
| Block Lot Qualifier: 0002300040            |            |                                    |
| Certificate Year and Number: 20-021        |            |                                    |
| Total to Redeem:(01-2150)                  | \$1,315.12 | Through (meeting date): 07/07/2021 |
| Total Due to Lienholder including premium: |            | \$3,015.12                         |

### LIEN HOLDER

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

### OWNER INFORMATION

MC CLENDON, EZRA  
52 QUINBY PLACE  
WEST ORANGE NJ 07052

|                                    |                           |
|------------------------------------|---------------------------|
| Original Certificate: 20-021       | 2020                      |
| Date of Sale:                      | October 27, 2020          |
| Interest Rate Bid:                 | 0%                        |
| Taxes                              | AMOUNT INTEREST TOTAL     |
|                                    | \$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 Certificate:                  | \$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:                      | \$725.26   |
| Interest on Subsequents:               | \$56.66    |
| Total to Redeem:                       | \$1,315.12 |
| Through:                               | 07/07/2021 |
| Redeemed on 07/07/2021 Amount: 1315.12 |            |

### SUBSEQUENT TAXES AND PAYMENTS

| Date                       | For                | Notes               | Trans # | Amount Paid | Calculated Interest * | Interest Days |
|----------------------------|--------------------|---------------------|---------|-------------|-----------------------|---------------|
| 12/22/2020                 | 2020 1 IW Interest | PD BY LIENHOLDER    | 40046   | 20.44       | 2.40                  | 235           |
| 12/22/2020                 | 2020 1 PW Payment  | PD BY LIENHOLDER    | 40046   | 350.00      | 41.13                 | 235           |
| Totals for 12/22/2020 Amt: |                    |                     |         | 370.44      | Int: 43.53            | Days 235      |
| 06/03/2021                 | 2021 1 IW Interest | IW PD BY LIENHOLDER | 40025   | 4.82        | 0.18                  | 74            |
| 06/03/2021                 | 2021 1 PW Payment  | PW PD BY LIENHOLDER | 40025   | 350.00      | 12.95                 | 74            |
| Totals for 06/03/2021 Amt: |                    |                     |         | 354.82      | Int: 13.13            | Days 74       |
| TOTAL SUBSEQUENT TAXES     |                    |                     |         | 725.26      | 56.66                 |               |

### 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.

**RESOLUTION**

**WHEREAS**, by Resolution No. 66-21 dated April 20, 2021, the Township Council awarded the Contract Street Improvements 2020 Phase II to Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the amount of \$2,091,766.75; and

**WHEREAS**, the work under this contract included street improvements consisting predominantly of curb, sidewalk, driveway aprons and pavement milling and resurfacing to thirteen (13) Municipal Streets or parts thereof; and

**WHEREAS**, the Municipal Engineer desires to extend the limits of this project to include Redwood Avenue, Woodland Avenue to Ellis Street, and Ellis Street; and

**WHEREAS**, the Municipal Engineer by letter dated July 6, 2021 recommends additional funding in the amount of \$216,000.00 to complete the work; and

**WHEREAS**, sufficient funds exist for this additional work; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that Change Order No. 1 for the project Street Improvements, 2020 Phase II with Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the amount of \$216,000.00 or a 10.33 percent increase in the original contract amount is hereby approved bringing the adjusted contract amount to \$2,307,766.75.

**BE IT FURTHER RESOLVED** that the Municipal Engineer is authorized to execute the Change Order on behalf of the Township of West Orange.

\_\_\_\_\_  
Karen J. Carnevale, RMC, Municipal Clerk

\_\_\_\_\_  
Cindy Matute – Brown, Council President

**Adopted: July 13, 2021**

**I hereby certify funds are available**

**ACCT NO. 03 2610 20 0500 110  
2020 Capital Budget  
Road Improvements  
\$216,000.00**

\_\_\_\_\_  
John Gross, Chief Financial Officer



# TOWNSHIP OF WEST ORANGE

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

## DEPARTMENT OF PUBLIC WORKS

**ROBERT D. PARISI**

*Mayor*

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: [Engineering@westorange.org](mailto:Engineering@westorange.org)

**LEONARD R. LEPORE**

*Director, Municipal Engineer*

July 6, 2021

### CHANGE ORDER NO. 1

PROJECT: STREET IMPROVEMENTS, 2020 PHASE II

CONTRACTOR: CIFELLI & SON GENERAL CONTRACTING  
81 FRANKLIN AVENUE  
NUTLEY, NJ 07110

Original Contract Amount \$2,091,766.75

#### Change Order No. 1

Redwood Avenue Improvement  
Woodland Avenue to Ellis Street  
900 linear Feet @ \$160 per linear foot \$144,000.00

Ellis Street Improvement  
450 linear feet @ \$160 per linear foot \$72,000.00

Total \$216,000.00

Adjusted Contract Amount \$2,307,766.75  
Through Change Order No. 1

Percent Increase in Contract 10.33%

#### Reason for Change Order and Increase

Adding two streets, Redwood Avenue, Woodland Avenue to Ellis Street, and Ellis Street to the contract which includes eight streets in the Redwood School/ Seaman Road neighborhood.

Approved by

\_\_\_\_\_  
Municipal Engineer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contractor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Township of West Orange, NJ

\_\_\_\_\_  
Date

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

**RESOLUTION**

**WHEREAS**, by Resolution No. 240-20 dated November 24, 2020, the Township Council awarded the Contract Degnan Park Baseball Field Improvement to Zenith Construction Services, Inc., 365 Thomas Boulevard, Orange, NJ 07050 in the amount of \$413,000.00;

**WHEREAS**, the work under this contract included general civil site work to prepare the field for the installation of the artificial turf; and

**WHEREAS**, the Municipal Engineer desires remediate unsuitable base soils to support equipment to place artificial turf field; and

**WHEREAS**, the Municipal Engineer by letter dated July 6, 2021 recommends additional funding in the amount of \$80,000.00 to perform the remediation and place the two courses of finish stone; and

**WHEREAS**, sufficient funds exist for this additional work; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that Change Order No. 1 for the project Degnan Park Baseball Field Improvements with Zenith Construction Services, Inc., 365 Thomas Boulevard, Orange, NJ 07050 in the amount of \$80,000.00 or 19.37 percent increase in the original contract amount is hereby approved bringing the adjusted contract amount to \$493,000.00.

**BE IT FURTHER RESOLVED** that the Municipal Engineer is authorized to execute the Change Order on behalf of the Township of West Orange.

\_\_\_\_\_  
Karen J. Carnevale, RMC, Municipal Clerk

\_\_\_\_\_  
Cindy Matute – Brown, Council President

**Adopted:**

**I hereby certify funds are available**

**ACCT NO. 03 2610 20 0400 110  
2020 Capital Budget  
Outdoor Facilities  
\$80,000.00**

\_\_\_\_\_  
John Gross, Chief Financial Officer



# TOWNSHIP OF WEST ORANGE

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

## DEPARTMENT OF PUBLIC WORKS

**ROBERT D. PARISI**

*Mayor*

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: [Engineering@westorange.org](mailto:Engineering@westorange.org)

**LEONARD R. LEPORE**

*Director, Municipal Engineer*

July 6, 2021

### CHANGE ORDER NO. 1

PROJECT: DEGNAN PARK BASEBALL FIELD IMPROVEMENTS

CONTRACTOR: ZENITH CONSTRUCTION SERVICES, INC.  
365 THOMAS BOULEVARD  
ORANGE, NJ 07050

Original Contract Amount \$413,000.00

#### Change Order No. 1

Remediate unsuitable base soils  
to support equipment to place artificial  
turf field. Remove two feet of existing  
soil and replace with 18 inches of dense  
graded aggregate 9,000 square yards  
plus two courses of finishing stone

\$80,000.00

Adjusted Contract Amount \$493,000.00

Through Change Order No. 1

Percent Increase in Contract 19.37%

#### Reason for Change Order and Increase

Poor base soils in a portion of right field and center field needed to be remediated to support the artificial turf field and the equipment to place it. Two feet of existing soils were removed and replaced with 18 inches of dense graded aggregate followed by the two finishing stone courses. About 20 percent of the project area was impacted.

Approved by

\_\_\_\_\_  
Municipal Engineer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contractor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Township of West Orange, NJ

\_\_\_\_\_  
Date

This Change Order was approved by Resolution No. 184-21 dated July 13, 2021 of the West Orange Township Council.

**RESOLUTION**

**WHEREAS**, by Resolution No. 195-20 dated October 6, 2020, the Township Council awarded the Contract Street Improvements 2020 Phase I to Reggio Construction, Inc., 416 E. Central Boulevard, Palisades Park, NJ 07650 in the amount of \$2,225,520.94; and

**WHEREAS**, the work under this contract included street improvements consisting predominantly of curb, sidewalk, driveway aprons, drainage and pavement milling and resurfacing to Municipal Streets; and

**WHEREAS**, the Municipal Engineer desires to extend the limits of this project to include Roosevelt Avenue from Belle Terre Road to the dead end at Route 280 and Wessman Drive; and

**WHEREAS**, the Municipal Engineer by letter dated July 6, 2021 recommends additional funding in the amount of \$218,750.00 to complete the work; and

**WHEREAS**, sufficient funds exist for this additional work; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that Change Order No. 1 for the project Street Improvements, 2018 Phase IIA with Reggio Construction Inc., 416 E. Central Boulevard, Palisades Park, NJ 07650 in the amount of \$218,750.00 or 9.83 percent increase in the original contract amount is hereby approved bringing the adjusted contract amount to \$2,444,270.94.

**BE IT FURTHER RESOLVED** that the Municipal Engineer is authorized to execute the Change Order on behalf of the Township of West Orange.

\_\_\_\_\_  
Karen J. Carnevale, RMC, Municipal Clerk

\_\_\_\_\_  
Cindy Matute – Brown, Council President

**Adopted:**

**I hereby certify funds are available**

**ACCT NO. 03 2610 20 0500 110  
2020 Capital Budget  
Road Improvements  
\$218,750.00**

\_\_\_\_\_  
John Gross, Chief Financial Officer



# TOWNSHIP OF WEST ORANGE

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

## DEPARTMENT OF PUBLIC WORKS

**ROBERT D. PARISI**

*Mayor*

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: [Engineering@westorange.org](mailto:Engineering@westorange.org)

**LEONARD R. LEPORE**

*Director, Municipal Engineer*

July 6, 2021

### CHANGE ORDER NO. 1

PROJECT: STREET IMPROVEMENTS, 2020 PHASE I

CONTRACTOR: REGGIO CONSTRUCTION, INC.  
416 E. CENTRAL BOULEVARD  
PALISADES PARK, NJ 07650

|                          |                |
|--------------------------|----------------|
| Original Contract Amount | \$2,225,520.94 |
|--------------------------|----------------|

#### Change Order No. 1

|                  |             |
|------------------|-------------|
| Roosevelt Avenue | \$70,000.00 |
|------------------|-------------|

|                           |  |
|---------------------------|--|
| 500 L.F. @ \$140 per L.F. |  |
|---------------------------|--|

|          |                    |
|----------|--------------------|
| Drainage | <u>\$25,000.00</u> |
|----------|--------------------|

|  |             |
|--|-------------|
|  | \$95,000.00 |
|--|-------------|

|               |  |
|---------------|--|
| Wessman Drive |  |
|---------------|--|

|                        |              |
|------------------------|--------------|
| 750 L.F. @165 per L.F. | \$123,750.00 |
|------------------------|--------------|

|       |              |
|-------|--------------|
| Total | \$218,750.00 |
|-------|--------------|

|                          |                |
|--------------------------|----------------|
| Adjusted Contract Amount | \$2,444,270.94 |
|--------------------------|----------------|

Through Change Order No. 1

|                              |       |
|------------------------------|-------|
| Percent Increase in Contract | 9.83% |
|------------------------------|-------|

#### Reason for Change Order and Increase

Add two additional streets to the contract. Roosevelt Avenue from Belle Terre Road south to Route 280 and Wessman Drive

Approved by

\_\_\_\_\_  
Municipal Engineer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contractor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Township of West Orange, NJ

\_\_\_\_\_  
Date

This Change Order was approved by Resolution No. 185-21 dated July 13, 2021 of the West Orange Township Council.

**RESOLUTION**

**WHEREAS**, by Resolution No. 129-20 dated June 23, 2020, the Township Council awarded the Contract Street Improvements 2018 Phase IIA to Reggio Construction, Inc., 416 E. Central Boulevard, Palisades Park, NJ 07650 in the amount of \$2,185,381.23; and

**WHEREAS**, the work under this contract included street improvements consisting predominantly of curb, sidewalk, driveway aprons, drainage and pavement milling and resurfacing to thirteen (13) Municipal Streets; and

**WHEREAS**, one of the thirteen streets included Rollinson Street except for the two blocks between Mitchell Street and Wellington Avenue; and

**WHEREAS**, by Resolution No. 93-21 dated May 4, 2021 the Township Council approved Change Order No. 1 for this contract with Reggio Construction, Inc., in the amount of \$196,275.00 for additional work on Rollinson Street in the amount of \$196,275.00; and

**WHEREAS**, the total funds appropriated through Change Order No. 1 is \$2,381,656.23; and

**WHEREAS**, the Municipal Engineer desires to extend the work in this project to include Coolidge Avenue and Garfield Avenue from Belle Terre Road to the dead end at Route 280; and

**WHEREAS**, the total value of the work completed to date, which includes as built quantities, is \$2,412,157.11; and

**WHEREAS**, the Municipal Engineer by letter dated July 6, 2021 recommends additional funding in the amount of \$200,916.25 for the as built quantities to date and for the additional two streets which will bring the total authorized amount for this contract to \$2,582,572.48; and

**WHEREAS**, sufficient funds exist for this additional work; and

**WHEREAS**, the Township Council concurs in the foregoing.

**NOW THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that Change Order No. 2 for the project Street Improvements, 2018 Phase IIA with Reggio Construction Inc., 416 E. Central Boulevard, Palisades Park, NJ 17650 in the amount of \$200,916.25 or 18.175 percent increase in the original contract amount is hereby approved.

**BE IT FURTHER RESOLVED** that the Municipal Engineer is authorized to execute the Change Order on behalf of the Township of West Orange.

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

**Adopted: July 13, 2021**

**I hereby certify funds are available**

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

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

**ACCT NO. 03 2610 20 0500 110  
2020 Capital Budget  
Road Improvements  
\$200,916.25**



# TOWNSHIP OF WEST ORANGE

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

## DEPARTMENT OF PUBLIC WORKS

**ROBERT D. PARISI**

*Mayor*

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: [Engineering@westorange.org](mailto:Engineering@westorange.org)

**LEONARD R. LEPORE**

*Director, Municipal Engineer*

July 6, 2021

### CHANGE ORDER NO. 2

PROJECT: STREET IMPROVEMENTS, 2018 PHASE IIA

CONTRACTOR: REGGIO CONSTRUCTION, INC.  
416 E. CENTRAL BOULEVARD  
PALISADES PARK, NJ 07650

|                                                                                          |                |
|------------------------------------------------------------------------------------------|----------------|
| Original Contract Amount                                                                 | \$2,185,381.23 |
| Change Order No. 1                                                                       | \$196,275.00   |
| Adjusted Contract Amount<br>Through Change Order No. 1                                   | \$2,381,656.23 |
| Percent Increase in Contract                                                             | 8.98%          |
| Change Order No. 2                                                                       |                |
| As Built Quantities to Date                                                              | \$32,916.25    |
| Coolidge Avenue 700 L.F.<br>\$140 per linear foot                                        | \$98,000.00    |
| Garfield Avenue, Belle Terre Road to<br>dead end at Route 280<br>500 L.F. @ \$140 per LF | \$70,000.00    |
| Total this Change Order                                                                  | \$200,916.25   |
| Adjusted Contract Amount<br>Through Change Order No. 2                                   | \$2,582,572.48 |
| Total Increase                                                                           | \$397,191.25   |
| Percent Increase in Contract<br>Through Change Order No. 2                               | 9.19%          |

#### Reason for Change Order and Increase

To complete the contract based on As – Built Quantities to date and to extend the limits of the contract to include Coolidge Avenue, Garfield Avenue, Belle Terre Road to the Dead End at Route 280.

Approved by:

\_\_\_\_\_  
Municipal Engineer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contractor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Township of West Orange, NJ

\_\_\_\_\_  
Date

This Change Order was approved by Resolution No. 186-21 dated July 13, 2021 of the West Orange Township Council.

**RESOLUTION**

**WHEREAS**, The Shade Tree Department, LLC (“TSTD”) of P.O. Box 6089, West Orange, NJ 07052 responded to the Township of West Orange’s Request for Qualifications pursuant to a fair and open process for Professional Consulting Services as a New Jersey Approved Forester, a Licensed Tree Expert or Arboriculture Approved Arborist for services within private property in the Township; and

**WHEREAS**, the Township’s Tree Protection and Removal Ordinance is administered by the Officer who shall have the status of New Jersey Approved Forester, Licensed Tree Expert or Arborist approved by the International Society of Arboriculture; and

**WHEREAS**, John D. Linson, Proprietor of TSTD, is a Certified Forester, Licensed Tree Expert and Arborist; and

**WHEREAS**, TSTD agrees to provide forestry services for the remainder of the calendar year 2021, pursuant to the terms and conditions set forth in the Agreement annexed hereto as Exhibit “A” for services on public property and public rights of way for calendar year 2021 and private property through July 15, 2021.

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

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

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

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

**Adopted: July 13, 2021**

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

---

**John Gross, Chief Financial Officer**

# EXHIBIT “A”

## **AGREEMENT FOR FORESTRY SERVICES**

**THIS AGREEMENT** made and entered into on this \_\_\_\_ day of July, 2021 by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation of the State of New Jersey, located at Municipal Building, 66 Main Street, West Orange, County of Essex and State of New Jersey, hereinafter called the “TOWNSHIP,” party of the first part, and **THE SHADE TREE DEPARTMENT, LLC** located at P.O. Box 6089, West Orange, County of Essex 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 forestry services to the TOWNSHIP for public property and public rights of way only beginning July 15, 2021 and public property, public rights of way and private property prior to that date.

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

1. The TOWNSHIP hereby retains the services of CONSULTANT for the period July 15, 2021 through December 31, 2021 at the hourly rate of \$95/hr. and prior to July 15, 2021 at the hourly rate of \$85/hr.

2. The CONSULTANT shall provide the services as described in Exhibit “B” for Private Property through July 15, 2021 and public property and public rights of way for calendar year 2021 and be subject to the provisions and limitations within Exhibit “B”. The CONSULTANT will continue to represent the Township as the Officer for administering and enforcing the Township’s Tree Protection and Removal Ordinance for any summonses issued by the CONSULTANT prior to July 15, 2021.

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

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

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

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

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

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

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

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

**TOWNSHIP OF WEST ORANGE**

ATTEST:

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

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

**THE SHADE TREE DEPARTMENT, LLC**

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_  
JOHN D. LINSON

# EXHIBIT “B”

## 1. **PRIVATE PROPERTY** Through July 15, 2021 only

- Tree Protection and Removal Ordinance
  - Issues or Denies Tree Removal Permits or issues an Exemption from the Ordinance requirements
  - Determines if trees are viable or non-viable
  - Inspects stumps of trees removed on an emergency basis pursuant to the Exemption criteria within 48 hours of notification
  - Consults with Land Use Board Engineer for all new Land Use Applications for compliance with Ordinance. Consults with Land Use Engineer on Landscaping Plan including selection of species appropriate for the West Orange area and the purpose for which the planting is made
  - Prepares a monthly report of trees removed by permit or by exemption. Report to include address, species and tree size, and if tree was viable or not viable
  - Issues summonses for violation of the Ordinance
  - Appears in Municipal Court as a Licensed Tree Expert when necessary
- Private Property Owners
  - Advises owners, upon request, of tree conditions on their property
  - Recommends, based on tree's condition, actions by property owner
  - Advises owners on suitability of tree species for planting
- Property Maintenance
  - Consults with Property Maintenance Inspectors on conditions of trees on private property
  - Determines if trees are dead or hazardous and if removal or pruning is warranted
  - Issues written notice to property owners of hazardous or dead trees on private property
  - Issues summonses for failure to correct conditions cited by written notice
  - Appears in Municipal Court as Township's Tree Expert

- Advisory Boards
  - When directed provides technical expertise to the Open Space and Recreation Committee and the Environmental Commission
- Other
  - All memos, reports, letters, permits and other documents are to be prepared by the Professional and his/her staff without using the staff of the Public Works Department or the Engineering Division beginning July 15, 2021.
  - The Township will provide within the Public Works Building 25 Lakeside Avenue, West Orange a work area, a telephone land line and internet access during regular Department business hours.
  - The Professional is responsible for his/her transportation both to and within West Orange.

## **2. PUBLIC RIGHTS OF WAY AND PUBLIC PROPERTIES All of calendar year 2021**

- Public Works
  - Conducts Windshield Survey of conditions of trees along Public Rights of Way and provides a quarterly report unless an imminent hazard is observed
  - Conducts a survey of conditions of trees on public properties and provides an annual report for each property unless an imminent hazard is observed
  - Advises the Department including the Director, Superintendent and Shade Tree Supervisor of tree maintenance services including tree removals required on Public Rights of Way and public property
  - Prepares a monthly report of trees removed indicating location, species and size.
  - Prepares a monthly report of tree maintenance
  - Assists in the preparation of specifications and bid documents for tree removal, tree maintenance and emergency and non-emergency tree services for both public rights of way and public property
  - Assists in the preparation of specifications and bid documents for tree planting
  - Selects public tree planting locations, selects species, inspects and selects trees at nursery. Provides periodic inspection during planting and one year after planting to identify dead trees for replacement
  - Applies for Tree City USA Certification
  - Writes and prepares a Community Forestry Management Plan every five years
  - Works with the Township's Grant Writer on grants related to tree conservation, tree maintenance and tree planting
  - Arranges Arbor Day tree planting and ceremonies
  - Coordinates with Public Works and private contractors for disaster clean up
- Advisory Boards

- o When directed provides technical expertise to the Open Space and Recreation Committee and the Environmental Commission
- Other
  - o All memos, reports, letters and other documents are to be prepared by the Professional and his/her staff without using the staff of the Public Works Department or the Engineering Division beginning July 15, 2021.
  - o The Township will provide within the Public Works Building 25 Lakeside Avenue, West Orange a work area, a telephone land line and internet access during regular Department business hours.
  - o The Professional is responsible for his/her transportation both to and within West Orange

**RESOLUTION**

**WHEREAS,** following the adoption of the Jake Honig Compassionate Use Medical Cannabis Act in 2019 and passage of the 2020 ballot issue amending the New Jersey Constitution to legalize the possession, cultivation, processing and sale of retail marijuana, the State of New Jersey adopted the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act in 2021 (the “State Statute”); and

**WHEREAS,** the State Statute establishes a framework for the application and issuance of a state license for the operation of cannabis related business licensed by the State of Jersey (“Licensed Cannabis Entities”) which includes the requirement that an applicant for a state license provide proof of local support as to the suitability of the proposed location for a proposed cannabis related business; and

**WHEREAS,** pursuant to N.J.S.A. 24:6I-45(c)(2) of the State Statute, municipalities are empowered to establish requirements and procedures for local licensing for Licensed Cannabis Entities within such municipalities in addition to the requirements for the issuance of a state license; and

**WHEREAS,** pursuant to the State Statute, the Township of West Orange (the “Township”) has adopted or will adopt Ordinance 2647-21 (the “Cannabis Ordinance”) which establishes both the zoning requirements and the Township’s licensing requirements for Licensed Cannabis Entities which seek to operate within the Township; and

**WHEREAS,** the Cannabis Ordinance provides that applications for a local license issued by the Township to operate a Licensed Cannabis Entity within the Township requires an application process as set forth in Section 5-34.5 of the Cannabis Ordinance; and

**WHEREAS,** the Cannabis Ordinance provides that such applications are reviewed by the Police Chief of the West Orange Police Department with comments from various Township department; and

**WHEREAS,** the Cannabis Ordinance further provides that the Police Chief of the West Orange Police Department or the Chief's designee (the "Chief") shall prepare and transmit a memorandum recommending either the granting or denial of any application of a Licensed Cannabis Entity (the "Chief's Memo") to the Township Clerk who shall in turn: (i) schedule the application for approval or denial by the Township Council within sixty (60) days; and (ii) providing the Chief's Memo to the Council for review; and

**WHEREAS,** the Cannabis Ordinance also includes the required zoning conditions for the operation of a Licensed Cannabis Entity as a Conditional use in the designated zones; and

**WHEREAS,** the Township seeks to establish a Cannabis Entity Advisory Workgroup in an effort to foster and provide a means of participation from residents in implementation of both the zoning and local licensing framework established in the Cannabis Ordinance during the early years of implementation of the Cannabis Ordinance.

**NOW, BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Township hereby establishes a Cannabis Entity Advisory Workgroup; and it is further

**RESOLVED** that the Cannabis Entity Advisory Workgroup shall include seven (7) members, including: (i) the Chief; (ii) a member of the Township Council who shall serve as the Chair of Workgroup; (iii) a second member of the Township Council; (iv) a resident serving on the Township's Economic Development Commission who does not otherwise serve as an official for the Township; (v) a resident serving on the West Orange Planning Board or the West Orange

Zoning Board of Adjustment who does not otherwise serve as an official for the Township; (vi) a resident serving on the Downtown West Orange Alliance who does not otherwise serve as an official for the Township; and (vii) a resident who does not otherwise serve as an official for the Township to be selected by the Mayor (the “Mayor’s Appointee”); and it is further

**RESOLVED** that each member of the Cannabis Entity Advisory Workgroup, except the Police Chief of the West Orange Police Department, shall serve for a term of one (1) year, but may be reappointed for a subsequent year or years, except that the first term of the Cannabis Entity Advisory Workgroup shall serve from the adoption of this Resolution until December 31, 2022; and it is further

**RESOLVED** that appointments to and removals from the Cannabis Entity Advisory Workgroup, except for the Mayor’s Appointee, shall be made by resolution of the Township Council; and it is further

**RESOLVED** that, in the event that the Township Council fails to make appointments after the expiration of the term for the members of the preceding Workgroup, the members shall be automatically reappointed to the Workgroup; and it is further

**RESOLVED** that at the beginning of each term the Cannabis Entity Advisory Workgroup shall establish the bylaws and rules for the Workgroup’s operation at the first meeting in each term; and it is further

**RESOLVED** that the goals and functions of the Cannabis Entity Advisory Workgroup shall be as follows:

- (i) to review requests from applicants for state licenses for local support as to the location of a proposed Licensed Cannabis Entity within the Township, as required

under the State Statute, and determine if such local support is appropriate based on the proposed location of the Licensed Cannabis Entity;

- (ii) to explore potential changes to the zoning conditions for Licensed Cannabis Entities, including either additional conditions or changes to existing conditions and the preparation of advisory memoranda to the Township Council and the West Orange Planning Board for consideration and adoption;
- (iii) to review and provide timely comments, recommendations, responses, revisions, and opposition, if applicable, to the Chief's Memo within thirty (30) days from the transmission of the Chief's Memo from the Township Clerk to the Township Council; and
- (iv) to make any additional recommendations to the Township Council related to the operation of Cannabis Entities within the Township.

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

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

**Adopted: July 13, 2021**

**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.

**INTRODUCED AND APPROVED ON FIRST READING**

**DATED: June 22, 2021**

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**KAREN J. CARNEVALE, Clerk  
Township of West Orange**

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**CINDY MATUTE-BROWN,  
Council President,  
Township of West Orange**

**ADOPTED ON SECOND READING**

**DATED: July 13, 2021**

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**KAREN J. CARNEVALE, Clerk  
Township of West Orange**

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**CINDY MATUTE-BROWN,  
Council President  
Township of West Orange**

**APPROVAL BY THE MAYOR ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2021.**

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**ROBERT D. PARISI, Mayor  
Township of West Orange**

**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](http://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

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**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:

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title:</b>                      | 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                                                                                                                                                                      |
| <b>Purpose(s):</b>                 | 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 |
| <b>Appropriation:</b>              | \$6,506,217                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Bonds/Notes<br/>Authorized:</b> | \$3,408,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Grants<br/>Appropriated:</b>    | \$3,098,217 expected to be received from the State of New Jersey Library Program                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Down Payment:</b>               | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Section 20 Costs:</b>           | \$682,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Useful Life:</b>                | 20 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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**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)

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**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)

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**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)

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**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.

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

**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                                                                                                             |
|--------------------------|-------------|---------------|----------------------------------------------------------------------------------------------------------------------|
| <b>172 High Street</b>   | <b>East</b> | <b>1</b>      | <b>Beginning 386 feet north of the northerly curblin of Washington Street extended, and extending 20 feet north.</b> |
| <b>41 Liberty Street</b> | <b>West</b> | <b>1</b>      | <b>Beginning 330 feet north of the northerly curblin of Columbia Street extended, and extending 22 feet north.</b>   |

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.

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**ROBERT D. PARISI, MAYOR**

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**CINDY MATUTE-BROWN, COUNCIL PRESIDENT**

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

**INTRODUCED: 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.

**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 file 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) 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 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<br>AND in addition<br>Retail store<br>Personal service store or | Required accessory parking<br>Private garage<br>Home occupation<br>Home professional office | Motor vehicle fueling station<br>Theater<br>Public utility building or |

|     |                                                                                                                                                                                                                                                                                                                                                 |                                                     |                                                                                                                                                                                                                                                                                                     |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | studio<br>Office or office building<br>Business or vocational school<br>Restaurant<br>Bar<br>Massage, bodywork or somatic therapy establishment                                                                                                                                                                                                 | Signs<br>Vending machines                           | structure<br>Telephone exchange<br>Senior citizens housing project<br>Hotel<br>Private club, other than a golf club<br>Video or amusement arcade<br>Fast food restaurant<br>Commercial antenna<br><a href="#">Licensed Cannabis Retail</a><br><a href="#">Licensed Medical Marijuana Dispensary</a> |
| B-2 | Retail store<br>Personal service store or studio<br>Office or office building<br>Business or vocational school<br>Restaurant<br>Bar<br>Massage, bodywork or somatic therapy establishment                                                                                                                                                       | SAME AS OB-1<br>AND in addition<br>Vending machines | SAME AS B-1                                                                                                                                                                                                                                                                                         |
| I   | Light industry, including dry cleaning plants, machine shops, publishing or printing plants, research laboratories and steam laundries<br>Office building<br>Warehouse<br>Self-storage facility<br>Storage yard<br>Wholesale business<br>Motor vehicle fueling station<br>Motor vehicle service station<br>Car wash,<br>Public utility building | SAME AS OB-1                                        | Billiard parlor<br>Bowling alley<br>Commercial recreation<br>Commercial antenna<br>Motor vehicle sales establishment<br><a href="#">Licensed Cannabis Entities</a>                                                                                                                                  |

## 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.

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**ROBERT D. PARISI, MAYOR**

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**CINDY MATUTE BROWN,  
COUNCIL PRESIDENT**

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

**INTRODUCED: [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.

**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.

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**ROBERT D. PARISI, MAYOR**

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**CINDY MATUTE-BROWN, COUNCIL PRESIDENT**

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

**INTRODUCED: 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”







# Exhibit “B”

| BlockNo | LotNo | PropLoc          | OwnerName                           | OwnerAddr1        | OwnerAddr2        | ZipCode | LandValue | ImprvValue | 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.

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ROBERT D. PARISI, MAYOR

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CINDY MATUTE-BROWN, COUNCIL PRESIDENT

Introduced: May 18, 2021

Adopted:

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

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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 C      |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10100                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 21,120  | 31,388 | 41,656 | 51,924 | 62,192 | 72,460 | 82,728  | 6     | 10,268    | 1,820    | 11.60    | 45.45    |
| AU10100                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 21,331  | 31,702 | 42,072 | 52,443 | 62,814 | 73,184 | 83,555  | 6     | 10,371    | 1,820    | 11.72    | 45.91    |
| AU10100                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 21,651  | 32,177 | 42,704 | 53,230 | 63,756 | 74,282 | 84,808  | 6     | 10,526    | 1,820    | 11.90    | 46.60    |
| AU10100                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 21,976  | 32,660 | 43,344 | 54,028 | 64,712 | 75,396 | 86,080  | 6     | 10,684    | 1,820    | 12.07    | 47.30    |
| AU10100                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 22,306  | 33,150 | 43,994 | 54,839 | 65,683 | 76,527 | 87,371  | 6     | 10,844    | 1,820    | 12.26    | 48.01    |
| AU10100                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 22,640  | 33,647 | 44,654 | 55,661 | 66,668 | 77,675 | 88,682  | 6     | 11,007    | 1,820    | 12.44    | 48.73    |
| AU10100                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 22,980  | 34,152 | 45,324 | 56,496 | 67,668 | 78,840 | 90,012  | 6     | 11,172    | 1,820    | 12.63    | 49.46    |
| AU10100                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 23,325  | 34,664 | 46,004 | 57,344 | 68,683 | 80,023 | 91,362  | 6     | 11,340    | 1,820    | 12.82    | 50.20    |
| Assistant Head Nurse                                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10110                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 42,240  | 47,328 | 52,416 | 57,504 | 62,591 | 67,679 | 72,767  | 6     | 5,088     | 1,820    | 23.21    | 39.98    |
| AU10110                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 42,663  | 47,801 | 52,940 | 58,079 | 63,217 | 68,356 | 73,495  | 6     | 5,139     | 1,820    | 23.44    | 40.38    |
| AU10110                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 43,303  | 48,518 | 53,734 | 58,950 | 64,166 | 69,381 | 74,597  | 6     | 5,216     | 1,820    | 23.79    | 40.99    |
| AU10110                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 43,952  | 49,246 | 54,540 | 59,834 | 65,128 | 70,422 | 75,716  | 6     | 5,294     | 1,820    | 24.15    | 41.60    |
| AU10110                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 44,611  | 49,985 | 55,358 | 60,732 | 66,105 | 71,478 | 76,852  | 6     | 5,373     | 1,820    | 24.51    | 42.23    |
| AU10110                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 45,281  | 50,735 | 56,189 | 61,643 | 67,097 | 72,551 | 78,005  | 6     | 5,454     | 1,820    | 24.88    | 42.86    |
| AU10110                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 45,960  | 51,496 | 57,031 | 62,567 | 68,103 | 73,639 | 79,175  | 6     | 5,536     | 1,820    | 25.25    | 43.50    |
| AU10110                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 46,649  | 52,268 | 57,887 | 63,506 | 69,125 | 74,743 | 80,362  | 6     | 5,619     | 1,820    | 25.63    | 44.16    |
| Assistant Health Officer                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10120                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 23,232  | 36,407 | 49,582 | 62,757 | 75,933 | 89,108 | 102,283 | 6     | 13,175    | 1,820    | 12.76    | 56.20    |
| AU10120                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 23,464  | 36,771 | 50,078 | 63,385 | 76,692 | 89,999 | 103,306 | 6     | 13,307    | 1,820    | 12.89    | 56.76    |
| AU10120                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 23,816  | 37,323 | 50,829 | 64,336 | 77,842 | 91,349 | 104,855 | 6     | 13,506    | 1,820    | 13.09    | 57.61    |
| AU10120                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 24,174  | 37,883 | 51,592 | 65,301 | 79,010 | 92,719 | 106,428 | 6     | 13,709    | 1,820    | 13.28    | 58.48    |
| AU10120                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 24,536  | 38,451 | 52,366 | 66,280 | 80,195 | 94,110 | 108,024 | 6     | 13,915    | 1,820    | 13.48    | 59.35    |
| AU10120                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 24,904  | 39,028 | 53,151 | 67,275 | 81,398 | 95,521 | 109,645 | 6     | 14,123    | 1,820    | 13.68    | 60.24    |
| AU10120                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 25,278  | 39,613 | 53,948 | 68,284 | 82,619 | 96,954 | 111,289 | 6     | 14,335    | 1,820    | 13.89    | 61.15    |
| AU10120                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 25,657  | 40,207 | 54,758 | 69,308 | 83,858 | 98,409 | 112,959 | 6     | 14,550    | 1,820    | 14.10    | 62.07    |

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Assistant Violations Clerk                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10170                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 16,896  | 22,438 | 27,979 | 33,521 | 39,062 | 44,604 | 50,145  | 6     | 5,542     | 1,820    | 9.28     | 27.55    |
| AU10170                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 17,065  | 22,662 | 28,259 | 33,856 | 39,453 | 45,050 | 50,647  | 6     | 5,597     | 1,820    | 9.38     | 27.83    |
| AU10170                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 17,321  | 23,002 | 28,683 | 34,364 | 40,045 | 45,726 | 51,407  | 6     | 5,681     | 1,820    | 9.52     | 28.25    |
| AU10170                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 17,581  | 23,347 | 29,113 | 34,879 | 40,645 | 46,412 | 52,178  | 6     | 5,766     | 1,820    | 9.66     | 28.67    |
| AU10170                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 17,845  | 23,697 | 29,550 | 35,402 | 41,255 | 47,108 | 52,960  | 6     | 5,853     | 1,820    | 9.80     | 29.10    |
| AU10170                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 18,112  | 24,053 | 29,993 | 35,933 | 41,874 | 47,814 | 53,755  | 6     | 5,940     | 1,820    | 9.95     | 29.54    |
| AU10170                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 18,384  | 24,413 | 30,443 | 36,472 | 42,502 | 48,532 | 54,561  | 6     | 6,030     | 1,820    | 10.10    | 29.98    |
| AU10170                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 18,660  | 24,780 | 30,900 | 37,020 | 43,140 | 49,260 | 55,379  | 6     | 6,120     | 1,820    | 10.25    | 30.43    |
| Building Inspector                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10180                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,219  | 27,778 | 36,336 | 44,895 | 53,454 | 62,012 | 70,571  | 6     | 8,559     | 1,820    | 10.56    | 38.78    |
| AU10180                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,412  | 28,056 | 36,700 | 45,344 | 53,988 | 62,632 | 71,276  | 6     | 8,644     | 1,820    | 10.67    | 39.16    |
| AU10180                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,703  | 28,476 | 37,250 | 46,024 | 54,798 | 63,572 | 72,346  | 6     | 8,774     | 1,820    | 10.83    | 39.75    |
| AU10180                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,998  | 28,904 | 37,809 | 46,715 | 55,620 | 64,525 | 73,431  | 6     | 8,905     | 1,820    | 10.99    | 40.35    |
| AU10180                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 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    |
| Deputy Municipal Court Administrator                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10260                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,673 | 38,338 | 48,004 | 57,669 | 67,334 | 76,999  | 6     | 9,665     | 1,820    | 10.44    | 42.31    |
| AU10260                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,960 | 38,722 | 48,484 | 58,245 | 68,007 | 77,769  | 6     | 9,762     | 1,820    | 10.55    | 42.73    |
| AU10260                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,394 | 39,303 | 49,211 | 59,119 | 69,027 | 78,936  | 6     | 9,908     | 1,820    | 10.71    | 43.37    |
| AU10260                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,835 | 39,892 | 49,949 | 60,006 | 70,063 | 80,120  | 6     | 10,057    | 1,820    | 10.87    | 44.02    |
| AU10260                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,283 | 40,491 | 50,698 | 60,906 | 71,114 | 81,321  | 6     | 10,208    | 1,820    | 11.03    | 44.68    |
| AU10260                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,737 | 41,098 | 51,459 | 61,820 | 72,180 | 82,541  | 6     | 10,361    | 1,820    | 11.20    | 45.35    |
| AU10260                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,198 | 41,714 | 52,231 | 62,747 | 73,263 | 83,779  | 6     | 10,516    | 1,820    | 11.36    | 46.03    |
| AU10260                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,666 | 42,340 | 53,014 | 63,688 | 74,362 | 85,036  | 6     | 10,674    | 1,820    | 11.53    | 46.72    |
| Deputy Registrar/Keyboarding Clerk 3                     |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU10490                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,592  | 31,093 | 36,594 | 42,094 | 47,595 | 53,096 | 58,597  | 6     | 5,501     | 1,820    | 14.06    | 32.20    |
| AU10490                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,848  | 31,404 | 36,960 | 42,515 | 48,071 | 53,627 | 59,182  | 6     | 5,556     | 1,820    | 14.20    | 32.52    |
| AU10490                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 26,236  | 31,875 | 37,514 | 43,153 | 48,792 | 54,431 | 60,070  | 6     | 5,639     | 1,820    | 14.42    | 33.01    |
| AU10490                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,629  | 32,353 | 38,077 | 43,800 | 49,524 | 55,248 | 60,971  | 6     | 5,724     | 1,820    | 14.63    | 33.50    |
| AU10490                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,029  | 32,838 | 38,648 | 44,457 | 50,267 | 56,076 | 61,886  | 6     | 5,810     | 1,820    | 14.85    | 34.00    |
| AU10490                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,434  | 33,331 | 39,227 | 45,124 | 51,021 | 56,917 | 62,814  | 6     | 5,897     | 1,820    | 15.07    | 34.51    |
| AU10490                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,846  | 33,831 | 39,816 | 45,801 | 51,786 | 57,771 | 63,756  | 6     | 5,985     | 1,820    | 15.30    | 35.03    |
| AU10490                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 28,263  | 34,338 | 40,413 | 46,488 | 52,563 | 58,638 | 64,713  | 6     | 6,075     | 1,820    | 15.53    | 35.56    |

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

| 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  | 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    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
|----------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Senior Architect                                         |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10830                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 25,344  | 39,309 | 53,274 | 67,239 | 81,203 | 95,168  | 109,133 | 6     | 13,965    | 1,820    | 13.93    | 59.96    |
| AU10830                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 25,598  | 39,702 | 53,806 | 67,911 | 82,015 | 96,120  | 110,224 | 6     | 14,104    | 1,820    | 14.06    | 60.56    |
| AU10830                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 25,982  | 40,298 | 54,614 | 68,930 | 83,246 | 97,562  | 111,878 | 6     | 14,316    | 1,820    | 14.28    | 61.47    |
| AU10830                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 26,371  | 40,902 | 55,433 | 69,964 | 84,494 | 99,025  | 113,556 | 6     | 14,531    | 1,820    | 14.49    | 62.39    |
| AU10830                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 26,767  | 41,516 | 56,264 | 71,013 | 85,762 | 100,510 | 115,259 | 6     | 14,749    | 1,820    | 14.71    | 63.33    |
| AU10830                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 27,168  | 42,138 | 57,108 | 72,078 | 87,048 | 102,018 | 116,988 | 6     | 14,970    | 1,820    | 14.93    | 64.28    |
| AU10830                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 27,576  | 42,770 | 57,965 | 73,159 | 88,354 | 103,548 | 118,743 | 6     | 15,194    | 1,820    | 15.15    | 65.24    |
| AU10830                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 27,990  | 43,412 | 58,834 | 74,257 | 89,679 | 105,102 | 120,524 | 6     | 15,422    | 1,820    | 15.38    | 66.22    |
| Senior Body & Fender Mechanic                            |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10840                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,762 | 38,515 | 48,269 | 58,023 | 67,776  | 77,530  | 6     | 9,754     | 2,080    | 9.14     | 37.27    |
| AU10840                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 29,049 | 38,900 | 48,752 | 58,603 | 68,454  | 78,305  | 6     | 9,851     | 2,080    | 9.23     | 37.65    |
| AU10840                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 29,485 | 39,484 | 49,483 | 59,482 | 69,481  | 79,480  | 6     | 9,999     | 2,080    | 9.37     | 38.21    |
| AU10840                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,927 | 40,076 | 50,225 | 60,374 | 70,523  | 80,672  | 6     | 10,149    | 2,080    | 9.51     | 38.78    |
| AU10840                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 30,376 | 40,677 | 50,979 | 61,280 | 71,581  | 81,882  | 6     | 10,301    | 2,080    | 9.65     | 39.37    |
| AU10840                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,832 | 41,288 | 51,743 | 62,199 | 72,654  | 83,110  | 6     | 10,456    | 2,080    | 9.80     | 39.96    |
| AU10840                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 31,294 | 41,907 | 52,519 | 63,132 | 73,744  | 84,357  | 6     | 10,612    | 2,080    | 9.94     | 40.56    |
| AU10840                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,764 | 42,535 | 53,307 | 64,079 | 74,850  | 85,622  | 6     | 10,772    | 2,080    | 10.09    | 41.16    |
| Senior Field Rep/Property Improvement                    |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10850                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 27,886 | 36,763 | 45,641 | 54,519 | 63,396  | 72,274  | 6     | 8,878     | 1,820    | 10.44    | 39.71    |
| AU10850                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,165 | 37,131 | 46,097 | 55,064 | 64,030  | 72,996  | 6     | 8,966     | 1,820    | 10.55    | 40.11    |
| AU10850                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,587 | 37,688 | 46,789 | 55,890 | 64,991  | 74,091  | 6     | 9,101     | 1,820    | 10.71    | 40.71    |
| AU10850                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,016 | 38,253 | 47,491 | 56,728 | 65,965  | 75,203  | 6     | 9,237     | 1,820    | 10.87    | 41.32    |
| AU10850                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,451 | 38,827 | 48,203 | 57,579 | 66,955  | 76,331  | 6     | 9,376     | 1,820    | 11.03    | 41.94    |
| AU10850                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 29,893 | 39,409 | 48,926 | 58,443 | 67,959  | 77,476  | 6     | 9,517     | 1,820    | 11.20    | 42.57    |
| AU10850                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,341 | 40,001 | 49,660 | 59,319 | 68,979  | 78,638  | 6     | 9,659     | 1,820    | 11.36    | 43.21    |
| AU10850                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 30,796 | 40,601 | 50,405 | 60,209 | 70,013  | 79,817  | 6     | 9,804     | 1,820    | 11.53    | 43.86    |
| Senior Mason                                             |          |          |            |         |        |        |        |        |         |         |       |           |          |          |          |
| AU10860                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 24,836 | 30,664 | 36,492 | 42,320 | 48,148  | 53,976  | 6     | 5,828     | 2,080    | 9.14     | 25.95    |
| AU10860                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 25,085 | 30,971 | 36,857 | 42,744 | 48,630  | 54,516  | 6     | 5,886     | 2,080    | 9.23     | 26.21    |
| AU10860                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 25,461 | 31,435 | 37,410 | 43,385 | 49,359  | 55,334  | 6     | 5,975     | 2,080    | 9.37     | 26.60    |
| AU10860                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 25,843 | 31,907 | 37,971 | 44,035 | 50,100  | 56,164  | 6     | 6,064     | 2,080    | 9.51     | 27.00    |
| AU10860                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 26,230 | 32,386 | 38,541 | 44,696 | 50,851  | 57,006  | 6     | 6,155     | 2,080    | 9.65     | 27.41    |
| AU10860                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 26,624 | 32,871 | 39,119 | 45,366 | 51,614  | 57,862  | 6     | 6,248     | 2,080    | 9.80     | 27.82    |
| AU10860                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 27,023 | 33,364 | 39,706 | 46,047 | 52,388  | 58,729  | 6     | 6,341     | 2,080    | 9.94     | 28.24    |
| AU10860                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 27,429 | 33,865 | 40,301 | 46,738 | 53,174  | 59,610  | 6     | 6,436     | 2,080    | 10.09    | 28.66    |

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

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

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|--------------------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                               | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Tax Searcher                                                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11010                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 26,400  | 33,355 | 40,310 | 47,265 | 54,220 | 61,175 | 68,130  | 6     | 6,955     | 1,820    | 14.51    | 37.43    |
| AU11010                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 26,664  | 33,689 | 40,713 | 47,737 | 54,762 | 61,786 | 68,811  | 6     | 7,024     | 1,820    | 14.65    | 37.81    |
| AU11010                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 27,064  | 34,194 | 41,324 | 48,454 | 55,583 | 62,713 | 69,843  | 6     | 7,130     | 1,820    | 14.87    | 38.38    |
| AU11010                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 27,470  | 34,707 | 41,944 | 49,180 | 56,417 | 63,654 | 70,891  | 6     | 7,237     | 1,820    | 15.09    | 38.95    |
| AU11010                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 27,882  | 35,227 | 42,573 | 49,918 | 57,263 | 64,609 | 71,954  | 6     | 7,345     | 1,820    | 15.32    | 39.54    |
| AU11010                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 28,300  | 35,756 | 43,211 | 50,667 | 58,122 | 65,578 | 73,033  | 6     | 7,455     | 1,820    | 15.55    | 40.13    |
| AU11010                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 28,725  | 36,292 | 43,860 | 51,427 | 58,994 | 66,561 | 74,129  | 6     | 7,567     | 1,820    | 15.78    | 40.73    |
| AU11010                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 29,156  | 36,837 | 44,517 | 52,198 | 59,879 | 67,560 | 75,241  | 6     | 7,681     | 1,820    | 16.02    | 41.34    |
| Technical Assistant to the Construction Official                         |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 25,892 | 32,776 | 39,660 | 46,544 | 53,428 | 60,313  | 6     | 6,884     | 1,820    | 10.44    | 33.14    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,151 | 33,104 | 40,057 | 47,010 | 53,963 | 60,916  | 6     | 6,953     | 1,820    | 10.55    | 33.47    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,543 | 33,601 | 40,658 | 47,715 | 54,772 | 61,829  | 6     | 7,057     | 1,820    | 10.71    | 33.97    |
| AU11020                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 26,942 | 34,105 | 41,268 | 48,431 | 55,594 | 62,757  | 6     | 7,163     | 1,820    | 10.87    | 34.48    |
| AU11020                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,346 | 34,616 | 41,887 | 49,157 | 56,428 | 63,698  | 6     | 7,271     | 1,820    | 11.03    | 35.00    |
| AU11020                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,756 | 35,135 | 42,515 | 49,895 | 57,274 | 64,654  | 6     | 7,380     | 1,820    | 11.20    | 35.52    |
| AU11020                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,172 | 35,662 | 43,153 | 50,643 | 58,133 | 65,623  | 6     | 7,490     | 1,820    | 11.36    | 36.06    |
| AU11020                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,595 | 36,197 | 43,800 | 51,403 | 59,005 | 66,608  | 6     | 7,603     | 1,820    | 11.53    | 36.60    |
| Technical Assistant to the Construction Official/Construction Department |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11020                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 24,008  | 30,892 | 37,776 | 44,660 | 51,544 | 58,428 | 65,313  | 6     | 6,884     | 1,820    | 13.19    | 35.89    |
| AU11020                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 24,248  | 31,201 | 38,154 | 45,107 | 52,060 | 59,013 | 65,966  | 6     | 6,953     | 1,820    | 13.32    | 36.24    |
| AU11020                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 28,612  | 35,679 | 42,746 | 49,814 | 56,881 | 63,948 | 71,015  | 6     | 7,067     | 1,820    | 15.72    | 39.02    |
| AU11020                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 29,041  | 36,214 | 43,388 | 50,561 | 57,734 | 64,907 | 72,080  | 6     | 7,173     | 1,820    | 15.96    | 39.60    |
| AU11020                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 33,477  | 40,768 | 48,058 | 55,349 | 62,640 | 69,931 | 77,222  | 6     | 7,291     | 1,820    | 18.39    | 42.43    |
| AU11020                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 33,979  | 41,379 | 48,779 | 56,179 | 63,580 | 70,980 | 78,380  | 6     | 7,400     | 1,820    | 18.67    | 43.07    |
| AU11020                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 34,489  | 42,000 | 49,511 | 57,022 | 64,533 | 72,044 | 79,556  | 6     | 7,511     | 1,820    | 18.95    | 43.71    |
| AU11020                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 35,006  | 42,630 | 50,254 | 57,877 | 65,501 | 73,125 | 80,749  | 6     | 7,624     | 1,820    | 19.23    | 44.37    |
| Truck Driver                                                             |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11030                                                                  | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 26,073 | 33,138 | 40,203 | 47,267 | 54,332 | 61,397  | 6     | 7,065     | 2,080    | 9.14     | 29.52    |
| AU11030                                                                  | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 26,334 | 33,469 | 40,605 | 47,740 | 54,875 | 62,011  | 6     | 7,135     | 2,080    | 9.23     | 29.81    |
| AU11030                                                                  | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 26,729 | 33,971 | 41,214 | 48,456 | 55,699 | 62,941  | 6     | 7,242     | 2,080    | 9.37     | 30.26    |
| AU11030                                                                  | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 27,130 | 34,481 | 41,832 | 49,183 | 56,534 | 63,885  | 6     | 7,351     | 2,080    | 9.51     | 30.71    |
| AU11030                                                                  | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 27,537 | 34,998 | 42,459 | 49,921 | 57,382 | 64,843  | 6     | 7,461     | 2,080    | 9.65     | 31.17    |
| AU11030                                                                  | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 27,950 | 35,523 | 43,096 | 50,669 | 58,243 | 65,816  | 6     | 7,573     | 2,080    | 9.80     | 31.64    |
| AU11030                                                                  | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 28,369 | 36,056 | 43,743 | 51,430 | 59,116 | 66,803  | 6     | 7,687     | 2,080    | 9.94     | 32.12    |
| AU11030                                                                  | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 28,794 | 36,597 | 44,399 | 52,201 | 60,003 | 67,805  | 6     | 7,802     | 2,080    | 10.09    | 32.60    |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                                                                                       |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                     | % CHANGE | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Violations Clerk                                                                                                                               |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11040                                                                                                                                        | 0.00%    | 1/1/2018 | 12/31/2018 | 36,680  | 41,723 | 46,765 | 51,807 | 56,849 | 61,892 | 66,934  | 6     | 5,042     | 1,820    | 20.15    | 36.78    |
| AU11040                                                                                                                                        | 1.00%    | 1/1/2019 | 12/31/2019 | 37,047  | 42,140 | 47,232 | 52,325 | 57,418 | 62,511 | 67,603  | 6     | 5,093     | 1,820    | 20.36    | 37.14    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2020 | 6/30/2020  | 37,603  | 42,772 | 47,941 | 53,110 | 58,279 | 63,448 | 68,618  | 6     | 5,169     | 1,820    | 20.66    | 37.70    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2020 | 12/31/2020 | 38,167  | 43,413 | 48,660 | 53,907 | 59,153 | 64,400 | 69,647  | 6     | 5,247     | 1,820    | 20.97    | 38.27    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2021 | 6/30/2021  | 38,739  | 44,065 | 49,390 | 54,715 | 60,041 | 65,366 | 70,692  | 6     | 5,325     | 1,820    | 21.29    | 38.84    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2021 | 12/31/2021 | 39,320  | 44,726 | 50,131 | 55,536 | 60,941 | 66,347 | 71,752  | 6     | 5,405     | 1,820    | 21.60    | 39.42    |
| AU11040                                                                                                                                        | 1.50%    | 1/1/2022 | 6/30/2022  | 39,910  | 45,396 | 50,883 | 56,369 | 61,855 | 67,342 | 72,828  | 6     | 5,486     | 1,820    | 21.93    | 40.02    |
| AU11040                                                                                                                                        | 1.50%    | 7/1/2022 | 12/31/2022 | 40,509  | 46,077 | 51,646 | 57,215 | 62,783 | 68,352 | 73,921  | 6     | 5,569     | 1,820    | 22.26    | 40.62    |
| Zoning Officer                                                                                                                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11050                                                                                                                                        | 0.00%    | 1/1/2018 | 12/31/2018 | 19,008  | 28,129 | 37,249 | 46,369 | 55,490 | 64,610 | 73,731  | 6     | 9,120     | 1,820    | 10.44    | 40.51    |
| AU11050                                                                                                                                        | 1.00%    | 1/1/2019 | 12/31/2019 | 19,198  | 28,410 | 37,621 | 46,833 | 56,045 | 65,256 | 74,468  | 6     | 9,212     | 1,820    | 10.55    | 40.92    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2020 | 6/30/2020  | 19,486  | 28,836 | 38,186 | 47,535 | 56,885 | 66,235 | 75,585  | 6     | 9,350     | 1,820    | 10.71    | 41.53    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2020 | 12/31/2020 | 19,778  | 29,268 | 38,759 | 48,249 | 57,739 | 67,229 | 76,719  | 6     | 9,490     | 1,820    | 10.87    | 42.15    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2021 | 6/30/2021  | 20,075  | 29,708 | 39,340 | 48,972 | 58,605 | 68,237 | 77,869  | 6     | 9,632     | 1,820    | 11.03    | 42.79    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2021 | 12/31/2021 | 20,376  | 30,153 | 39,930 | 49,707 | 59,484 | 69,261 | 79,037  | 6     | 9,777     | 1,820    | 11.20    | 43.43    |
| AU11050                                                                                                                                        | 1.50%    | 1/1/2022 | 6/30/2022  | 20,682  | 30,605 | 40,529 | 50,452 | 60,376 | 70,299 | 80,223  | 6     | 9,924     | 1,820    | 11.36    | 44.08    |
| AU11050                                                                                                                                        | 1.50%    | 7/1/2022 | 12/31/2022 | 20,992  | 31,064 | 41,137 | 51,209 | 61,282 | 71,354 | 81,426  | 6     | 10,072    | 1,820    | 11.53    | 44.74    |
| Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above                                                 |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| AU11060                                                                                                                                        | 0.00%    | 1/1/2017 | 12/31/2022 | 15,000  | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000  | 0     | -         | 1,820    | 8.24     | 44.38    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement. |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|                                                                                                                                                |          |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

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

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

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
|---------------------------------------------------------------------------------|-------|----------|------------|---------|---------|---------|---------|---------|---------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                      | %     | FROM     | TO         | MINIMUM | 1       | 2       | 3       | 4       | 5       | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Chief Financial Officer                                                         |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10070                                                                         | 0.00% | 1/1/2018 | 6/30/2018  | 63,360  | 80,123  | 96,885  | 113,648 | 130,410 | 147,173 | 163,935 | 6     | 16,763    | 1,820    | 34.81    | 90.07    |
| MA10070                                                                         | 0.00% | 7/1/2018 | 12/31/2018 | 73,360  | 90,123  | 106,885 | 123,648 | 140,410 | 157,173 | 173,935 | 6     | 16,763    | 1,820    | 40.31    | 95.57    |
| MA10070                                                                         | 1.00% | 1/1/2019 | 12/31/2019 | 74,094  | 91,024  | 107,954 | 124,884 | 141,814 | 158,744 | 175,674 | 6     | 16,930    | 1,820    | 40.71    | 96.52    |
| MA10070                                                                         | 1.50% | 1/1/2020 | 6/30/2020  | 75,205  | 92,389  | 109,573 | 126,757 | 143,941 | 161,125 | 178,309 | 6     | 17,184    | 1,820    | 41.32    | 97.97    |
| MA10070                                                                         | 1.50% | 7/1/2020 | 12/31/2020 | 76,333  | 93,775  | 111,217 | 128,659 | 146,100 | 163,542 | 180,984 | 6     | 17,442    | 1,820    | 41.94    | 99.44    |
| MA10070                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 77,478  | 95,182  | 112,885 | 130,588 | 148,292 | 165,995 | 183,699 | 6     | 17,703    | 1,820    | 42.57    | 100.93   |
| MA10070                                                                         | 1.50% | 7/1/2021 | 12/31/2021 | 78,640  | 96,609  | 114,578 | 132,547 | 150,516 | 168,485 | 186,454 | 6     | 17,969    | 1,820    | 43.21    | 102.45   |
| MA10070                                                                         | 1.50% | 1/1/2022 | 6/30/2022  | 79,820  | 98,058  | 116,297 | 134,536 | 152,774 | 171,013 | 189,251 | 6     | 18,239    | 1,820    | 43.86    | 103.98   |
| MA10070                                                                         | 1.50% | 7/1/2022 | 12/31/2022 | 81,017  | 99,529  | 118,041 | 136,554 | 155,066 | 173,578 | 192,090 | 6     | 18,512    | 1,820    | 44.51    | 105.54   |
| Chief Financial Officer - West Orange and Dover                                 |       |          |            |         |         |         |         |         |         |         |       |           |          |          |          |
| MA10070                                                                         | 1.50% | 1/1/2021 | 6/30/2021  | 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                   |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10040                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10040                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| Assistant Supervising Electrician/License                |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10050                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| ST10050                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 3,200   | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200   | 0     | -         | N/A      | N/A      | N/A      |
| CAD System Operator                                      |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10060                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10060                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| Certified Pool Operator                                  |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10070                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10070                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 5,000   | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000   | 0     | -         | N/A      | N/A      | N/A      |

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

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

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

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

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|-------|-------|-------|-------|-------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1     | 2     | 3     | 4     | 5     | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Swim Team Coach                                          |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10320                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| ST10320                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 800     | 800   | 800   | 800   | 800   | 800   | 800     | 0     | -         | N/A      | N/A      | N/A      |
| Tax Collector & Tax Search Officer                       |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10330                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10330                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 2,500   | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500   | 0     | -         | N/A      | N/A      | N/A      |
| Zoning Board Attorney                                    |       |          |            |         |       |       |       |       |       |         |       |           |          |          |          |
| ST10340                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 3,500   | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2020 | 12/31/2020 | 4,000   | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2021 | 12/31/2021 | 4,000   | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000   | 0     | -         | N/A      | N/A      | N/A      |
| ST10340                                                  | 0.00% | 1/1/2022 | 12/31/2022 | 4,000   | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000   | 0     | -         | N/A      | N/A      | N/A      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |       |          |            |         |   |   |   |   |   |  |  |         |       |           |          |          |          |
|----------------------------------------------------------|-------|----------|------------|---------|---|---|---|---|---|--|--|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                               | %     | FROM     | TO         | MINIMUM | 1 | 2 | 3 | 4 | 5 |  |  | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Fire Deputy Chief                                        |       |          |            |         |   |   |   |   |   |  |  |         |       |           |          |          |          |
| FS10010                                                  | 0.00% | 1/1/2018 | 12/31/2018 | 115,807 |   |   |   |   |   |  |  | 130,408 | 1     | 14,601    | 2,184    | 53.03    | 59.71    |
| FS10010                                                  | 0.00% | 1/1/2019 | 12/31/2019 | 115,807 |   |   |   |   |   |  |  | 130,408 | 1     | 14,601    | 2,184    | 53.03    | 59.71    |
| FS10010                                                  | 1.50% | 1/1/2020 | 6/30/2020  | 117,545 |   |   |   |   |   |  |  | 132,365 | 1     | 14,820    | 2,184    | 53.82    | 60.61    |
| FS10010                                                  | 1.50% | 7/1/2020 | 12/31/2020 | 119,308 |   |   |   |   |   |  |  | 134,350 | 1     | 15,042    | 2,184    | 54.63    | 61.52    |
| FS10010                                                  | 1.50% | 1/1/2021 | 6/30/2021  | 121,097 |   |   |   |   |   |  |  | 136,365 | 1     | 15,268    | 2,184    | 55.45    | 62.44    |
| FS10010                                                  | 1.50% | 7/1/2021 | 12/31/2021 | 122,914 |   |   |   |   |   |  |  | 138,411 | 1     | 15,497    | 2,184    | 56.28    | 63.37    |
| FS10010                                                  | 1.50% | 1/1/2022 | 6/30/2022  | 124,758 |   |   |   |   |   |  |  | 140,487 | 1     | 15,729    | 2,184    | 57.12    | 64.33    |
| FS10010                                                  | 1.50% | 7/1/2022 | 12/31/2022 | 126,629 |   |   |   |   |   |  |  | 142,594 | 1     | 15,965    | 2,184    | 57.98    | 65.29    |
| Fire Deputy Chief with EMT                               |       |          |            |         |   |   |   |   |   |  |  |         |       |           |          |          |          |
| FS10020E                                                 | 0.00% | 1/1/2018 | 12/31/2018 | 118,807 |   |   |   |   |   |  |  | 133,408 | 1     | 14,601    | 2,184    | 54.40    | 61.08    |
| FS10020E                                                 | 0.00% | 1/1/2019 | 12/31/2019 | 119,807 |   |   |   |   |   |  |  | 134,408 | 1     | 14,601    | 2,184    | 54.86    | 61.54    |
| FS10020E                                                 | 1.50% | 1/1/2020 | 6/30/2020  | 121,545 |   |   |   |   |   |  |  | 136,365 | 1     | 14,820    | 2,184    | 55.65    | 62.44    |
| FS10020E                                                 | 1.50% | 7/1/2020 | 12/31/2020 | 123,308 |   |   |   |   |   |  |  | 138,350 | 1     | 15,042    | 2,184    | 56.46    | 63.35    |
| FS10020E                                                 | 1.50% | 1/1/2021 | 6/30/2021  | 125,347 |   |   |   |   |   |  |  | 140,615 | 1     | 15,268    | 2,184    | 57.39    | 64.38    |
| FS10020E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 127,164 |   |   |   |   |   |  |  | 142,661 | 1     | 15,497    | 2,184    | 58.23    | 65.32    |
| FS10020E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 129,258 |   |   |   |   |   |  |  | 144,987 | 1     | 15,729    | 2,184    | 59.18    | 66.39    |
| FS10020E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 131,129 |   |   |   |   |   |  |  | 147,094 | 1     | 15,965    | 2,184    | 60.04    | 67.35    |
| Fire Deputy Chief with EMT and Fire Official             |       |          |            |         |   |   |   |   |   |  |  |         |       |           |          |          |          |
| FS10023E                                                 | 0.00% | 1/1/2018 | 12/31/2018 | 126,307 |   |   |   |   |   |  |  | 140,908 | 1     | 14,601    | 2,184    | 57.83    | 64.52    |
| FS10023E                                                 | 0.00% | 1/1/2019 | 12/31/2019 | 127,307 |   |   |   |   |   |  |  | 141,908 | 1     | 14,601    | 2,184    | 58.29    | 64.98    |
| FS10023E                                                 | 1.50% | 1/1/2020 | 6/30/2020  | 129,045 |   |   |   |   |   |  |  | 143,864 | 1     | 14,819    | 2,184    | 59.09    | 65.87    |
| FS10023E                                                 | 1.50% | 7/1/2020 | 12/31/2020 | 130,808 |   |   |   |   |   |  |  | 145,850 | 1     | 15,042    | 2,184    | 59.89    | 66.78    |
| FS10023E                                                 | 1.50% | 1/1/2021 | 6/30/2021  | 132,597 |   |   |   |   |   |  |  | 147,865 | 1     | 15,268    | 2,184    | 60.71    | 67.70    |
| FS10023E                                                 | 1.50% | 7/1/2021 | 12/31/2021 | 134,414 |   |   |   |   |   |  |  | 149,911 | 1     | 15,497    | 2,184    | 61.54    | 68.64    |
| FS10023E                                                 | 1.50% | 1/1/2022 | 6/30/2022  | 136,258 |   |   |   |   |   |  |  | 151,987 | 1     | 15,729    | 2,184    | 62.39    | 69.59    |
| FS10023E                                                 | 1.50% | 7/1/2022 | 12/31/2022 | 138,129 |   |   |   |   |   |  |  | 154,094 | 1     | 15,965    | 2,184    | 63.25    | 70.56    |

|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--|--|--|--|--|--|--|---------|---|--------|-------|-------|-------|
| Fire Deputy Chief with EMT and OEM Coordinator                                                                                                                                                 |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| FS10027E                                                                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 123,307 |  |  |  |  |  |  |  | 137,908 | 1 | 14,601 | 2,184 | 56.46 | 63.14 |
| FS10027E                                                                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 124,307 |  |  |  |  |  |  |  | 138,908 | 1 | 14,601 | 2,184 | 56.92 | 63.60 |
| FS10027E                                                                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 126,045 |  |  |  |  |  |  |  | 140,865 | 1 | 14,820 | 2,184 | 57.71 | 64.50 |
| FS10027E                                                                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 127,808 |  |  |  |  |  |  |  | 142,850 | 1 | 15,042 | 2,184 | 58.52 | 65.41 |
| FS10027E                                                                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 129,847 |  |  |  |  |  |  |  | 145,115 | 1 | 15,268 | 2,184 | 59.45 | 66.44 |
| FS10027E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 131,664 |  |  |  |  |  |  |  | 147,161 | 1 | 15,497 | 2,184 | 60.29 | 67.38 |
| FS10027E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 133,758 |  |  |  |  |  |  |  | 149,487 | 1 | 15,729 | 2,184 | 61.24 | 68.45 |
| FS10027E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 135,629 |  |  |  |  |  |  |  | 151,594 | 1 | 15,965 | 2,184 | 62.10 | 69.41 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain                                                                                                                                                                                   |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| FS10030                                                                                                                                                                                        | 0.00% | 1/1/2018 | 12/31/2018 | 98,689  |  |  |  |  |  |  |  | 107,777 | 1 | 9,088  | 2,184 | 45.19 | 49.35 |
| FS10030                                                                                                                                                                                        | 0.00% | 1/1/2019 | 12/31/2019 | 98,689  |  |  |  |  |  |  |  | 107,777 | 1 | 9,088  | 2,184 | 45.19 | 49.35 |
| FS10030                                                                                                                                                                                        | 1.50% | 1/1/2020 | 6/30/2020  | 100,169 |  |  |  |  |  |  |  | 109,394 | 1 | 9,225  | 2,184 | 45.86 | 50.09 |
| FS10030                                                                                                                                                                                        | 1.50% | 7/1/2020 | 12/31/2020 | 101,672 |  |  |  |  |  |  |  | 111,035 | 1 | 9,363  | 2,184 | 46.55 | 50.84 |
| FS10030                                                                                                                                                                                        | 1.50% | 1/1/2021 | 6/30/2021  | 103,197 |  |  |  |  |  |  |  | 112,701 | 1 | 9,504  | 2,184 | 47.25 | 51.60 |
| FS10030                                                                                                                                                                                        | 1.50% | 7/1/2021 | 12/31/2021 | 104,745 |  |  |  |  |  |  |  | 114,392 | 1 | 9,647  | 2,184 | 47.96 | 52.38 |
| FS10030                                                                                                                                                                                        | 1.50% | 1/1/2022 | 6/30/2022  | 106,316 |  |  |  |  |  |  |  | 116,108 | 1 | 9,792  | 2,184 | 48.68 | 53.16 |
| FS10030                                                                                                                                                                                        | 1.50% | 7/1/2022 | 12/31/2022 | 107,911 |  |  |  |  |  |  |  | 117,850 | 1 | 9,939  | 2,184 | 49.41 | 53.96 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain with EMT                                                                                                                                                                          |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| FS10040E                                                                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 101,689 |  |  |  |  |  |  |  | 110,777 | 1 | 9,088  | 2,184 | 46.56 | 50.72 |
| FS10040E                                                                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 102,689 |  |  |  |  |  |  |  | 111,777 | 1 | 9,088  | 2,184 | 47.02 | 51.18 |
| FS10040E                                                                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 104,169 |  |  |  |  |  |  |  | 113,394 | 1 | 9,225  | 2,184 | 47.70 | 51.92 |
| FS10040E                                                                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 105,672 |  |  |  |  |  |  |  | 115,035 | 1 | 9,363  | 2,184 | 48.38 | 52.67 |
| FS10040E                                                                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 107,447 |  |  |  |  |  |  |  | 116,951 | 1 | 9,504  | 2,184 | 49.20 | 53.55 |
| FS10040E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 108,995 |  |  |  |  |  |  |  | 118,642 | 1 | 9,647  | 2,184 | 49.91 | 54.32 |
| FS10040E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 110,816 |  |  |  |  |  |  |  | 120,608 | 1 | 9,792  | 2,184 | 50.74 | 55.22 |
| FS10040E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 112,411 |  |  |  |  |  |  |  | 122,350 | 1 | 9,939  | 2,184 | 51.47 | 56.02 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Fire Captain with EMT and Fire Official                                                                                                                                                        |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| FS10050E                                                                                                                                                                                       | 0.00% | 1/1/2018 | 12/31/2018 | 109,189 |  |  |  |  |  |  |  | 118,277 | 1 | 9,088  | 2,184 | 50.00 | 54.16 |
| FS10050E                                                                                                                                                                                       | 0.00% | 1/1/2019 | 12/31/2019 | 110,189 |  |  |  |  |  |  |  | 119,277 | 1 | 9,088  | 2,184 | 50.45 | 54.61 |
| FS10050E                                                                                                                                                                                       | 1.50% | 1/1/2020 | 6/30/2020  | 111,669 |  |  |  |  |  |  |  | 120,894 | 1 | 9,225  | 2,184 | 51.13 | 55.35 |
| FS10050E                                                                                                                                                                                       | 1.50% | 7/1/2020 | 12/31/2020 | 113,172 |  |  |  |  |  |  |  | 122,535 | 1 | 9,363  | 2,184 | 51.82 | 56.11 |
| FS10050E                                                                                                                                                                                       | 1.50% | 1/1/2021 | 6/30/2021  | 114,947 |  |  |  |  |  |  |  | 124,450 | 1 | 9,503  | 2,184 | 52.63 | 56.98 |
| FS10050E                                                                                                                                                                                       | 1.50% | 7/1/2021 | 12/31/2021 | 116,495 |  |  |  |  |  |  |  | 126,141 | 1 | 9,646  | 2,184 | 53.34 | 57.76 |
| FS10050E                                                                                                                                                                                       | 1.50% | 1/1/2022 | 6/30/2022  | 118,316 |  |  |  |  |  |  |  | 128,107 | 1 | 9,791  | 2,184 | 54.17 | 58.66 |
| FS10050E                                                                                                                                                                                       | 1.50% | 7/1/2022 | 12/31/2022 | 119,911 |  |  |  |  |  |  |  | 129,848 | 1 | 9,937  | 2,184 | 54.90 | 59.45 |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.                                                 |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Holiday Pay at 7%                                                                                                                                                                              |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
|                                                                                                                                                                                                |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Firefighters hired after the the date of signing of the FMBA Superior 2018-2022 Amended MOA. |       |          |            |         |  |  |  |  |  |  |  |         |   |        |       |       |       |

| APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS                                                                                                                 |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|---------|--------|--------|--------|--------|--------|---------|-------|-----------|----------|----------|----------|
| TITLE/CODE                                                                                                                                                                 | %     | FROM     | TO         | MINIMUM | 1      | 2      | 3      | 4      | 5      | MAXIMUM | STEPS | INCREMENT | HRS/WEEK | HRLY MIN | HRLY MAX |
| Firefighter                                                                                                                                                                |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| FF10010                                                                                                                                                                    | 0.00% | 1/1/2018 | 12/31/2018 | 43,557  | 48,444 | 53,331 | 58,218 | 63,105 | 67,992 | 87,075  | 6     | 4,887     | 2,184    | 19.94    | 39.87    |
| FF10010                                                                                                                                                                    | 0.00% | 1/1/2019 | 12/31/2019 | 43,557  | 48,444 | 53,331 | 58,218 | 63,105 | 67,992 | 87,075  | 6     | 4,887     | 2,184    | 19.94    | 39.87    |
| FF10010                                                                                                                                                                    | 1.50% | 1/1/2020 | 6/30/2020  | 44,210  | 49,170 | 54,130 | 59,090 | 64,050 | 69,010 | 88,381  | 6     | 4,960     | 2,184    | 20.24    | 40.47    |
| FF10010                                                                                                                                                                    | 1.50% | 7/1/2020 | 12/31/2020 | 44,874  | 49,908 | 54,942 | 59,976 | 65,010 | 70,044 | 89,707  | 6     | 5,034     | 2,184    | 20.55    | 41.07    |
| FF10010                                                                                                                                                                    | 1.50% | 1/1/2021 | 6/30/2021  | 45,547  | 50,657 | 55,767 | 60,877 | 65,987 | 71,097 | 91,053  | 6     | 5,110     | 2,184    | 20.85    | 41.69    |
| FF10010                                                                                                                                                                    | 1.50% | 7/1/2021 | 12/31/2021 | 46,230  | 51,417 | 56,604 | 61,791 | 66,978 | 72,165 | 92,419  | 6     | 5,187     | 2,184    | 21.17    | 42.32    |
| FF10010                                                                                                                                                                    | 3.00% | 1/1/2022 | 6/30/2022  | 47,617  | 52,960 | 58,303 | 63,646 | 68,989 | 74,332 | 95,192  | 6     | 5,343     | 2,184    | 21.80    | 43.59    |
| FF10010                                                                                                                                                                    | 0.00% | 7/1/2022 | 12/31/2022 | 47,617  | 52,960 | 58,303 | 63,646 | 68,989 | 74,332 | 95,192  | 6     | 5,343     | 2,184    | 21.80    | 43.59    |
| Firefighter with EMT                                                                                                                                                       |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| FF10020E                                                                                                                                                                   | 0.00% | 1/1/2018 | 12/31/2018 | 46,557  | 51,444 | 56,331 | 61,218 | 66,105 | 70,992 | 90,075  | 6     | 4,887     | 2,184    | 21.32    | 41.24    |
| FF10020E                                                                                                                                                                   | 0.00% | 1/1/2019 | 12/31/2019 | 47,557  | 52,444 | 57,331 | 62,218 | 67,105 | 71,992 | 91,075  | 6     | 4,887     | 2,184    | 21.78    | 41.70    |
| FF10020E                                                                                                                                                                   | 1.50% | 1/1/2020 | 6/30/2020  | 48,210  | 53,170 | 58,130 | 63,090 | 68,050 | 73,010 | 92,381  | 6     | 4,960     | 2,184    | 22.07    | 42.30    |
| FF10020E                                                                                                                                                                   | 1.50% | 7/1/2020 | 12/31/2020 | 48,874  | 53,908 | 58,942 | 63,976 | 69,010 | 74,044 | 93,707  | 6     | 5,034     | 2,184    | 22.38    | 42.91    |
| FF10020E                                                                                                                                                                   | 1.50% | 1/1/2021 | 6/30/2021  | 49,547  | 54,657 | 59,767 | 64,877 | 69,987 | 75,097 | 95,053  | 6     | 5,110     | 2,184    | 22.69    | 43.52    |
| FF10020E                                                                                                                                                                   | 1.50% | 7/1/2021 | 12/31/2021 | 50,480  | 55,667 | 60,854 | 66,041 | 71,228 | 76,415 | 96,669  | 6     | 5,187     | 2,184    | 23.11    | 44.26    |
| FF10020E                                                                                                                                                                   | 3.00% | 1/1/2022 | 6/30/2022  | 52,117  | 57,210 | 62,553 | 67,896 | 73,239 | 78,582 | 99,692  | 6     | 5,343     | 2,184    | 23.86    | 45.65    |
| FF10020E                                                                                                                                                                   | 0.00% | 7/1/2022 | 12/31/2022 | 52,117  | 57,460 | 62,803 | 68,146 | 73,489 | 78,832 | 99,692  | 6     | 5,343     | 2,184    | 23.86    | 45.65    |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.                             |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Holiday Pay at 7%                                                                                                                                                          |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |
| Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Firefighters hired after the the date of signing of the FMBA 2018-2022 M |       |          |            |         |        |        |        |        |        |         |       |           |          |          |          |

| APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS                                                                                                         |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------|--------------------------|-------|----------------|-------|----------------|---|-----------------|---|-------------|-------|------------|----------|----------|----------|
| TITLE/CODE                                                                                                                                                             | %     | FROM     | TO         | MINIMUM                  | 1     | 2              | 3     | 4              | 5 | 6               | 7 | MAXIMUM     | STEPS | INCREMENT  | HRS/WEEK | HRLY MIN | HRLY MAX |
| Police Captain                                                                                                                                                         |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| PS10020                                                                                                                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 121,937                  |       |                |       |                |   |                 |   | 130,823     | 1     | 8,886      | 2,080    | 58.62    | 62.90    |
| PS10020                                                                                                                                                                | 0.00% | 1/1/2019 | 12/31/2019 | 121,937                  |       |                |       |                |   |                 |   | 130,823     | 1     | 8,886      | 2,080    | 58.62    | 62.90    |
| PS10020                                                                                                                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 123,766                  |       |                |       |                |   |                 |   | 132,785     | 1     | 9,019      | 2,080    | 59.50    | 63.84    |
| PS10020                                                                                                                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 125,623                  |       |                |       |                |   |                 |   | 134,777     | 1     | 9,154      | 2,080    | 60.40    | 64.80    |
| PS10020                                                                                                                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 127,507                  |       |                |       |                |   |                 |   | 136,799     | 1     | 9,292      | 2,080    | 61.30    | 65.77    |
| PS10020                                                                                                                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 129,420                  |       |                |       |                |   |                 |   | 138,850     | 1     | 9,431      | 2,080    | 62.22    | 66.76    |
| PS10020                                                                                                                                                                | 3.00% | 1/1/2022 | 12/31/2022 | 133,302                  |       |                |       |                |   |                 |   | 143,016     | 1     | 9,714      | 2,080    | 64.09    | 68.76    |
|                                                                                                                                                                        |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| Police Lieutenant                                                                                                                                                      |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| PS10030                                                                                                                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 107,907                  |       |                |       |                |   |                 |   | 115,773     | 1     | 7,867      | 2,080    | 51.88    | 55.66    |
| PS10030                                                                                                                                                                | 0.00% | 1/1/2019 | 12/31/2019 | 107,907                  |       |                |       |                |   |                 |   | 115,773     | 1     | 7,867      | 2,080    | 51.88    | 55.66    |
| PS10030                                                                                                                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 109,525                  |       |                |       |                |   |                 |   | 117,510     | 1     | 7,985      | 2,080    | 52.66    | 56.50    |
| PS10030                                                                                                                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 111,168                  |       |                |       |                |   |                 |   | 119,272     | 1     | 8,104      | 2,080    | 53.45    | 57.34    |
| PS10030                                                                                                                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 112,836                  |       |                |       |                |   |                 |   | 121,061     | 1     | 8,226      | 2,080    | 54.25    | 58.20    |
| PS10030                                                                                                                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 114,528                  |       |                |       |                |   |                 |   | 122,877     | 1     | 8,349      | 2,080    | 55.06    | 59.08    |
| PS10030                                                                                                                                                                | 3.00% | 1/1/2022 | 12/31/2022 | 117,964                  |       |                |       |                |   |                 |   | 126,564     | 1     | 8,600      | 2,080    | 56.71    | 60.85    |
|                                                                                                                                                                        |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| Police Sergeant                                                                                                                                                        |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| PS10040                                                                                                                                                                | 0.00% | 1/1/2018 | 12/31/2018 | 96,349                   |       |                |       |                |   |                 |   | 102,459     | 1     | 6,109      | 2,080    | 46.32    | 49.26    |
| PS10040                                                                                                                                                                | 0.00% | 1/1/2019 | 12/31/2019 | 96,349                   |       |                |       |                |   |                 |   | 102,459     | 1     | 6,109      | 2,080    | 46.32    | 49.26    |
| PS10040                                                                                                                                                                | 1.50% | 1/1/2020 | 6/30/2020  | 97,795                   |       |                |       |                |   |                 |   | 103,996     | 1     | 6,201      | 2,080    | 47.02    | 50.00    |
| PS10040                                                                                                                                                                | 1.50% | 7/1/2020 | 12/31/2020 | 99,262                   |       |                |       |                |   |                 |   | 105,556     | 1     | 6,294      | 2,080    | 47.72    | 50.75    |
| PS10040                                                                                                                                                                | 1.50% | 1/1/2021 | 6/30/2021  | 100,751                  |       |                |       |                |   |                 |   | 107,139     | 1     | 6,388      | 2,080    | 48.44    | 51.51    |
| PS10040                                                                                                                                                                | 1.50% | 7/1/2021 | 12/31/2021 | 102,262                  |       |                |       |                |   |                 |   | 108,746     | 1     | 6,484      | 2,080    | 49.16    | 52.28    |
| PS10040                                                                                                                                                                | 3.00% | 1/1/2022 | 12/31/2022 | 105,330                  |       |                |       |                |   |                 |   | 112,008     | 1     | 6,679      | 2,080    | 50.64    | 53.85    |
|                                                                                                                                                                        |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
|                                                                                                                                                                        |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.                         |       |          |            |                          |       |                |       |                |   |                 |   |             |       |            |          |          |          |
| 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  
BOND ORDINANCE NUMBER 2651-21**

**BOND ORDINANCE PROVIDING FOR THE ACQUISITION  
OF VARIOUS PROPERTIES PURSUANT TO THE  
DOWNTOWN REDEVELOPMENT PLAN, BY AND IN THE  
TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF  
ESSEX, STATE OF NEW JERSEY; APPROPRIATING  
\$13,000,000 THEREFOR AND AUTHORIZING THE  
ISSUANCE OF \$13,000,000 BONDS OR NOTES OF THE  
TOWNSHIP TO FINANCE THE COST THEREOF**

**WHEREAS**, on February 9, 2003, the Township Council (the “Council”) of the Township of West Orange, in the County of Essex, State of New Jersey (the “Township”) adopted by ordinance the Downtown Redevelopment Plan, pursuant to the Local Redevelopment and Housing Law, N.J.S.A. 40A:12A-1 et seq., as amended and supplemented (the “Redevelopment Law”); and

**WHEREAS**, 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**, pursuant to Section 7(a)(4) of the Redevelopment Law, the Redevelopment Plan identifies various properties described in “Schedule A” attached hereto (collectively, the “Properties”), including any structures, buildings, improvements, personal property, fixtures, easements, rights-of-way or other property rights currently located thereon, to be acquired in connection with implementation of the Redevelopment Plan; and

**WHEREAS**, the Council has determined that it is necessary to acquire the Properties in furtherance of the Redevelopment Plan, as authorized under the Redevelopment Law; and

**WHEREAS**, in order to finance the acquisition of all or a portion of the Properties and other costs related thereto, including, but not limited to, as applicable, appraisal fees, environmental testing and remediation, surveys, title work, and fees and expenses related to condemnation of the Properties (collectively, the “Project”), the Council desires to issue general obligation bonds or notes in one or more series in an aggregate principal amount of not to exceed \$13,000,000 pursuant to the Local Bond Law, N.J.S.A. 40A:2-1 et seq., as amended and supplemented (the “Local Bond Law”) and the Redevelopment Law.

**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. For the said improvements or purposes stated in Section 3, there is hereby appropriated the amount of \$13,000,000. Pursuant to the provisions of N.J.S.A. 40A:12A-37(c)(2) of the Redevelopment Law, notwithstanding the provisions of Section 11 of the Local Bond Law, no down payment is required as this bond ordinance authorizes obligations for the purpose of aiding a redevelopment project located in the Township.

**SECTION 2.** For the financing of said improvement or purpose described in Section 3 hereof and to meet the \$13,000,000 appropriation, negotiable bonds of the Township are hereby authorized to be issued in the principal amount of \$13,000,000 pursuant to, and within the limitations prescribed by, the Local Bond Law, N.J.S.A. 40A:2-1 et seq., as amended and supplemented (the “Local Bond Law”). In anticipation of the issuance of said bonds and to temporarily finance said improvement or purpose, negotiable notes of the Township in the principal amount not exceeding \$13,000,000 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 purposes for the financing of which said bonds or notes are to be issued is to finance the Project, which includes the acquisition of, and the payment of the purchase price for, all or a portion of the Properties identified in the Redevelopment Plan and described in “Schedule A” attached hereto, including any structures, buildings, improvements, personal property, fixtures, easements, rights-of-way or other property rights currently located thereon and other costs related thereto, including, but not limited to, as applicable, appraisal fees, environmental testing and remediation, surveys, title work, and fees and expenses related to condemnation of the Properties, including all work and materials necessary therefore and incidental thereto.

(b) The estimated maximum amount of bonds or notes to be issued for said improvement or purpose is \$13,000,000.

(c) The estimated cost of said improvement or purpose is \$13,000,000.

**SECTION 4.** 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 improvement and purpose 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. 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” 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. 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 and the Redevelopment 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, if applicable, 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 and is on file with the Township Clerk.

**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 which the Township may lawfully undertake as general improvements, and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) Pursuant to N.J.S.A. 40A:12A-37(c), the obligations authorized herein shall mature in annual installments commencing not more than two (2) and ending not more than forty (40) years from the date of issuance.

(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 \$13,000,000 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 \$500,000 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 purpose or improvement hereinbefore described.

(e) The obligations of the Township authorized by this bond ordinance shall bear interest at a maximum rate of not to exceed six (6.00%) per centum per annum, without further authorization of the Township Council, which authorization may be by resolution.

**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 bonds or notes and the interest thereon without limitation as to rate or amount.

**SECTION 9.** 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 10.** The Township is hereby authorized to acquire the Properties and to negotiate an agreement or agreements of sale for the acquisition of said Properties. The Mayor, Business Administrator, Chief Financial Officer, Township Attorney and Township Clerk are each hereby authorized, as applicable, to negotiate, approve, execute, attest, deliver and perform said agreement or agreements of sale and any and all documents necessary to acquire said Properties.

**SECTION 11.** 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 11 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 12.** If tax-exempt bonds or notes are issued under this bond ordinance, 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 such tax-exempt bonds and notes issued under this bond ordinance.

**SECTION 13.** This bond ordinance shall take effect twenty (20) days after the first publication hereof after final adoption as provided by the Local Bond Law.

**ADOPTED ON FIRST READING  
DATED: July 13, 2021**

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**KAREN J. CARNEVALE, R.M.C.  
Township of West Orange**

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**CINDY MATUTE-BROWN, Council President  
Township of West Orange**

**ADOPTED ON SECOND READING  
DATED: August 17, 2021**

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**KAREN J. CARNEVALE, R.M.C.**  
Township of West Orange

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**CINDY MATUTE-BROWN, Council President**  
Township of West Orange

**APPROVAL BY THE MAYOR ON THIS \_\_\_\_\_ DAY OF AUGUST, 2021.**

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**ROBERT D. PARISI, Mayor**  
Township of West Orange

**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 July 13, 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 August 17, 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](http://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 THE ACQUISITION OF VARIOUS PROPERTIES PURSUANT TO THE DOWNTOWN REDEVELOPMENT PLAN, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING \$13,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$13,000,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE THE COST THEREOF

**Purpose(s):** The bond ordinance authorizes the acquisition of and the payment of the purchase price for the Properties identified in the Redevelopment Plan and described in "Schedule A" attached thereto, including any structures, buildings, improvements, personal property, fixtures, easements, rights-of-way or other property rights located thereon and other costs related thereto, including, but not limited to, as applicable, appraisal fees, environmental testing and remediation, surveys, title work, and fees and expenses related to condemnation of the Properties, including all work and materials necessary therefore and incidental thereto.

**Appropriation:** \$13,000,000

**Bonds/Notes  
Authorized:** \$13,000,000

**Down Payment:** None

**Section 20 Costs:** \$500,000

**Useful Life:** 40 years

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**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 August 17, 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 THE ACQUISITION OF VARIOUS PROPERTIES PURSUANT TO THE DOWNTOWN REDEVELOPMENT PLAN, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING \$13,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$13,000,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE THE COST THEREOF

**Purpose(s):** The bond ordinance authorizes the acquisition of and the payment of the purchase price for the Properties identified in the Redevelopment Plan and described in "Schedule A" attached thereto, including any structures, buildings, improvements, personal property, fixtures, easements, rights-of-way or other property rights located thereon and other costs related thereto, including, but not limited to, as applicable, appraisal fees, environmental testing and remediation, surveys, title work, and fees and expenses related to condemnation of the Properties, including all work and materials necessary therefore and incidental thereto.

**Appropriation:** \$13,000,000

**Bonds/Notes  
Authorized:** \$13,000,000

**Down Payment:** None

**Section 20 Costs:** \$500,000

**Useful Life:** 40 years

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**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 (the "County"), 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, 66 Main Street, West Orange, or via a virtual meeting, as applicable, 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 (the "County"), 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 August 17, 2021 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange or via a virtual meeting, as applicable, 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)

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**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 July 13, 2021 and finally adopted on August 17, 2021.

2. After introduction, the bond ordinance was published as required by law on March \_\_, 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 March \_\_, 2021 and was duly published as required by law on March \_\_, 2021 in the (insert name of newspaper). 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)

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**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 July 13, 2021, that such Supplemental Debt Statement was filed in my office on or by July 13, 2021 and with the Director of the Division of Local Government Services, New Jersey Department of Community Affairs on \_\_\_\_\_, 2021.

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

**SCHEDULE A**

**ACQUISITION PARCEL SCHEDULE**

|        |       |                      |                                             |
|--------|-------|----------------------|---------------------------------------------|
| 63     | 24    | STANDISH AVENUE      | BENARI REALTY.LLC                           |
| 63     | 25    | 47 STANDISH AVENUE   | ALL STATE TOWING & SALVAGE CO INC           |
| 63     | 33.01 | LAKESIDE AVENUE      | 20-22 LAKESIDE,L.L.C.                       |
| 63     | 33.02 | 18 LAKESIDE AVENUE   | BENARI REALTY, LLC                          |
| 63     | 36    | 10 LAKESIDE AVENUE   | ALL STATE TOWING & SALVAGE CO               |
| 63     | 37    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO               |
| 63     | 38    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO               |
| 63     | 39    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO               |
| 63     | 41    | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO               |
| 64     | 3.02  | STANDISH AVENUE      | BYRNE, WILLIAM T & PATRICIA A               |
| 64     | 22    | 38-40 ASHLAND AVENUE | GP 177 MAIN LLC% PRISM PROPERTY SER         |
| 64     | 25    | 32 ASHLAND AVENUE    | CARROLL, DONALD J C/O AUTO EXCHANGE         |
| 64     | 27    | 28 ASHLAND AVENUE    | CARROLL, DONALD J C/O AUTO EXCHANGE         |
| 64     | 28    | 24 ASHLAND AVENUE    | <del>GP 177 MAIN LLC % PRISM PROP SER</del> |
| 64     | 30    | ASHLAND AVENUE       | GP 177 MAIN LLC % PRISM PROP SER            |
| 64     | 31    | 20 ASHLAND AVENUE    | PRISM GREEN URBAN % PRISM PROP SER          |
| 64     | 32    | 18 ASHLAND AVENUE    | GP 177 MAIN LLC %PRISM PROP SER             |
| 64     | 33    | 12-16 ASHLAND AVENUE | GP 177 MAIN LLC%PRISM PROP SER              |
| 64     | 38    | 4 ASHLAND AVENUE     | BYRNE 4 ASHLAND LLC                         |
| 64     | 42.02 | LAKESIDE AVENUE      | ALL STATE TOWING & SALVAGE CO               |
| 64     | 49    | 28 LAKESIDE AVENUE   | BYRNE 28 LAKESIDE LLC                       |
| 64     | 49.01 | LAKESIDE AVENUE      | BYRNE 28 LAKESIDE LLC                       |
| 115    | 15    | 55 LAKESIDE AVENUE   | GP 55 LAKESIDE LLC                          |
| 115    | 16    | 25 LAKESIDE AVENUE   | TOWNSHIP OF WEST ORANGE                     |
| 115    | 16.01 | ONE LAKESIDE AVENUE  | ANTHONY DeMATTEO                            |
| 115    | 51    | LAKESIDE AVENUE      | TOWNSHIP OF WEST ORANGE                     |
| 116.02 | 12    | 28 BABCOCK PLACE     | PRISM GREEN URBAN % PRISM PROP SER          |
| 116.02 | 1.01  | 217 MAIN STREET      | MAPLE SVCI LLC                              |

## **ABC 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 **July 13, 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:

**0722-33-042-005 Akama Notes, LLC t/a The Zuluba**

**0722-33-006-009 Misty's Restaurant and Bar, Inc. (Pocket)**

**0722-33-021-004 4 Corners Deli, LLC (Pocket)**

**0722-44-056-008 Mt. Everest Corp. t/a Tory Corner Liquors**

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**KAREN J. CARNEVALE, RMC**  
**ABC Board Secretary**

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**CINDY MATUTE-BROWN**  
**Council President/ABC Board member**

**Adopted: July 13, 2021**  
**Effective: July 13, 2021**

**ABC RESOLUTION**

**WHEREAS**, Jai Ambe Wine & Liquor, LLC d/b/a B&B Liquors at 7 Northfield Avenue, West Orange, NJ 07052 is the holder of Plenary Retail Distribution License No. 0722-44-036-011; and

**WHEREAS**, West Orange Wine & Liquor, Inc. has made application for a person-to-person transfer for the above-mentioned license; 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 transfer was published in the West Orange Chronicle on January 28, 2021 and February 4, 2021 and appropriate fees have been paid by the applicant to the NJ Division of Alcoholic Beverage in the amount of \$200.00 and to the Township of West Orange in the amount of \$82.36; and

**WHEREAS**, a public hearing was conducted on July 13, 2021 and no one appeared in opposition thereto; and

**WHEREAS**, Rishi K. DeSai, Esq. attorney for the transferee presented the application to the ABC Board on July 13, 2021 and was available to answer any questions posed by the Board;

**NOW THEREFORE BE IT RESOLVED** that the Township Council of the Township of West Orange hereby authorizes the person-to-person transfer of Plenary Retail Distribution License No. 0722-44-036-011 from Jai Ambe Wine & Liquor, LLC d/b/a B&B Liquors at 7 Northfield Avenue, West Orange, NJ 07052 to West Orange Wine & Liquor, Inc. is hereby approved.

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**Karen J. Carnevale, R.M.C, Municipal Clerk/  
ABC Board Secretary**

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**Cindy Matute-Brown, Council President/  
ABC Chairperson**

**Adopted: July 13, 2021**

**RESOLUTION**

**WHEREAS**, SuzyQue's LLC t/a SuzyQue's is the holder of Plenary Retail Consumption License No. 0722-33-009-011; and

**WHEREAS**, LUX 123, LLC has made application for a person to person and place to place (extension of premises) transfer for the above-mentioned license; 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 transfer was published in the West Orange Chronicle on June 24, 2021 and July 1, 2021 and appropriate fees have been paid by the applicant to the NJ Division of Alcoholic Beverage in the amount of \$200.00 and to the Township of West Orange in the amount of \$227.04; and

**WHEREAS**, the same Special Condition that no amplified outside music shall be permitted after 10:00 p.m., first imposed pursuant to *N.J.S.A. 33:1-32*, in ABC Board Resolution 483-12, adopted on June 12, 2012, and continued at each License renewal thereafter to the present, shall continue; and

**WHEREAS**, current Licensee SuzyQue's LLC t/a SuzyQue's, has a pending charge of ABC violation that on April 5, 2018, the Licensee allowed, permitted or suffered on or about the licensed premises, a brawl, act of violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2), with recommended penalty of 30-day suspension for a first offense, which charge has been recommended for dismissal by the Township's ABC counsel as part of these proposed transfer; and

**WHEREAS**, a public hearing was conducted on July 13, 2021 and no one appeared in opposition thereto; and

**WHEREAS**, Robert C. Williams, Esq. attorney for the transferee presented the application to the ABC Board on July 13, 2021 and was available to answer any questions posed by the Board;

**NOW THEREFORE BE IT RESOLVED** that the Township Council of the Township of West Orange hereby authorizes the person to person and place to place (expansion of premises) transfer of Plenary Retail Consumption License No. 0722-33-009-011 from SuzyQue's LLC t/a SuzyQue's, 34 South Valley Road West Orange, NJ 07052 to LUX 123, LLC t/a LUX, 34 South Valley Road, West Orange, NJ 07052, and said transfer is hereby approved; and

**BE IT FURTHER RESOLVED** that the same Special Condition that no amplified outside music shall be permitted after 10:00 p.m., first imposed pursuant to *N.J.S.A. 33:1-32*, in ABC Board Resolution 483-12, adopted on June 12, 2012, and continued at each License renewal thereafter to the present, shall be continued for the new Licensee for the current License term; and

**BE IT FURTHER RESOLVED** that the pending charge of ABC violation that on April 5, 2018, the then Licensee, SuzyQue's LLC t/a SuzyQue's, allowed, permitted or suffered on or about the licensed premises, a brawl, act of violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2), with recommended penalty of 30-day suspension for a first offense, which charge has been recommended for dismissal by the Township's ABC counsel as part of these proposed transfers shall be and hereby is dismissed.

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**Karen J. Carnevale, R.M.C, Municipal Clerk/  
ABC Board Secretary**

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**Cindy Matute-Brown, Council President/  
ABC Chairperson**

**Adopted: July 13, 2021  
Effective: July 13, 2021**

**RESOLUTION**

**WHEREAS**, 4 Corners Deli, LLC is the holder of Plenary Retail Consumption License No. 0722-33-021-004; and

**WHEREAS**, Donato Reali, 79 S. Valley Road, West Orange, NJ, has made application for a person-to-person transfer for the above-mentioned license; 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 transfer was published in the West Orange Chronicle on January 23, 2020 and January 30, 2020 and appropriate fees have been paid by the applicant to the NJ Division of Alcoholic Beverage in the amount of \$200.00 and to the Township of West Orange in the amount of \$113.52; and

**WHEREAS**, for historical purposes it is noted that a prior owner/operator holding this license under the name 4 Corners Deli, LLC, t/a Don Juan Restaurant, at 55 Kingsley Street, West Orange, NJ, facing numerous charges of ABC violations and failing to pay taxes owed to the State of New Jersey, resulted in seizure of the License by the Division of Taxation and auction of the License in October, 2019, to satisfy those taxes, the License then held in Pocket status; and

**WHEREAS**, a public hearing was conducted on July 13, 2021 and no one appeared in opposition thereto; and

**WHEREAS**, Alan J. Markman, Esq., attorney for the transferee presented the application to the ABC Board on July 13, 2021 and was available to answer any questions posed by the Board;

**NOW THEREFORE BE IT RESOLVED** that the Township Council of the Township of West Orange hereby authorizes the person-to-person transfer of Plenary Retail Consumption License No. 0722-33-021-004 from 4 Corners Deli, LLC, to Donato Reali, 79 S. Valley Road, West Orange, NJ is hereby approved.

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**Karen J. Carnevale, R.M.C, Municipal Clerk/  
ABC Board Secretary**

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**Cindy Matute-Brown, Council President/  
ABC Chairperson**

**Adopted: July 13, 2021  
Effective: July 13, 2021**