1. Conference Meeting Agenda

    Documents:

        CA 9.14.21.PDF

2. Public Meeting Agenda

    Documents:

        PM 9.14.21.PDF

3. Resolution(S)

3.I. 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 SOCIAL AND RECREATION SERVICES - 2021.PDF

3.II. 168-21

    Documents:

        168-21 AUTHORIZING AGREEMENT WITH THE MOUNTAIN TOP LEAGUE FOR RECREATIONAL PROGRAMS AND YOUTH SPORTS PROGRAMS - 2021.PDF
        168-21 MTL COMMUNITY SERVICE CONTRACT 2021.PDF

3.III. 170-21

    Documents:

        170-21 AUTHORIZING AGREEMENT WITH THE COMMUNITY HOUSE FOR RECREATIONAL PROGRAMS AND SOCIAL SERVICE PROGRAMS - 2021.PDF
        170-21 COMMUNITY HOUSE CONTRACT - 2021.PDF

3.IV. 215-21

    Documents:

        215-21 2021 BUDGET ADOPTION RESOLUTION.PDF

3.V. 220-21

    Documents:

        220-21 RESOLUTION AUTHORIZING ASSIGNMENT OF AGREEMENT FOR TREE SERVICES FROM TREE TECH TO SAVATREE - 2021.PDF
        220-21 ATTACHMENT.PDF

3.VI. 221-21

Documents:

221-21 RAFFLE LICENSES 9.14.21.PDF

3.VII. 222-21

Documents:

222-21 AUTHORIZING MAYOR TO EXECUTE TAX ADJUSTMENT AGREEMENT AND PURCHASE AND SALE AGREEMENT - CRESTMONT.PDF
222-21 PURCHASE AND SALE AGREEMENT- CRESTMONT COUNTRY CLUB_9-9-2021_REDLINED.PDF
222-21 DEED WITH RESTRICTION_9-9-2021_REDLINED.PDF
222-21 LICENSE AGREEMENT - DIRT ROAD_9-9-2021_REDLINED.PDF
222-21 LICENSE AGREEMENT - TEE BOX_9-9-2021_FINAL.PDF

3.VIII. 223-21

Documents:

223-21 AUTHORIZING MAYOR TO EXECUTE GRANT AGREEMENT.PDF

3.IX. 224-21

Documents:

224-21-REFUND RESOLUTION HOMESTEAD REBATE BLOCK 45.02 LOT 33.PDF

3.X. 225-21

Documents:

225-21 DUPLICATE PAYMENT RESOLUTION 3RDQTR2021.PDF

3.XI. 226-21

Documents:

226-21 DUPLICATE PAYMENT SEWER RESOLUTION.PDF

3.XII. 227-21

Documents:

227-21 RESOLUTION AUTHORIZING RENTAL EQUIPMENT THRU STATE CONTRACT.PDF

3.XIII. 228-21

Documents:

228-21 AWARD OF CONTRACT FOR EXTENSION OF SNOW PLOWING DOWNES-NY ASPHALT 2021-2022.PDF

3.XIV. 229-21

Documents:

229-21 RESOLUTION TO AWARD OF CONTRACT FOR EXTENSION FOR SNOW PLOWING REMOVAL 2021-2022.PDF

3.XV. 230-21

Documents:

230-21 RESOLUTION APPOINTING PUBLIC ADVOCATE.PDF

3.XVI. 231-21

Documents:

231-21 RESOLUTION RE JOHN HENRY REPRESENTATION RE PRISM LAWSUIT.PDF

3.XVII. 232-21

Documents:

232-21 RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL SERVICES AGREEMENT WITH FAIRVIEW FOR INSURANCE BROKER SERVICES - 2021.PDF
232-21 AGREEMENT TO RETAIN FAIRVIEW INSURANCE AS INSURANCE BROKER - 2021.PDF
232-21 EXHIBITS TO AGREEMENT TO RETAIN FAIRVIEW INSURANCE AS INSURANCE BROKER - 2022.PDF
232-21 ALAMO-WEST ORANGE TOWNSHIP_FINAL HEALTH-PC INSURANCE BROKER RESPONSE.PDF

3.XVIII. 233-21

Documents:

233-21 EXECUTIVE SESSION 9.14.21.PDF

3.XIX. 234-21

Documents:

234-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH CHIEF ABBOTT.PDF
234-21 CONTRACT - ABBOTT.PDF

3.XX. 235-21

Documents:

235-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH CHIEF VECHHIO.PDF
235-21 CONTRACT - VECHHIO.PDF

3.XXI. 236-21

Documents:

236-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH DEPUTY CHIEF FEULA.PDF
236-21 CONTRACT - FEULA.PDF

3.XXII. 237-21

Documents:

237-21 RESOLUTION - EMPLOYMENT AGREEMENT WITH DEPUTY CHIEF KEIGHER.PDF
237-21 CONTRACT - KEIGHER.PDF

3.XXIII. 238-21

Documents:

238-21 RESOLUTION ESTABLISHING A VISION ZERO TASK FORCE FOR THE TOWNSHIP OF WEST ORANGE.PDF

3.XXIV. 239-21

Documents:

239-21 MAKING APPOINTMENTS TO THE TASKFORCE AND ADVISORY COMMITTEE REGARDING CANNIBIS BUSINESSES FOR THE TOWNSHIP OF WEST ORANGE.PDF

3.XXV. 240-21

Documents:

240-21 AUTHORIZING EXECUTION OF GRANT AGMT - HDSRF GRANT FUNDS FOR REMEDIAL INVESTIGATION- BIDDLEMAN PROPERTY AT 8-10 CENTRAL AVENUE.PDF
240-21 EXHIBIT-GRANT AGMT - HDSRF GRANT FUNDS FOR REMEDIAL INVESTIGATION FOR BIDDLEMAN PROPERTY AT 8-10 CENTRAL.PDF

3.XXVI. 241-21

Documents:

241-21 BUDGET AMENDMENT NO. 2.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2651-21

Documents:

2651-21 - ACQUISITION OF REDEVELOPMENT PROPERTIES - WEST ORANGE.PDF
2651-21 SCHEDULE A TO BOND ORDINANCE.PDF

4.II. 2652-21

Documents:

2652-21 HANDICAPPED SPACE -14 GLENNON PLACE.PDF

4.III. 2653-21

Documents:

2653-21 APPROVING FINANCIAL AGREEMENT WITH TOMPKINS STREET APARTMENTS URBAN RENEWAL LLC.PDF
2653-21 EXHIBIT TO ORDINANCE APPROVING FINANCIAL AGREEMENT WITH TOMPKINS STREET APARTMENTS URBAN RENEWAL LLC.PDF

4.IV. 2654-21

Documents:

2654-21 ORDINANCE FOR CIVILIAN COMPLAINT REVIEW BOARD.PDF

4.V. 2655-21

Documents:

2655-21 ORDINANCE AMENDING THE COMPOSITION OF THE WEST ORANGE FIRE DEPARTMENT.PDF

4.VI. 2656-21

Documents:

2656-21 ORDINANCE ADOPTING FOURTH AMENDED DOWNTOWN REDEVELOPMENT PLAN.PDF

4.VII. 2657-21

Documents:

2657-21 SALARY STEP GUIDE (VERSION 2021-08-17).PDF

5. Ordinance(S) On First Reading

5.I. 2658-21 PULLED

5.II. 2659-21

Documents:

2659-21 AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC - ROLLINSON STREET - MULTIWAY STOP.PDF

5.III. 2660-21

Documents:

2660-21 BOND ORD. - ACQUISITION OF CRESTMONT COUNTRY CLUB

PROPERTY.PDF

Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, September 14, 2021
Meeting No. 14

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

- **Presentation - Lynette Sheard from the Mental Health Association in NJ: What's in Your Emotional Backpack?**

- **Council Liaison Announcements**

- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA-REVISED
Township of West Orange
66 Main Street – 7:00 p.m.
September 14, 2021 – Meeting No. 14

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 –** August 17, 2021 Public and Executive Session

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

6. **Reading of Petitions and Communications and Bids**

a. Results of Planning Board Review of Township Council Resolution 210-21: Area in Need of Rehabilitation-Township Wide Designation

b. Results of Planning Board Review Master Plan Consistency Review & Recommendations: Proposed Fourth Amendment to Downtown Redevelopment Plan

7. ***Bills**

8. ***Resolutions**

a. **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)

b. **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)

c. **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)

PUBLIC HEARING on 2021 Municipal Budget, Budget Amendment No. 1 and Adoption of 2021 Municipal Budget-Pending Approval by State of NJ

d. **215-21** Resolution to Adopt the 2021 Municipal Budget (Gross)

e. **220-21** Resolution Authorizing Assignment of Agreement for Tree Services from Tree Tech to SavATree – 2021 (Legal-Moon)

f. **221-21** Resolution Authorizing the Issuance of Raffle Licenses (Clerk)

g. **222-21** Resolution Authorizing Mayor to Execute Tax Adjustment Agreement and Purchase and Sale Agreement – Crestmont Country Club (Legal-Trenk)

h. **223-21** Resolution Authorizing the Mayor to Execute a Grant Agreement between the Township of West Orange and the Essex County Open Space Commission in the Amount of $750,000 for the Acquisition of the Crestmont Country Club Property (Legal-Trenk)
Premised Upon the Property Being Maintained as Open Space for Passive and Active Recreational Uses

i. **224-21** Resolution Authorizing the Refund of Homestead Rebate – 45 Burnett Terrace

i. **225-21** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to An Overpayment of Taxes Due to a Duplicate Payment (Tax Collector)

j. **226-21** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to An Overpayment of 2021 Annual Sewer Charge (Tax Collector)

k. **227-21** Resolution Authorizing the Rental of Specialized Equipment to be Used for the Leaf and Snow Collection Seasons 2021-2022 Through State Contract #GS-21F-0020T (Reynolds)

l. **228-21** Resolution to Award a Contract Extension for Snow Plowing & Snow Hauling Services for 2021-2022 (Lepore)

m. **229-21** Resolution to Award a Contract Extension for Snow Plowing & Snow Removal Services for 2021-2022 (Lepore)

n. **230-21** Resolution Appointing Sarabraj S. Thapar, Esq., as Public Advocate (Legal-Trenk)

o. **231-21** Resolution Authorizing Greg Cannon, Esq., Sobel Han & Cannon, LLP, 365 W Passaic St., Suite 270, Rochelle Park, NJ 07662 to Represent Mr. John W. Henry with Regard to Prism Green Associates IV, LLC v. the Township of West Orange and Various Other Parties at a Rate of $175. Hourly (Legal-Trenk)

p. **232-21** Resolution Authorizing the Township to Award a Contract for the Township's Insurance Broker for the Period January 1, 2021-December 31, 2021 to Fairview Insurance Agency Associates, Inc., 25 Fairview Avenue, Verona, NJ (Legal-Moon)

q. **233-21** Resolution Authorizing an Executive Session to Discuss Contractual Negotiations concerning Crestmont Country Club and Pending Litigation concerning the Downtown Properties, and Related Matters (Legal-Trenk)

r. **234-21** Resolution Authorizing the Mayor to Execute an Employment Agreement with the Chief of Police for the for the Period of January 1, 2021 through November 30, 2025 (Gross)

s. **235-21** Resolution Authorizing the Mayor to Execute an Employment Agreement with the Fire Chief for the for the Period of January 1, 2021 through December 31, 2026 (Gross)

t. **236-21** Resolution Authorizing the Mayor to Execute an Employment Agreement with the Deputy Chief of Police Feula for the for the Period of January 1, 2021 through December 31, 2025 (Gross)

u. **237-21** Resolution Authorizing the Mayor to Execute an Employment Agreement with the Deputy Chief of Police Keigher for the for the Period of January 1, 2021 through December 31, 2025 (Gross)

v. **238-21** Resolution Endorsing the Goals of the Vision Zero Network to Eliminate Traffic Related Deaths and Serious Injuries and Establishing the Vision Zero Task Force to Study and Advise the Township Council as to Potential Programs and Effort for Implementation within the Township (Legal-Moon)

w. **239-21** Resolution Appointing Members to the Taskforce and Advisory Committee Regarding Cannabis Business for the Township of West Orange (Legal-Moon)

x. **240-21** Resolution Accepting a Grant from the Hazardous Discharge Site Remediation Fund Public Entity Program through the New Jersey Economic Development Authority and the New Jersey Department of Environmental Protection (Legal-Moon)

y. **241-21** Resolution Authorizing Budget Amendment No. 2 (Gross)

9. Ordinances on Second and Final 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)

b. **2652-21** 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 Spot – 14 Glennon Place (Lepore)

c. **2653-21** An Ordinance of the Township of West Orange, County of Essex, New Jersey Approving an Application for a Long-Term Tax Exemption and Authorizing the Execution of a Financial Agreement with Tompkins Street Apartments Urban Renewal, LLC (Legal-Moon)

d. **2654-21** An Ordinance Supplementing Chapter 4, and Establishing Chapter 4, Section 40 of the General Ordinances of the Township of West Orange, Entitled "West Orange Township Civilian Complaint Review Board" (Legal-Moon)

e. **2655-21** An Ordinance Amending Chapter 2, Section 15.3 of the Revised General Ordinances of the Township of West Orange (Department of Fire – Composition) (Gross)

f. **2656-21** An Ordinance Adopting Fourth Amended Downtown Redevelopment Plan (Legal-R. Beckelman)

g. **2657-21** 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 (Gross)

10. Ordinances on First Reading

a. **2658-21 PULLED** An Ordinance Amending Chapter 2, Section 14.5 and Establishing Chapter 2, Section 14.9 of the Revised General Ordinances of the Township of West Orange (Appointment of Police Department, Officers and Personnel) Legal-Moon
This Ordinance updates the hiring procedures for the West Orange Police Department to authorize the hiring of entry level positions through the alternate route system recently established by state statute and also establishes an anti-nepotism policy for the West Orange Police Department as required under the statute.

b. **2659-21** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-19, Through Street and Subsection 7-21.2, Multi-Way Stops Near Schools, Playgrounds and Youth Recreational Facilities of the Revised General Ordinances of the Township of West Orange (Lepore)

c. **2660-21** Bond Ordinance Providing for the Acquisition of Real Property Commonly Known as Block 174, Lot 1 from the Crestmont Country Club, by and in the Township of West Orange, County of Essex, State of New Jersey Appropriating $4,700,000 from the Open Space Trust Fund Therefor and Authorizing the Issuance of $4,476,000 Bonds or Notes of the Township to Finance Part of the Cost Thereof (Legal-Johnson)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing-None

13. Adjournment

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

Agenda is subject to change.

Next Meeting Date(s): September 28, 2021

165-21
September 14, 2021

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 if 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: September 14, 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 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 DeFazio
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.

168-21
September 14, 2021

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 if 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.	**Cindy Matute-Brown**
Municipal Clerk	**Council President**

Adopted: September 14, 2021

I hereby certify funds are available from Account No. _____

_____

John Gross, Chief Financial Officer

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 MOUNTAIN TOP LEAGUE, a nonprofit corporation of the State of New Jersey having its principal offices at 12 Old Indian Road, West Orange, New Jersey, hereinafter referred to as the "MTL."

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 MTL 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 MTL, whose personnel shall be solely the employees and volunteers of MTL who is responsible to pay them, where appropriate, at the sole discretion of the MTL.

3. The MTL 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 MTL 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 granted hereunder may be assigned.

6. The MTL 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 MTL 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 MTL, for the services to be provided hereunder for the full one-year term, the sum of **Nine Thousand Five Hundred Dollars ($9,500.00)**.

9. The manner of payment shall be as determined jointly by the President of the MTL 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 the extent held applicable to a volunteer organization. Accordingly, the MTL 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 MTL 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 MTL further agrees as follows:

A. All covered employees of the MTL performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The MTL 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 MTL 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 MTL.

D. If it is found that any covered employee of the MTL is paid less than the required wage rates Township may, on written notice to the MTL terminate the MTL'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 MTL 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 MTL to render services hereunder who are performing such services as volunteers without remuneration.

F. The MTL agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

11. The MTL 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:

MOUNTAIN TOP LEAGUE

SECRETARY

BY:
PRESIDENT

"SCHEDULE A"

(I) During the performance of this agreement the MTL agrees as follows:

a. The MTL will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The MTL 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 MTL 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 MTL will, in all solicitations or advertisements for employees placed by or on behalf of the MTL, 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 MTL 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 MTL's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The MTL 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 MTL 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 MTL 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 MTL 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 MTL 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.

170-21
September 14, 2021

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 if 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: September 14, 2021

I hereby certify funds are available from Account No. _____

_____

John Gross, Chief Financial Officer

AGREEMENT

THIS AGREEMENT, made this _____ day of September, 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 the West Orange Community House, a nonprofit corporation of the State of New Jersey having its principal offices at 242 Main Street, West Orange, New Jersey, hereinafter referred to as the "COMMUNITY HOUSE."

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 COMMUNITY HOUSE 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 COMMUNITY HOUSE, whose personnel shall be solely the employees and volunteers of COMMUNITY HOUSE who is responsible to pay them, where appropriate, at the sole discretion of the COMMUNITY HOUSE.

3. The COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 granted hereunder may be assigned.

6. The COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE, for the services to be provided hereunder for the full one-year term, the sum of **Forty Thousand Dollars ($40,000.00)**.

9. The manner of payment shall be as determined jointly by the President of the COMMUNITY HOUSE 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 the extent held applicable to a volunteer organization.

Accordingly, the COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE further agrees as follows:

A. All covered employees of the COMMUNITY HOUSE performing services hereunder shall be paid not less than the prevailing wage rate as specified.

B. The COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE.

D. If it is found that any covered employee of the COMMUNITY HOUSE is paid less than the required wage rates Township may, on written notice to the COMMUNITY HOUSE terminate the COMMUNITY HOUSE'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 COMMUNITY HOUSE 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 COMMUNITY HOUSE to render services hereunder who are performing such services as volunteers without remuneration.

F. The COMMUNITY HOUSE agrees to be bound by the provisions of **"SCHEDULE A"** attached hereto and made of part hereof.

11. The COMMUNITY HOUSE 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: TOWNSHIP OF WEST ORANGE
COMMMUNITY HOUSE

_____ _____

SECRETARY BY:
PRESIDENT

"**SCHEDULE A"**

(I) During the performance of this agreement the COMMUNITY HOUSE agrees as follows:

a. The COMMUNITY HOUSE will not discriminate against any employee of applicant for employment because of age, race, creed, color, national, origin, ancestry, marital status or sex. The COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE will, in all solicitations or advertisements for employees placed by or on behalf of the COMMUNITY HOUSE, 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE's commitments under this act and shall post copies of the notice in conspicuous

places available to employees and applicants for employment.

d. The COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE 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 COMMUNITY HOUSE 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.

SECTION 2 - UPON ADOPTION FOR YEAR 2021

RESOLUTION

Be it Resolved by the **COUNCIL MEMBERS** of the **TOWNSHIP**
of **WEST ORANGE** ,County of **ESSEX** that the budget hereinbefore set forth is hereby adopted and shall constitute an appropriation for the purposes stated of the sums therein set forth as appropriations, and authorization of the amount of:

(a) $ 59,642,712.90 (Item 2 below) for municipal purposes, and
(b) $ - (Item 3 below) for school purposes in Type I School Districts only (N.J.S.A. 18A:9-2) to be raised by taxation and,
(c) $ - (Item 4 below) to be added to the certificate of amount to be raised by taxation for local school purposes in Type II School Districts only (N.J.S.A. 18A:9-3) and certification to the County Board of Taxation of the following summary of general revenues and appropriations.
(d) $ 278,448.72 (Sheet 43) Open Space, Recreation, Farmland and Historic Preservation Trust Fund Levy
(e) $ - (Sheet 44) Arts and Culture Trust Fund Levy
(f) $ 2,221,262.82 (Item 5 Below) Minimum Library Tax

RECORDED VOTE
(Insert last name)

Ayes	**Cindy Matute-Brown** **Michelle Casalino** **Susan McCartney** **Bill Rutherford** **Tammy Williams**	**Nays**		**Abstained**	
				Absent	

SUMMARY OF REVENUES

1.	General Revenues					
	Surplus Anticipated			08-100	$	4,276,678.57
	Miscellaneous Revenues Anticipated			13-099	$	24,192,842.91
	Receipts from Delinquent Taxes			15-499	$	3,448,336.46
2.	AMOUNT TO BE RAISED BY TAXATION FOR MUNICIPAL PURPOSED (Item 6(a), Sheet 11)			07-190	$	59,642,712.90
3.	AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY:					
	Item 6, Sheet 42	07-195	$ -			
	Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)	07-191	$ -			
	TOTAL AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY				$	-
4.	To Be Added TO THE CERTIFICATE FOR THE AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE II SCHOOL DISTRICTS ONLY:					
	Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)			07-191		
5.	AMOUNT TO BE RAISED BY TAXATION MINIMUM LIBRARY TAX			07-192	$	2,221,262.82
	Total Revenues			13-299	$	93,781,833.66

SUMMARY OF APPROPRIATIONS

5. GENERAL APPROPRIATIONS:	**XXXXXX**	**XXXXXXXXXXXX**
Within "CAPS"	**XXXXXX**	**XXXXXXXXXXXX**
(a & b) Operations Including Contingent	34-201	$ 61,715,383.96
(e) Deferred Charges and Statutory Expenditures - Municipal	34-209	$ 8,409,608.25
(g) Cash Deficit	46-885	$ -
Excluded from "CAPS"	**XXXXXX**	**XXXXXXXXXXXX**
(a) Operations - Total Operations Excluded from "CAPS"	34-305	$ 10,266,192.80
(c) Capital Improvements	44-999	$ 1,005,000.00
(d) Municipal Debt Service	45-999	$ 8,153,829.01
(e) Deferred Charges - Municipal	46-999	$ 704,000.00
(f) Judgments	37-480	$ -
(n) Transferred to Board of Education for Use of Local Schools (N.J.S.A. 40:48-17.1 & 17.3)	29-405	$ -
(g) Cash Deficit	46-885	$ -
(k) For Local District School Purposes	29-410	$ -
(m) Reserve for Uncollected Taxes	50-899	$ 3,527,819.64
6. SCHOOL APPROPRIATIONS - TYPE I SCHOOL DISTRICT ONLY (N.J.S.A. 40A:4-13)	07-195	
Total Appropriations	34-499	$ 93,781,833.66

It is hereby certified that the within budget is a true copy of the budget finally adopted by resolution of the Governing Body on the _____ day of _____, 2021. It is further certified that each item of revenue and appropriation is set forth in the same amount and by the same title as appeared in the 2021 approved budget and all amendments thereto, if any, which have been previously approved by the Director of Local Government Services.

Certified by me this _____ day of _____, 2021, _____, Clerk

Signature

220-21
September 14, 2021

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 Services (the "Contract") to Tree Tech, Inc. located at 1248 Sussex Turnpike, Mt. Freedom, N.J. 07970 ("Tree Tech"); and

WHEREAS, on June 22, 2021, the Township Council adopted a resolution authorizing the extension of the Contract with Tree Tech for an additional year; and

WHEREAS, the Township was advised that Tree Tech has merged with SavATree, Tree, Shrub and Lawn Care ("SavATree") and that the Tree Services will operate under the name SavATree; and

WHEREAS, SavATree has executed a confirming letter that it will operate under the same rates, terms and conditions as the Contract with Tree Tech.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Township hereby authorized the assignment of the Contract from Tree Tech to SavATree under the same rates, terms and conditions existing therein; and be it further

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

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

Adopted: September 14, 2021

TRENK ISABEL
ATTORNEYS AT LAW

290 W. Mt. Pleasant Ave., Suite 2350, Livingston, NJ 07039

Mark Y. Moon, Esq.
MMoon@trenkisabel.law
(973) 533-1150

July 22, 2021

SavATree
c/o Carmine Schiavone
1248 Sussex Turnpike, Suite B-4
Mt. Freedom, NJ 07970

Re: Township of West Orange
Contract for Emergency and Non-Emergency Tree Services

Dear Mr. Schiavone:

This office represents the Township of West Orange (the "Township"). The Township is in receipt of a notice that Tree-Tech has merged with SavATree as of May 2021. By Resolution dated June 22, 2021, the Township extended its existing retention of Tree-Tech for the remainder of 2021. I have enclosed a copy of the resolution for your reference. To confirm that Tree-Tech's retention shall be assigned to SavATree at the same rates as Tree Tech's retention, please execute the below signature line and return to the Township to confirm the assignment of the retention.

Very truly yours,

Mark Y. Moon

By execution of this letter, SavATree agrees to the assignment of the existing contract between Tree-Tech and the Township of West Orange under the same rates and terms in the existing contract.

August 10, 2021
Date

By: Carmine Schiavone
SavATree

Enclosure

RESOLUTION

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

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

As the lowest responsible bidder

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

As the second lowest bidder

AND

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

As the third lowest bidder

who submitted the lowest responsible bid.

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

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

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

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

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

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

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

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

Cindy Matute-Brown
Council President

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

John Gross, Chief Financial Officer

221-21
September 14, 2021

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):

Organization	**Type of Event/Date**	**Place**	**RL No.**
Parents Guild of Lacordaire Academy	On-Premise Merchandise 11.12.21	481 Eagle Rock Ave.	7730
Pleasant Valley Productions	On Premise 50/50 September 4, 2021 Raindate : 9.5.21	4 Boland Drive	7731
W.O.H.S. Music Boosters	On Premise 50/50 October 9, 2021	51 Conforti Avenue	7732
Hadassah Caldwell	Off Premise Merchandise December 20, 2021	300 Pleasant Valley Way	7733
ARC of Essex County	On Premise 50/50 September 27, 2021	750 Eagle Rock Avenue	7734

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

Cindy Matute-Brown
Council President

Adopted: September 14, 2021

222-21
September 14, 221

RESOLUTION

WHEREAS, Crestmont Country Club owns approximately 94.55 acres known as Lot 1, Block 174 on the Tax Map of the Township of West Orange, County of Essex, State of New Jersey; and

WHEREAS, Crestmont has filed certain tax appeals concerning its remaining 147 acres located at Lot 1.01, Block 174 on the Tax Map; and

WHEREAS, the Township desires to maintain open space for the purposes of preserving as much of the Township as reasonably possible; and

WHEREAS, the Township has entered into good faith negotiations with Crestmont for the purposes of acquiring the vacant land; and

WHEREAS, Crestmont has approved the Agreements annexed hereto entitled: (i) Tax Adjustment Agreement; and (ii) Purchase and Sale Agreement; and

WHEREAS, a separate bond ordinance will be submitted concerning the cash portion of the acquisition price;

NOW, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to enter into the Purchase and Sale Agreement and Tax Adjustment Agreement in substantially the form annexed hereto as Exhibits **"A"** and **"B"**; and it is further

RESOLVED, that the Agreement shall be made available for public inspection.

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

Adopted: September 14, 2021

PURCHASE AND SALE AGREEMENT

THIS PURCHASE AND SALE AGREEMENT (this "**Agreement**") made this ___ day of September, 2021 by and between **CRESTMONT COUNTRY CLUB**, a New Jersey corporation ("**Seller**"), and **TOWNSHIP OF WEST ORANGE** ("**Purchaser**").

W I T N E S S E T H:

I. **Purchase and Sale**. The consideration for the purchase of the Land (as hereinafter defined) shall be as follows,

(a) the sum of FOUR MILLION FIVE HUNDRED THOUSAND AND 00/100 DOLLARS ($4,500,000.00) (the "**Purchase Price**"); and

(b) a settlement of all tax appeals that Seller has filed and related matters regarding the Seller's property located at Lot 1.01, Block 174 on the Tax Map of the County of Essex, West Orange, New Jersey which is utilized as a golf course (the "**Golf Course Property**") pursuant to a Tax Adjustment Agreement to be entered into at the Closing, in the form attached hereto as **Exhibit ~~J~~B**; and

also in consideration of the covenants and agreements herein contained, Seller shall convey to the Purchaser all those certain lots, tracts or parcels of land known as Lot 1, Block 174 on the Tax Map of the County of Essex, West Orange, New Jersey and more particularly described in **Schedule A** annexed hereto and made a part hereof (the "**Land**"), together with all improvements located thereon, and all the right, title and interest, if any, of Seller, in and to any land lying in the bed of any street, road or avenue, opened or proposed, in front of or adjoining the land to the centerline thereof, rights of way, appurtenances, easements, sidewalks, alleys, gores or strips of land adjoining or appurtenant thereto; development rights appurtenant to the Land (collectively, the "**Premises**"). The conveyance of the Premises shall be by Bargain and Sale Deed with Covenants against Grantor's Acts and with certain restrictions in the form attached hereto as **Exhibit A**.

II. **Payment**. The Purchaser will pay Seller, the sum of FOUR MILLION FIVE HUNDRED THOUSAND AND 00/100 DOLLARS ($4,500,000.00), as and for the purchase money of the Premises upon Closing by wire transfer to the Seller, subject to adjustments set forth below.

III. **Adjustments**. The water, taxes, and all other items normally adjusted at the closing of a property similar to the Premises shall be apportioned and allowed as of 11:59 p.m. on the day immediately preceding the Closing Date as if Purchaser was the owner of the Premises on the Closing Date. Seller shall pay all real estate transfer taxes due at Closing and Purchaser shall pay the New Jersey Mansion Tax, if applicable. This Section shall survive Closing.

IV. **Damage**. The risk of loss from casualty shall be on Seller. In the event that all or any substantial portion of the Premises shall be damaged before the Closing Date, Purchaser

may, at its option, either (a) terminate this Agreement by delivering written notice to Seller within ten (10) days of Seller's notification of such damage, or (b) proceed to Closing pursuant to the terms of this Agreement, in which event Seller shall assign to Purchaser at the Closing any insurance or just compensation proceeds attributable to the Premises from such damage together with a credit for Seller's insurance deductible, with no reduction in the Purchase Price. For the purpose of this provision, a "substantial portion" of the Premises shall be deemed to include any damage, the cost of repair of which, is an amount equal to or greater than 5% of the Purchase Price. If less than a substantial portion (as defined above) of the Premises shall be damaged before the Closing Date, then the parties shall proceed to closing of this transaction, provided that (i) Seller shall repair the damage before the Closing Date and there shall be no reduction in the Purchase Price or (ii) at Purchaser's option, Seller shall assign to Purchaser any insurance attributable to the Premises from such casualty together with a credit for Seller's insurance deductible.

V. **Title**.

A. Seller shall deliver, good, marketable and insurable title (at regular insurance rates) to the Premises, by bargain and sale deed with covenant against grantor's act. All mortgages (including prior mortgages) and liens shall be discharged of record, provided that Seller may use a portion of the Purchase Price to satisfy current mortgages for which original discharges shall be delivered at Closing.

B. Purchaser shall obtain a title commitment with respect to the Premises (the "**Title Commitment**") from a title company duly licensed in New Jersey and will deliver a copy of the Title Commitment to Seller on or before the end of the Due Diligence Period. If the Title Commitment, Purchaser's survey (the "**Survey**") or any supplemental or subsequent title "run down" reports disclose any exceptions to title which Purchaser disapproves, then Purchaser shall give Seller notice of any such matters to which Purchaser objects (the "**Purchaser's Notice**"). Seller shall notify Purchaser in writing (the "**Seller's Title Response**") within a period of five (5) days (the "**Response Period**") after receiving Purchaser's Notice whether Seller will cause the objections raised in the Purchaser's Notice to be satisfied and removed of record on or before the Closing Date. If Seller agrees to removal, Seller covenants to satisfy and remove the unpermitted exceptions to title on or before the Closing.

C. If Seller notifies Purchaser within the Response Period that Seller does not intend to satisfy and remove the unpermitted exceptions, then Purchaser's sole remedy in such event, exercisable at any time after expiration of the Response Period, shall be to: (1) terminate this Agreement effective upon written notice to Seller and neither Seller nor Purchaser shall have any further rights, claims or obligations against one another arising out of this Agreement; or (2) accept title at the Closing subject to the unremoved exception(s), without any reduction or adjustment in the Purchase Price for the Premises by reason thereof; or (3) negotiate an agreed upon reduction or adjustment in the purchase price and then accept title at the Closing subject to the unremoved exception(s).

D. Any exception to title consisting of (1) a monetary lien or encumbrance; (2) a judgment or attachment against Seller, or (3) any title matter (other than in connection with obtaining the Approvals) or defect created by the act or omission of Seller after the Effective Date shall automatically be deemed disapproved without formal notice of objection from Purchaser, and Seller covenants to pay such objection in order to satisfy all such items and cause them to be removed of record on or before the Closing Date. If there are any liens or other unpermitted exceptions outstanding against the Premises as of the Closing Date for which Seller is responsible, Seller may have Purchaser apply any portion of the Purchase Price to pay and satisfy those items, together with any related governmental recording or discharge fees, unless Seller agrees to bond over such liens.

E. If any new title defect not shown in the original commitment ("**New Title Defect**") appears in a title update, the notice and response provisions above shall apply. Seller will be obligated to remove any New Title Defect which is a monetary encumbrance or one caused by Seller's actions (other than in connection with obtaining the Approvals). If Seller will not remove any other type of New Title Defect unacceptable to Purchaser, Purchaser shall have the right by written notice to Seller within five (5) business days thereafter to either terminate the Agreement or to waive such defect and proceed to Closing.

VI. **Environmental Due Diligence Period**.

1. Purchaser shall have a period of ten (10) calendar days from and after the Effective Date and expiring at 5:00 PM (Eastern (Standard) Time) (the "**Environmental Due Diligence Period**") to conduct due diligence on the Premises specifically related to the Phase I investigation and ancillary environmental areas of concern. In the event, in the course of its investigation, the Purchaser wishes to cancel this Agreement as it relates to an environmental defect that has, in Purchaser's sole judgment, an adverse effect on the Premises or the use of the Premises, then Purchaser shall have the right to terminate this Agreement prior to the expiration of the Environmental Due Diligence Period. Failure of the Purchaser to terminate the Agreement prior to expiration of the Environmental Due Diligence Period shall be deemed a full waiver of this contingency and Purchaser's acknowledgement that it has chosen to proceed with the transaction. No environmental due diligence may be done by a Licensed Site Remediation Professional (LSRP). If the Purchaser's environmental consultant identifies recognized areas of concern that require a Phase II investigation, Seller will have a right to review and approve the scope of work for such testing prior to Purchaser commencing the Phase II work and the right to receive copies of all sampling results.

VII. **No Representations or Warranties**. This Agreement contains all of the terms of the contract between the parties, and Purchaser acknowledges that Seller has held out no inducements and made no representations other than as may be specifically set forth herein. PURCHASER ACKNOWLEDGES AND AGREES THAT IT IS PURCHASING THE PREMISES IN "AS IS" AND "WHERE IS" CONDITION, WITH ANY AND ALL FAULTS AND DEFECTS, WHETHER LATENT OR PATENT, AND SUBJECT TO ORDINARY

WEAR AND TEAR FROM THE EFFECTIVE DATE THROUGH THE CLOSING DATE. PURCHASER ACKNOWLEDGES THAT IT IS NOT RELYING UPON, AND THAT SELLER IS NOT LIABLE FOR OR BOUND BY, ANY EXPRESS OR IMPLIED WARRANTIES, GUARANTEES, PROMISES, BROKER'S "SET-UPS", STATEMENTS, REPRESENTATIONS OR INFORMATION REGARDING THE PREMISES' PHYSICAL OR ENVIRONMENTAL CONDITION, INCOME, EXPENSES, OPERATION, USE, COMPLIANCE WITH LAWS, HABITABILITY, MERCHANTABILITY, OR FITNESS FOR A PARTICULAR PURPOSE, EXCEPT AS MAY BE SPECIFICALLY SET FORTH IN THIS AGREEMENT.

VIII. **Seller's Representations, Warranties and Covenants**. Seller represents and warrants as of the Effective Date and Closing Date that:

A. Seller has no knowledge of any existing or threatened action, suit or proceeding affecting the Premises or any portion thereof or relating to, or arising out of the ownership, management or operation of the Premises, in any court or before or by any federal, state, county or municipal department, commission, board, bureau or agency or other governmental instrumentality, exclusive of any action, claim or proceedings seeking monetary damages for personal injury or property damage which does not affect title to the Premises and with respect to which Seller has maintained liability insurance in amounts adequate to cover such claims.

B. Other than this Agreement, there are no contracts for sale or options to purchase all or any portion of the Premises or any interest therein.

C. Seller has not received any notice of violation, demand or order with respect to the Premises from any governmental agency, insurance underwriters and/or utility company having jurisdiction over the Premises with which Seller has not complied.

D. Prior to Closing, Seller shall remove the soil/debris stockpile (the "**Soil Stockpile**") further described in Paragraph 6.1 of the Environmental Phase I Report dated September 25, 2019 prepared by Geo-Technology Associates, Inc and depicted in Photo Nos. 3, 4, 5, and 6 therein ~~attached hereto as **Exhibit E**~~ and in Paragraph 5.2.4 of the Environmental Phase I Report dated August 2021 prepared by Matrix New World ~~attached hereto as **Exhibit F**~~. Seller's removal of the Soil Stockpile shall be performed in accordance and compliance with all relevant laws and regulations.

E. To the best of Seller's knowledge, (a) the Property was not used to generate, manufacture, refine, produce, store, handle, transfer, process or transport any hazardous materials other than in compliance with all environmental laws prior to the date the Seller acquired title to the Property; (b) the Property is not currently, and has not during the period of the Seller's ownership, been used to generate, manufacture, refine, produce, store for use or distribution, handle, transfer, process or transport any hazardous materials other than in

compliance with all Environmental Laws; and (c) to the knowledge of the Seller, there are no underground storage tanks at the Property.

F. Seller has not received actual notice of any violation of environmental laws with respect to the Property relating to the public health or safety, pollution, damage to or protection of the environment, environmental conditions, releases or threatened releases of hazardous substances into the environment or the use, manufacture, processing, distribution, treatment, storage, generation, disposal, transport or handling of hazardous substances. The Seller has no Knowledge of (i) the presence of any hazardous substances at, on, under and/or affecting the Property in such amounts as would require removal or remediation under applicable environmental laws; (ii) the presence of any underground or above-ground storage tanks at or under the Property; or (iii) any spills, releases, discharges, or disposal of hazardous substances that have occurred or are presently occurring on or onto the Property in violation of applicable environmental laws and that have not been fully remediated to the extent required by applicable law.

G. Neither Seller nor, to the best of Seller's knowledge, any person or entity holding legal or beneficial interest whatsoever (whether directly or indirectly) in it or the real property, (i) is listed on the Specially Designated Nationals and Blocked Persons List maintained by the Office of Foreign Asset Control, Department of the Treasury *(*"**OFAC**") pursuant to Executive Order No. 13224, 66 Fed. Reg. 49079 (Sept. 25, 2001) ("**Order**") and all applicable provisions of Title III of the USA Patriot Act (Public Law No. 107-56 (October 26, 2001)); (ii) is listed on the Denied Persons List, the Unverified List or the Entity List maintained by the United States Department of Commerce; (iii) is listed on the List of Terrorists, the Nonproliferation Sanctions Lists or the List of Debarred Parties maintained by the United States Department of State, (iv) is listed on any list or qualification of "Designated Nationals" as defined in the Cuban Assets Control Regulations 31 C.F.R. Part 515; (v) is listed on any other publicly available list of terrorists, terrorist organizations or narcotics traffickers maintained by the United States Department of State, the United States Department of Commerce or any other governmental authority or pursuant to the Order, the rules and regulations of OFAC (including, without limitation, the Trading with the Enemy Act, 50 U.S.C. App. 1-44; the International Emergency Economic Powers Act, 50 U.S.C. §§ 1701-06; the unrepealed provision of the Iraq Sanctions Act, Publ. L. No. 101-513; the United Nations Participation Act, 22 U.S.C. § 287c; the International Security and Development Cooperation Act, 22 U.S.C. 2349aa-9; the Anti-Terrorism and Effective Death Penalty Act, 8 U.S.C. 1189; the Cuban Democracy Act, 22 U.S.C. §§ 6001-10; The Cuban Liberty and Democratic Solidarity Act, Publ. L. No. 104-114; and the Foreign Narcotic Kingpin Designation Act, Publ. L. No. 106-120 and 107-108, any other OFAC sanctions programs, all as may be amended from time to time); or any other applicable requirements or similar rules or statutes contained in any enabling legislation or other Executive Orders in respect of the Order (the Order and such other rules, regulations, legislation or orders are collectively called the **"Orders"**); (vi) is engaged in activities prohibited in the Orders; or (vii) has been convicted, pleaded nolo contendere, indicted, arraigned or custodially detained on charges involving money laundering or predicate crimes to money laundering, drug trafficking, terrorist-related activities or other money laundering predicate crimes or in connection with the Bank Secrecy Act (31 U.S.C. §§ 5311 *et. seq*.).

H. This Agreement is the legal, valid, and binding obligation of Seller, enforceable against Seller in accordance with its terms, subject only to bankruptcy and creditors' rights laws, matters affecting creditors of Seller generally and general equitable principles (whether asserted in an action at law or equity).

I. Seller does not have knowledge of any pending or threatened actions or proceedings before any court or administrative agency which will adversely affect the ability of Seller to perform Seller's obligations under this Agreement.

J. Seller is not a "foreign person" as such term is defined under Section 1445(f)(30) of the Internal Revenue Code.

K. The execution, delivery, and performance by Seller of the terms of this Agreement do not conflict with any agreement to which Seller is bound or is a party or require the consent of any party.

L. There are no legal actions, suits or similar proceedings pending and served, or threatened in writing against the Seller or the Property, which are not adequately covered by existing insurance or, if adversely determined, would materially adversely affect the value of the Property, the continued operations thereof, or the Seller's ability to consummate the transactions contemplated hereby.

M. No petition in bankruptcy (voluntary or otherwise), assignment for the benefit of creditors, or petition seeking reorganization or arrangement or other action under Federal or State bankruptcy laws is pending or threatened in writing against the Seller.

N. Seller shall be responsible for the maintenance of the trees on the border of the Premises and the Golf Course Property that could pose a risk to any person or property on the Golf Course Property, or interfere in any way with the operation of the Golf Course Property, subject to the approval of Purchasers in accordance with law and the ordinances of the Township of West Orange.

O. The representations and warranties in this Section VIII shall survive closing of title.

IX. **Purchaser's Representations, Warranties and Covenants**. Purchaser represents and warrants as of the Effective Date and Closing Date that:

A. The Purchaser acknowledges and agrees that the transfer of the Premises shall be subject to a ~~deed~~ restriction included in the Deed in the form attached hereto as **Exhibit ~~D~~A** (the "**Deed Restriction**"). In the event there is a conflict between any provision of this Agreement the any provision of the Deed Restriction, the terms of the Deed Restriction shall control.

B. Seller represents that there is a portion of a tee box located on the 16th hole (the "**Tee Box**") of the Golf Course Property which is partially located on the Premises. The Tee Box is approximately 100 square feet. The Purchaser agrees to enter into a license agreement at Closing permitting the Seller's continual limited use of the Premises for the Tee Box for so long as Seller owns the Golf Course Property for nominal consideration (the "**Tee Box License Agreement**"). The form of the Tee Box License Agreement, which shall include as an exhibit a survey and metes and bounds description of the Tee Box and which shall indemnify Buyer from all liability related to the Tee Box, including liability related to environmental conditions or hazardous substances, is attached hereto as **Exhibit ~~G~~E**. If the Seller re-designs or re-configures the portion of the Golf Course Property that contains the Tee Box, then the Seller shall design it in such a way as to remove the Tee Box from the Premises, in which event the Tee Box License Agreement shall be null and void. If the Seller transfers the portion of the Golf Course Property that is adjacent to the Tee Box (i.e., the golf hole that the Tee Box services), then the Tee Box License Agreement shall be null and void simultaneous with such transfer. Purchaser may, at Purchaser's sole option, subdivide the Tee Box from the Land and transfer title to the Tee Box to Seller. Seller shall be obligated to accept title to the Tee Box. In the event the Purchaser subdivides the Land and transfers title to the Tee Box to Seller, the license agreement regarding the Tee Box shall be null and void as of the date the Deed to the Tee Box is recorded. This section shall survive Closing.

C. Purchaser acknowledges that there are several existing public streets that end or abut the Premises thereby providing access and consequently the Purchaser agrees that it shall not seek to condemn any portion of the Golf Course Property in order to access the Premises by condemnation or otherwise. Seller retains the right to condemn the Golf Course Property or any portion thereof for any other lawful purpose. This section shall survive Closing.

D. Purchaser acknowledges that Seller shall be permitted to utilize the dirt road delineated and further described on **Exhibit F~~H~~** attached hereto (the "**Dirt Road**"). The Purchaser agrees to enter into a license agreement prior to Closing permitting the Seller's continual use of the dirt road (the "**Dirt Road License Agreement**") provided that the Seller's use does not interfere with the Purchaser 's proposed use of the Premises and that Seller shall not use the Dirt Road for any purpose or in any manner that is inconsistent with Purchaser's use of the Premises. The form of the Dirt Road License Agreement~~,~~ which shall indemnify Buyer from all liability related to the ~~Tee Box~~Dirt Road, including liability related to environmental conditions or hazardous substances, is attached hereto as **Exhibit G~~I~~**. If the Purchaser determines, in its sole and absolute discretion, that the Seller's continued use of the Dirt Road interferes in any manner with the Purchaser's use of the Premises, or that Seller is using the Dirt Road in a manner that is inconsistent with Purchaser's use of the Premises, then the Dirt Road License Agreement shall be terminated at Purchaser's option in its sole and absolute discretion. The Township will be under no obligation to maintain the Dirt Road and any use will be at the sole peril of Crestmont. Seller shall maintain property and casualty insurance that provides coverage for any loss or damage related to Seller's use of the Dirt Road which names Purchaser

as an Additional Insured with a limit of liability of $1,000,000/$2,000,000. This section shall survive Closing.

X. **Mutual Representations**. Each party warrants and represents to the other, as of the Effective Date and as of the Closing Date, knowing that the other party shall rely therein in consummating this transaction, that:

A. It has full power and authority under all applicable laws and all agreements to which it is a party or by which it is bound to enter into this Agreement and perform all of the terms and conditions and covenants set forth herein.

B. The execution and delivery of this Agreement and the performance of all the terms, conditions and covenants set forth herein are neither prohibited by, nor would constitute presently or after the passage of time, a breach or violation of any agreement or other instrument to which it is a party or by which it is bound.

C. This Agreement, when executed and delivered on behalf of each party will be legal, valid, binding and enforceable against it in accordance with its terms, subject as to enforceability only, to applicable laws relating to bankruptcy, creditors' rights and equitable rights and remedies.

XI. **Deliveries**.

A. At Closing, Seller shall execute and deliver to Purchaser the following in form reasonably acceptable to Purchaser's attorney and its title company: (a) a bargain and sale deed with covenants against grantor's acts in the recordable form, in the form attached hereto as **Exhibit A,** together with the Seller's Residency Certification/Exemption and Affidavit of Consideration, (b) an affidavit pursuant to Section 1445 of the Internal Revenue Code, as amended, in the form attached hereto as **Exhibit B**, (c) a 1099 information form in the form attached hereto as **Exhibit C**, ~~(d) the Deed Restriction in the form attached hereto as **Exhibit D**,~~ (~~e~~d) the Tee Box License Agreement in the form attached hereto as **Exhibit ~~G~~E**; (~~f~~e) the Dirt Road License Agreement in the form attached hereto as **Exhibit ~~I~~G**; (e~~g~~) the Tax Adjustment Agreement in the form attached hereto as **Exhibit ~~J~~B**; (f~~h~~) signed Stipulations of Dismissal of all tax appeals pending as of the Closing date for the years 2022, 2023, and 2024; (~~i~~g) an affidavit of title, and (~~j~~h) such other documents that shall be reasonably required by Purchaser's title company or attorney.

B. At Closing, Purchaser shall deliver to Seller: (a) the Purchase Price by wire transfer; (b) the Tee Box License Agreement in the form attached hereto as **Exhibit E~~G~~**; (c) the Dirt Road License Agreement in the form attached hereto as **Exhibit ~~I~~G** (d) the Tax Adjustment Agreement in the form attached hereto as **Exhibit B~~J~~**; (e) signed Stipulations of Dismissal of all tax appeals pending as of the Closing date for the years 2022, 2023, and 2024.

XII. **Assignment**. Purchaser may assign this Agreement and the rights hereunder to an entity controlled and owned by Purchaser or its principals provided: (i) written notice is given to Seller's attorney not less than five (5) business days' prior to the Closing and (ii) the assignee executes an assignment and assumption assuming all of the obligations of Purchaser hereunder.

XIII. **Brokers**. Seller and Purchaser represent to each other that there is no obligation to pay any commission, finder's fee, or similar charge in connection with the transaction provided for in this Agreement.

XIV. **Default and Termination**. In the event of a default by Seller or Purchaser, either party shall be entitled as its sole and exclusive remedy to the right to pursue specific performance of this Agreement. If Seller's or Purchaser's default either renders specific performance unavailable or is willful, Purchaser or Seller shall be entitled to all legal and equitable rights and remedies.

XV. **Access**. Between the Effective Date and the Closing Date, Purchaser shall be afforded access to the Premises required by Purchaser in connection with its preparation for the Closing. Any access to the Premises must be upon prior notice to Seller and during reasonable business hours, and (ii) at all times Seller shall be permitted to have a representative accompany Purchaser when at the Premises. Purchaser shall repair any and all damage caused to the Premises arising or resulting from such inspection.

XVI. **Indemnification.** Seller hereby indemnifies and holds Buyer harmless, including reasonable legal fees and costs, from and against any and all claims, suits, demands, debts, or liabilities (including those arising from any environmental conditions or hazardous substances) that arise out of or relate to: (a) the Soil Stockpile that is referenced in Section VIII(D); (b) Seller's breach of any representation, warranty or other covenant contained in this Agreement or the other agreements contemplated hereby; (c) the Tee Box for so long as the Tee Box License Agreement is in effect; (d) the Tee Box License Agreement for so long as it is in effect; (e) the Dirt Road for so long as the Dirt Road License Agreement is in effect; and/or (f) the Dirt Road License Agreement. This provision shall survive closing of title.

XVII. **No Tax Representations.** Seller shall be solely responsible for any tax ramifications, liabilities, or obligations arising out of or related to this Agreement, the Tax Adjustment Agreement, the sale of the Premises, or any other aspect of the transactions contemplated by this Agreement. Purchaser makes no warrantees or representations and has done no analysis concerning any tax issues.

XVIII. **Notices**. Notices hereunder shall be in writing and mailed by certified mail, postage prepaid, or by nationally recognized overnight courier or via email with confirmation followed by a copy sent via overnight courier to the respective addresses of the parties set forth below:

To Seller:	Alan R. Hammer, Esq. 101 Eisenhower Parkway Roseland, New Jersey 07068 ahammer@bracheichler.com
To Purchaser:	Richard D. Trenk 290 W. Mt. Pleasant Avenue Suite 2350 Livingston, New Jersey 07039 rtrenk@trenkisabel.law
With a copy to:	Jonathan Grebow, President c/o Crestmont Country Club 50 Eagle Rock Ave West Orange, NJ 07052 jgrebow@ridgewoodrep.com

XIX. **Entire Agreement**. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof. No modification of any of the terms and conditions of this Agreement may be made except by an instrument in writing signed by both parties.

XX. **No Recording**. Purchaser covenants and agrees not to record this Agreement and agrees that any recording hereof by Purchaser shall be deemed a material default hereunder.

XXI. **Closing**. The closing of title to the Premises (the "**Closing**") shall take place _____ days after the expiration of the Environmental Due Diligence Period (the "**Closing Date**") in escrow through the Escrow Agent by mail.

XXII. **Effective Date**. The effective date of this Agreement shall be ten (10) days after the Township Council of the Township of West Orange approves this Agreement by adoption of a Resolution (the "**Effective Date**").

XXIII. **No Offer**. The presentation of this Agreement for consideration by the parties shall not constitute an offer, reservation or option for the Premises. Neither the negotiation nor the revision of this Agreement shall constitute a contract or evidence of a contract, and there shall be no binding agreement unless and until this Agreement is executed by and delivered to all of the parties hereto.

XXIV. **Construction**. This Agreement is a negotiated agreement, each of the parties hereto being represented by legal counsel. This Agreement shall not be construed against either party by reason of same being prepared by its respective attorneys.

XXV. **Bind and Inure**. All the terms, covenants and conditions herein contained shall bind and shall inure to the benefit of the respective parties hereto, and their heirs, executors, administrators, personal or legal representatives, successors and assigns respectively.

XXVI. **Counterparts**. This Agreement may be executed in any number of identical counterparts, and each counterpart hereof shall be deemed to be an original instrument, but all counterparts hereof taken together shall constitute but a single instrument. This Agreement and any amendment shall be binding if executed with an original signature, by facsimile signature, by email through portable document format ("**pdf**") signature or by DocuSign electronic signatures.

XXVII. **Bulk Sale**. The parties hereby acknowledge that pursuant to N.J.S.A. 54:32B-22(c) and N.J.S.A. 54:50-38, Purchaser is required to notify the Director of the Division of Taxation in the Department of the Treasury of the State of New Jersey (the "**Department**"), at least ten (10) days prior to the transfer of title, of the proposed sale and of the price, terms and conditions of the transaction. In the event the Department determines that any or all of Seller's proceeds are to be held in escrow following the Closing, then such funds as determined by the Department shall be held in escrow by Purchaser's attorney until such time as the parties are in receipt of a tax clearance letter from the Department authorizing the release of the escrow. Purchaser shall be responsible for submitting the required notification of the pending sale to the Department, to the extent it is required in connection with this transaction, and Seller agrees to fully cooperate with any such submissions. Seller shall be solely responsible for all taxes, interest and penalties due and owing to the State of New Jersey by Seller, and hereby agrees to indemnity and hold Purchaser harmless against any and all taxes, interest and penalties that may be due to the State of New Jersey by Seller. Upon receipt of notice of the sums owed to the State of New Jersey, Purchaser's attorney is authorized to disburse such amounts from the escrow in satisfaction of such outstanding obligation. The escrow established shall not terminate until the requirements of the Division of Taxation is establishing the escrow have been satisfied as evidence by a clearance letter. This provision shall survive Closing.

XXVIII. **Business Days**. If any date herein set forth for the performance of any obligations by Seller or Purchaser or for the delivery of any instrument or notice as herein provided should fall on a Saturday, Sunday or Legal Holiday (hereinafter defined), the compliance with such obligations or delivery shall be deemed acceptable on the next business day following such Saturday, Sunday or Legal Holiday. As used herein, the term "Legal Holiday" shall mean any local or federal holiday on which post offices are closed in the State of New Jersey.

[No further text on this page; signatures follow]

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

SELLER:

CRESTMONT COUNTRY CLUB,
a New Jersey corporation

By: _____
Name:
Title:

PURCHASER:

TOWNSHIP OF WEST ORANGE

By: _____
Name:
Title:

SCHEDULES:
A – Legal Description

EXHIBITS:
A – Deed with Restrictions
B – Tax Adjustment Agreement
~~B~~ C – Non-Foreign Person Affidavit
~~C~~ D – Information for Real Estate 1099-B Report Filing
~~D – Deed Restriction~~
~~E – Geo-Technology Associates, Inc. Environmental Report~~
~~F – Matrix Environmental Report~~
~~G~~ E – Tee Box License Agreement
~~H~~ F – Map of Dirt Road location
~~I~~ G – Dirt Road License Agreement
~~J – Tax Adjustment Agreement~~

SCHEDULE A

Legal Description

EXHIBIT A

DEED

Prepared by: _____
Brach Eichler, LLC

By: _____
_____, Esq.

This Deed is made as of _____,

BETWEEN

_____

whose address is _____

referred to as the Grantor,

AND

_____

whose address is _____

referred to as the Grantee.

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

Transfer of Ownership. The Grantor grants and conveys (transfer ownership of) the property described below to the Grantee. This transfer is made for the sum of _____ DOLLARS ($_____) and other good and valuable consideration.

The Grantor acknowledges receipt of this money.

Tax Map Reference. (N.J.S.A. 46:26A-3) Municipality/Borough/City of _____, Block No. _____ Lot No.

☐ No property tax identification number is available on the date of this deed. (Check box if applicable.)

Property. The property consists of land and all the buildings and structures on the land in the Borough of _____ County of _____ and the State of _____. The legal description is:

THE DESCRIPTION IS ATTACHED HERETO AND MADE A PART HEREOF.

Being the same premises conveyed to Grantor herein by deed from _____ dated _____ recorded _____ in the _____ County Clerk's/Register's Office in Book _____, Page _____.

Subject to easement and restrictions of record, municipal zoning ordinances and such facts as an accurate survey would disclose.

Promises by Grantor. The Grantor promises that the Grantor has done no act to encumber the property. This promise is called a "Covenant as to Grantor's Acts" (N.J.S.A. 46:4-6). This promise means that the Grantor has not allowed anyone else to obtain any legal rights which affect the property (such as by making a mortgage or allowing a judgment to be entered against the Grantor).

Signatures. The Grantor signs this Deed as of the date at the top of the first page.

WITNESS BY:

_____ _____
Notary

STATE OF NEW JERSEY
_____ SS.:
COUNTY OF

I CERTIFY that on _____, 2020, _____ personally came before me and acknowledged under oath, to my satisfaction, that this person (or if more than one, each person):

(a) is named in and personally signed this Deed;

(b) signed, sealed and delivered this Deed as his or her act and deed; and

(c) made this Deed for $_____ as the full and actual consideration paid or to be paid for the transfer of title. (Such consideration is defined in N.J.S.A. 46:15-5.)

_____
(Notary Public)

BE:11849984.1/CRE045-280272
BE:11849984.3/CRE045-280272

~~DEED~~

~~Grantor,~~

~~TO~~

~~Grantee.~~

~~Dated:~~

~~Record and return to:~~

~~Richard D. Trenk, Esq.~~
~~Trenk Isabel, P.C.~~
~~290 West Mt. Pleasant Avenue, Suite 2350~~
~~Livingston, New Jersey 07039~~

BE:11849984.1/CRE045-280272
BE:11849984.3/CRE045-280272

EXHIBIT B

NON-FOREIGN PERSON AFFIDAVIT

_____, is the Seller of certain real property under an Agreement of Sale dated _____, involving Seller's real property located at _____ _____, _____ _____. Section 1445 of the Internal Revenue Code of 1986, as amended, provides that a Purchaser of a United States real property interest must withhold tax from its payments to the Seller if the Seller is a foreign person. To inform Purchaser that the withholding of tax is not required upon the sale of the property pursuant to the above described Agreement, the undersigned states:

Seller is not a foreign person as that term is used in Section 1445(b) (2) of the Internal Revenue Code of 1986, as amended, and the regulations thereunder. In general, a foreign person is a non-resident alien individual, foreign corporation, foreign partnership, foreign trust or foreign estate, but not a resident alien individual.

Seller's United States taxpayer identification number (social security number for individuals; employer identification number for others) is: _____

Seller's address is: _____
_____

Seller understands that this affidavit may be disclosed to the Internal Revenue Service by Purchaser and that any false statement included in this affidavit could be punished by fine, imprisonment or both.

Under penalties of perjury we declare that we have examined this affidavit and to the best of our knowledge and belief it is true, correct and complete (and we further declare that we have authority to sign this document on behalf of Seller in the case of an entity.

_____

Sworn and subscribed before me on this
_____ day of _____, 2020.

_____
Notary Public

EXHIBIT C

INFORMATION FOR REAL ESTATE 1099 REPORT FILING

CHOOSE ONE OF THE FOLLOWING:	
The Seller is a business or an organization:	[ ]
The Seller is an individual:	[ ]]
SELLER INFORMATION:	
Seller #1:	
Name:	
Address:	
Social Security #:	
Seller #2:	
Name:	
Address:	
Social Security #:	
PROPERTY INFORMATION:	
Date of Closing:	
Contract Sales Price:	
Exchange of other property as part of consideration:	
Was the subject property the Seller's principal residence:	
Property Address:	
Buyer's Portion of Real Estate Tax (i.e., tax credits received by Seller):	**$**
CLOSING AGENT INFORMATION:	
Closing Agent Id #:	
Confirmation:	
_____, certifies that the above information is correct and understands that it will appear on a Form 1099 that will be sent to the Internal Revenue Service.	
Date: _____	_____

~~**EXHIBIT D**~~

~~(Deed Restriction)~~

~~**TO BE DRAFTED**~~

~~**EXHIBIT E**~~

~~(Phase 1 Report)~~

~~**EXHIBIT F**~~

~~(License Agreement regarding Tee Box)~~

~~**TO BE DRAFTED**~~

~~**EXHIBIT G**~~

~~(Map of Dirt Road Location)~~

~~**TO BE DRAFTED**~~

~~**EXHIBIT H**~~

~~(License Agreement regarding Dirt Road)~~

~~**TO BE DRAFTED**~~

DEED WITH RESTRICTIONS

Prepared by:

_____
Brian Peykar, Esq.

This Deed is made on [_____] ,2021

BETWEEN

CRESTMONT COUNTRY CLUB, a corporation of the State of New Jersey, whose post office address is 750 Eagle Rock Avenue, West Orange, New Jersey 07052

Referred to as the "Grantor",

AND

TOWNSHIP OF WEST ORANGE, whose post office address is [_____].

Referred to as the "Grantee".

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

Transfer of Ownership. The Grantor grants and conveys (transfer ownership of) the property described below to the Grantee. This transfer is made for the sum **FOUR MILLION FIVE HUNDRED THOUSAND OF 00/100 ($4,500,000.00)** and other good and valuable consideration.

The Grantor acknowledges receipt of this money.

Tax Map Reference. (N.J.S.A. 46:15-1.1) Municipality of Township of West Orange, County of Essex, and State of New Jersey.

Block No. 174, Lot 1 on the West Orange Township tax maps

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

SEE SCHEDULE "A" ATTACHED

BEING the same premises conveyed to the Grantor herein by Deed from Redmond Associates, Inc., recorded on August 2, 1957 in Book 3505 Page 137.

Commonly known as: [_____]

SUBJECT to easements and restrictions of record, if any, municipal zoning ordinances and such facts as an accurate survey would disclose.

Promises by Grantor. The Grantor promises that the Grantor has done no act to encumber the property. This promise is called a "Covenant as to Grantor's Acts" (N.J.S.A. 46:4-6). This promise means that the Grantor has not allowed anyone else to obtain any legal rights which affect the property (such as by making a mortgage or allowing a judgment to be entered against the Grantor).

Consideration and Purpose of Recording. In consideration of the Grantor's transfer of the Property in the amount of $4,500,000.00, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by the parties, Grantee hereby agrees to abide by the covenants, terms, and consideration as set forth in this Deed with Restrictions with respect to the Grantee's interest in the land and improvements more specifically described herein and referred to as the "**Property**."

1. Prohibited Use. The use of the Property is restricted to strictly open space or recreation for the public.

2. Permitted Form of Recreation. (a) If the Grantee utilizes the Property for Passive Recreation (as hereinafter defined below), then no further restrictions shall apply.

(b) If the Grantee utilizes the Property for a form of recreation other than Passive Recreation such as ball fields, swimming pool, skate park, golf course, hard surface courts, or any other intensive recreational use ("**Active Recreation**"), then the Grantee shall be required to: install fencing and a landscape buffer between any physical improvements and the Adjoining Property.

Passive Recreation shall mean a recreational land use that does not require significant development upon the Property and does not impact the natural character of the Property such as walking trails, and hiking.

3. Prohibition on Transfers. The Grantee shall not sell, lease, sublease, convey, assign or otherwise transfer any legal or equitable interest in the Property or any part thereof to any private for profit entities.

Signatures. The Grantor signs this Deed as of the date at the top of the first page.

WITNESS: **CRESTMONT COUNTRY CLUB**

_____ By: _____

STATE OF NEW JERSEY :
SS.:
COUNTY OF :

On this _____ day of _____, 2021, before me, the undersigned, personally appeared _____, the _____ of Crestmont Country Club, who, I am satisfied, is the person who signed the foregoing instrument, and he/she did acknowledge under oath that he/she executed and delivered the same in his/her capacity as such officer and that the foregoing instrument is the voluntary act and deed of such corporation, made by virtue of the authority of its board of directors, and that the full and actual consideration paid or to be paid for the transfer of title is $1.00 (Such consideration is defined in N.J.S.A. 46:15-5.)

DEED RESTRICTION

CRESTMONT COUNTRY CLUB, Grantor

TO

TOWNSHIP OF WEST ORANGE, Grantee

Dated: [_____] , 2021

Record and return to:

[_____]

LICENSE AGREEMENT

This License Agreement is made this ____ day of September, 2021 by and between **TOWNSHIP OF WEST ORANGE**, with an office at [_____], (the "Owner" or "Licensor"), the owner of the property situated in the Township of West Orange, County of Essex, State of New Jersey, known as Block 174, Lot 1 as shown on the tax maps of the Township of West Orange, ("Licensor's Property" or "Owner's Property") and,

CRESTMONT COUNTRY CLUB with an office at 750 Eagle Rock Avenue, West Orange, New Jersey 07052 (the "Licensee"), the owner of the property situated in the Township of West Orange, County of Essex, State of New Jersey, known as Block 174, Lot 1.01 as shown on the tax maps of the Township of West Orange (the "Property").

W I T N E S S E T H:

WHEREAS, the Licensee is currently utilizing a dirt road on the Owner's Property, as depicted on the attached Exhibit A (the "License Area"); and,

WHEREAS, instead of requiring the Licensee to cease encroaching onto the Owner's Property to utilize the License Area, the Owner has agreed to allow the Licensee to continue to use the License Area subject to the conditions and considerations set forth below;

NOW, THEREFORE, in consideration of the foregoing recitals, which are hereby incorporated into this Agreement, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. Grant of License. Subject to the terms of this Agreement, Licensor hereby grants to Licensee a license for the Term of this Agreement to use the License Area for the maintenance of the golf course.

2. Term. This license shall be perpetual unless it is terminated by either party pursuant to this Agreement.

3. Maintenance of License Area. Licensee agrees to maintain the License Area, at its sole cost and expense, consistent with the manner in which it maintains all other golf amenities on the Property.

4. License Fee. The Licensee agrees to pay Licensor $0.00 per year for the term of the Agreement.

5. Termination. Licensor may terminate this Agreement if the Licensor determines, in its sole and absolute discretion, ~~if~~ that the Licensee's use of the License Area interferes in any manner with the Licensor's use of the Owner's Property or that Seller is using the Dirt Road in a manner that is inconsistent with Licensor's use of the Owner's Property.

6. Title to Owner's Property. Licensee waives any and all claims of whatsoever kind or character, including but not limited to claims of adverse possession, to any interest in the Owner's Property arising from or relating in any way to the license granted herein. This Agreement is expressly granted with the understanding that the licensed use shall not constitute adverse possession of any portion of the Owner's Property. The provisions of this paragraph shall survive the termination of this Agreement.

7. Indemnification by Licensee. Licensee agrees to defend, hold harmless, and indemnify the Licensor from any and all claims and liability, for injuries, or damages to any person or property (including those arising from any environmental conditions or hazardous substances), arising from or in any way related to: (a) this License Agreement; (b) Licensee's use of the Licensed Area; or (c) any default or breach of any term of this Agreement by Licensee.

8. Insurance. Licensee shall maintain property and casualty insurance that provides coverage for any loss or damage related to Licensee's use of the License Area which names Licensor as an additional insured with a limit of liability of $1,000,000 for property loss and $2,000,000 for casualty loss.

9. Severability. It is the express intent of the parties that all the provisions of this Agreement be given full force and effect as written. Should any judicial determination be made that any provision(s) of this Agreement is unenforceable for any reason, all remaining provisions of this Agreement shall remain in full force and effect as written.

10. Governing Law, Construction of Agreement, and Venue. The interpretation and enforcement of this Agreement shall be governed by the laws of the State of New Jersey. Venue for any action arising under this Agreement or for the enforcement of this Agreement shall be in a state court with jurisdiction located in Essex County, New Jersey.

11. Binding Effect. This Agreement binds and inures to the benefit of the parties and their respective heirs, successors, assigns, representatives, agents, employees, and any person or entity claiming by or through them.

12. Non-Recordability. Neither party shall record this Agreement or any memorandum of this Agreement.

13. Counterparts; Signatures. This Agreement may be executed in any number of identical counterparts, including via fax, PDF or other electronic copy, and each counterpart hereof shall be deemed to be an original instrument, but all counterparts hereof taken together shall constitute but a single instrument.

[SIGNATURE PAGE TO FOLLOW]

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

LICENSOR:

TOWNSHIP OF WEST ORANGE

By:_____

LICENSEE:

CRESTMONT COUNTRY CLUB

By:_____

ACKNOWLEDGMENT

STATE OF NEW JERSEY :
SS.:
COUNTY OF :

On this ____ day of _____, ____, before me, the undersigned, personally appeared [_____], who, I am satisfied, is the person who signed the foregoing instrument, and he did acknowledge under oath that he signed and delivered the same in his capacity as such Manager and that the foregoing instrument is the duly authorized, voluntary act and deed of such limited liability company.

_____

STATE OF NEW JERSEY :
SS.:
COUNTY OF _____ :

I CERTIFY that on _____, , before me, the undersigned, personally appeared ____, [_____] of [_____], who, I am satisfied, is the person who signed the foregoing instrument, and he did acknowledge under oath that he signed and delivered the same in his capacity as such Manager and that the foregoing instrument is the duly authorized, voluntary act and deed of such limited liability company.

_____

EXHIBIT A

(to be supplemented)

EXHIBIT G

LICENSE AGREEMENT

This License Agreement is made this ____ day of September, 2021 by and between **TOWNSHIP OF WEST ORANGE**, with an office at [_____], (the "Owner" or "Licensor"), the owner of the property situated in the Township of West Orange, County of Essex, State of New Jersey, known as Block 174, Lot 1 as shown on the tax maps of the Township of West Orange, ("Licensor's Property" or "Owner's Property") and,

CRESTMONT COUNTRY CLUB with an office at 750 Eagle Rock Avenue, West Orange, New Jersey 07052 (the "Licensee"), the owner of the property situated in the Township of West Orange, County of Essex, State of New Jersey, known as Block 174, Lot 1.01 as shown on the tax maps of the Township of West Orange (the "Property").

W I T N E S S E T H:

WHEREAS, the Licensee is currently encroaching onto the Owner's Property, specifically in two (2) areas shown on the attached Exhibit A and further described by the metes and bounds description set forth on Exhibit B, which area constitutes approximately [_____] square feet (the "License Area"); and,

WHEREAS, Licensee has installed a golf course tee box in a portion of the License Area (the "Improvements" or the "Tee Box"); and,

WHEREAS, instead of requiring the Licensee to remove the Improvements, and to cease encroaching onto the Owner's Property in the License Area, the Owner has agreed to allow the

Licensee to continue to use the License Area subject to the conditions and considerations set forth below;

NOW, THEREFORE, in consideration of the foregoing recitals, which are hereby incorporated into this Agreement, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. Grant of License. Subject to the terms of this Agreement, Licensor hereby grants to Licensee a license for the Term of this Agreement to use that portion of Licensor's Property shown on Exhibit A for the sole purpose of utilizing the Tee Box.

2. Term. This license shall be perpetual unless it is terminated by either party pursuant to this Agreement.

3. Maintenance of License Area. Licensee agrees to maintain the License Area, at its sole cost and expense, consistent with the manner in which it maintains all other tee boxes on the Property.

4. License Fee. The Licensee agrees to pay Licensor $0.00 per year for the term of the Agreement.

5. Termination. Licensor may terminate this Agreement if the Licensor subdivides the License Area from the Owner's Property and Licensee shall be obligated to accept title to the License Area. If the Licensee re-designs or re-configures the portion of the Property that is adjacent to the License Area, then the Licensee shall design it in such a way as to remove the Tee Box from the License Area and this Agreement shall be deemed terminated as of the date that the Tee Box is removed. If the Licensee transfers title to the portion of the Property that is adjacent to the License Area, then this Agreement shall be null and void unless the use of the Property remains as a golf course.

6. Title to Owner's Property. Licensee waives any and all claims of whatsoever kind or character, including but not limited to claims of adverse possession, to any interest in the Owner's Property arising from or relating in any way to the license granted herein. This Agreement is expressly granted with the understanding that the licensed use shall not constitute adverse possession of any portion of the Owner's Property. The provisions of this paragraph shall survive the termination of this Agreement.

7. Indemnification by Licensee. Licensee agrees to defend, hold harmless, and indemnify the Licensor from any and all claims and liability, for injuries, or damages to any person or property (including those arising from any environmental conditions or hazardous substances), arising from or in any way related to: (a) this License Agreement; (b) Licensee's use of the Licensed Area; or (c) any default or breach of any term of this Agreement by Licensee.

8. Severability. It is the express intent of the parties that all the provisions of this Agreement be given full force and effect as written. Should any judicial determination be made that any provision(s) of this Agreement is unenforceable for any reason, all remaining provisions of this Agreement shall remain in full force and effect as written.

9. Governing Law, Construction of Agreement, and Venue. The interpretation and enforcement of this Agreement shall be governed by the laws of the State of New Jersey. Venue for any action arising under this Agreement or for the enforcement of this Agreement shall be in a state court with jurisdiction located in Essex County, New Jersey.

10. Binding Effect. This Agreement binds and inures to the benefit of the parties and their respective heirs, successors, assigns, representatives, agents, employees, and any person or entity claiming by or through them.

11. Non-Recordability. Neither party shall record this Agreement or any memorandum of this Agreement.

12. Counterparts; Signatures. This Agreement may be executed in any number of identical counterparts, including via fax, PDF or other electronic copy, and each counterpart hereof shall be deemed to be an original instrument, but all counterparts hereof taken together shall constitute but a single instrument.

[SIGNATURE PAGE TO FOLLOW]

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

LICENSOR:

WITNESS:

TOWNSHIP OF WEST ORANGE

_____

By:_____

WITNESS:

LICENSEE:

CRESTMONT COUNTRY CLUB

_____

By:_____

ACKNOWLEDGMENT

STATE OF NEW JERSEY :
SS.:
COUNTY OF :

On this ____ day of _____, ____, before me, the undersigned, personally appeared [_____], who, I am satisfied, is the person who signed the foregoing instrument, and he did acknowledge under oath that he signed and delivered the same in his capacity as such Manager and that the foregoing instrument is the duly authorized, voluntary act and deed of such limited liability company.

_____

STATE OF NEW JERSEY :
SS.:
COUNTY OF _____ :

I CERTIFY that on _____, , before me, the undersigned, personally appeared ____, [_____] of [_____], who, I am satisfied, is the person who signed the foregoing instrument, and he did acknowledge under oath that he signed and delivered the same in his capacity as such Manager and that the foregoing instrument is the duly authorized, voluntary act and deed of such limited liability company.

_____

EXHIBIT A

(to be supplemented)

EXHIBIT B

(to be supplemented)

223-21
September 14, 2021

RESOLUTION

WHEREAS, the Township desires to acquire approximately 94.55 acres which is currently owned by Crestmont Country Club known as Lot 1, Block 174 on the Tax Map of the Township of West Orange, County of Essex, State of New Jersey (the "Property"); and

WHEREAS, the Township requested the County of Essex Open Space Commission to assist with regard to the acquisition of the Property; and

WHEREAS, the Township has negotiated a purchase price of $4.5 million for the Property; and

WHEREAS, the County Open Space Commission has approved a grant of $750,000 premised upon the property being maintained as open space for passive and active recreational uses; and

WHEREAS, the Township intends to bond the balance of the purchase price for the Property in the amount of approximately $3.75 million; and

WHEREAS, the County and Township have negotiated a Grant Agreement with the County grant of $750,000 which has been approved by County Counsel and the Township Law Department and is annexed hereto as Exhibit **"A"**;

NOW, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange that the annexed Grant Agreement be and is hereby approved and the Mayor be and is hereby authorized to execute the Grant Agreement and the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature which shall be provided to the County; and it is further

RESOLVED, that a copy of this Resolution and the annexed Grant Agreement shall be maintained by the Municipal Clerk for the Township of West Orange and available for inspection by the public during normal business hours.

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

Adopted: September 14, 2021

224-21
September 14, 2021

RESOLUTION AUTHORIZING THE REFUND OF HOMESTEAD REBATE

WHEREAS, a homestead rebate was applied the property listed below; and

WHEREAS, the owner of the property has a 100% veterans' exemption and has requested that $751.18 be transferred to their sewer bill and that $248.82 be refunded;

NOW, THEREFORE, BE IT RESOLVED, that the Township Council of the Township of West Orange hereby authorizes that the Tax Collector transfer the rebate in the amount of $1000 the taxpayer as follows:

ADDRESS	45 BURNETT TERRACE		DATE:	8/30/2021
BLOCK	45.02			
LOT	33			
QUAL				
	HOMESTEAD REBATE			
AMOUNT				
$ 751.18	TRANSFER TO SEWER			$ 751.18
$ 248.82	REFUND			$ 248.82
TOTAL				**$1,000.00**
PAYABLE TO:				
Alan Pecorella				
45 Burnett Terrace				
West Orange, NJ 07052				

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

Cindy Matute-Brown
Council President

Adopted: August 17, 2021

I hereby certify funds available from Account No. _____

John O. Gross, Chief Financial Officer

225-21
September 14, 2021

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

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

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

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

Block		**Lot**	**Name & Address**	**Amount**
21		9	Specialized Loan Servicing, LLC Attn: Refunds 6200 South Quebec Street Greenwood Village, CO 80111	$3,369.00
154	11.01	C0005	43 Conforti Ave, LLC 128 Fine Blvd Staten Island, NY 10314	$1,553.00
164	11	C0015	Yona Bliss 15 Colton Circle West Orange, NJ 07052	$2,698.00
166.15	11.04	C0320	Audrey Gaelen 320 Metzger Drive West Orange, NJ 07052	$11,890.00
173.05		19	Sun West Mortgage Company 613 Orangethrope Ave,STE 500 Buena Park, CA 90620	$2,653.77
173.18		4	Chicago Title Company, LLC 3705 Quakerbridge Rd, STE 202 Mercerville, NJ 08619	$6,047.00

TOTAL: $28,210.77

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

Adopted: September 14, 2021

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

_____
John Gross, Chief Financial Officer

226-21
September 14, 2021

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO AN
OVERPAYMENT OF 2021 ANNUAL SEWER CHARGE

WHEREAS, certain West Orange property owner has made a duplicate payment for the 2021 annual sewer charge;

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

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

Block	Lot	Name & Address	Amount
113.01	17	Josue Rodriguez 8 Bloomfield Way West Orange, NJ 07052	$350.00
		TOTAL:	$350.00

_____ _____

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

Adopted: September 14, 2021

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

_____

John Gross, Chief Financial Officer

227-21
September 14, 2021

RESOLUTION

AUTHORIZING THE RENTAL OF SPECIALIZED EQUIPMENT TO BE USED FOR THE LEAF AND SNOW COLLECTION SEASONS 2021-2022 THROUGH STATE CONTRACT # GS-21F-0020T

WHEREAS, the Township of West Orange ("Township") must rent equipment for the leaf and snow season November 1, 2021 to March 31, 2022; and

WHEREAS, pursuant to the provision made in the Local Public Contracts Law N.J.S.A. 40A:11-5(2) the Township as a Local Government Unit, may without public advertising for goods or services enter into contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

WHEREAS, Herc Rentals Inc. 27500 Riverview Center Blvd., Bonita Springs, FL 34134 for needed equipment rental for the amount of $122,127.00(see Exhibit "A").

WHEREAS, Herc Rentals Inc, also charges a mileage fee of $.25 per mile as an additional cost for rental, not to exceed $500.00 (see Exhibit "A")

NOW, THEREFORE BE IT RESOLVED, by the Municipal Council of the Township of West Orange who hereby authorizes the Purchasing Agent, on behalf of the Township to issue and execute a Purchase Order for $122,627.00 to Herc Rentals Inc. with funds certified available by the Chief Financial Officer.

_____ _____

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

Adopted: September 14, 2021

I hereby certify funds available from Account No(s):

Account No. 01-2010-00-7502-110
91-2010-00-7502-110

_____

John O. Gross, Chief Financial Officer

228-21
September 14, 2021

RESOLUTION TO AWARD A CONTRACT EXTENSION FOR SNOW PLOWING & SNOW HAULING SERVICES FOR 2021-2022

WHEREAS, Resolution No. 222-20 was authorized by the Township of West Orange Council for Snow Plowing and Removal Services for year(s) 2020-2021 on November 10, 2020; and

WHEREAS, the Township wishes to continue contracted plowing in Routes 1E-1, Englishtown, 1H-1 Suburban/Robertson Tracts, and 1I-1 Seaman/Woodland; and

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

WHEREAS, the West Orange Department of Public Works has been satisfied with the past performance of these vendors, who are agreeable to existing rates to be charged: and

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

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that the Snow Removal Services contract be extended for the year(s) 2021-2022 to the following vendors:

N.Y. ASPHALT SERVICES, of 73 Industrial Loop Staten Island, N.Y. 10309
for route IE-1 Englishtown @ $285 per hour, and

DOWNES TREE SERVICES, INC., of 65 Royal Avenue Hawthorne, N.J. 07506
for routes 1H-1 Suburban/Robertson, and 1I-1 Seaman/Woodland @ $275 per hour each.

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

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

Adopted: September 14, 2021

I hereby certify funds are available from **Account: 01-330-500-00-01**
(Salt, Chloride & Snow)
*** amount not to exceed 2021 budget appropriation**
*** amount subject to 2022 approval of budget appropriation**

John O. Gross, Chief Financial Officer

229-21
September 14, 2021

RESOLUTION TO AWARD A CONTRACT EXTENSION FOR SNOW PLOWING & SNOW REMOVAL SERVICES FOR 2021-2022

WHEREAS, Resolution No. 236-20 was authorized by the Township of West Orange Council to extend Resolutions No. 219-19 and No. 255-19 for Snow Plowing and Removal Services for year(s) 2020-2021 on November 24, 2020; and

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

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

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

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

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

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

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that these Snow Plowing and Removal Services contracts be extended for the year(s) 2021-2022 to the vendors listed in Schedule A:

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

_____ _____

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

Adopted: September 14, 2021

I hereby certify funds are available from **<u>Account: 01-330-500-00-01</u>**
(Salt, Chloride & Snow)
*** amount not to exceed 2021 budget appropriation**
*** amount subject to 2022 approval of budget appropriation**

_____

John O. Gross, Chief Financial Officer

SCHEDULE A

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

Option 1, Snow Plow Routes:

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

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

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

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

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

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

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

Option 4, Equipment for Plowing, Loading, and Haul

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

4B - Tandem Axle Truck with Plow:
NO BID

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

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

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

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

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

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

230-21
September 14, 2021

RESOLUTION

WHEREAS, the Township of West Orange has established the Public Advocate position pursuant to West Orange Ordinance 2-9.5; and

WHEREAS, the Public Advocate is designed to assist the public with regard to certain land use applications and related matters; and

WHEREAS, the Township Law Department has solicited specialty/minority bar associations to obtain candidates; and

WHEREAS, the Public Advocate position has been subject to an open and fair process for obtaining potential candidates; and

WHEREAS, Sarabraj S. Thapar, Esq. is a certified civil trial attorney who has deep roots in the Township of West Orange; and

WHEREAS, the Township Attorney recommends Mr. Thapar be appointed as Public Advocate;

NOW, BE IT HEREBY RESOLVED by the Township Council of the Township of West Orange that Sarabraj S. Thapar, Esq. be and is hereby appointed as Public Advocate pursuant to Township Ordinance 2-9.5; and it is further

RESOLVED, that notice of this appointment shall be made in accordance with applicable law.

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

Adopted: September 14, 2021

231-21
September 14, 2021

RESOLUTION

WHEREAS, on or about July 22, 2021, Prism Green Associates IV, LLC filed a lawsuit against the Township and various other parties, in the Superior Court of New Jersey, Law Division: Essex County, Docket No. ESX-L-5706-21 (the "Lawsuit"); and

WHEREAS, the Lawsuit names various parties including John W. Henry ("Mr. Henry"); and

WHEREAS, Mr. Henry was appointed Chairperson of the Township of West Orange Economic Development Commission and his involvement in this matter is related to his position as Chair; and

WHEREAS, the Township Law Department believes it is in the best interests of the Township and Mr. Henry that he has separate counsel; and

WHEREAS, Greg Cannon, Esq. of Sobel Han & Cannon, LLP has represented the Township with regard to various tort claims and related matters and is an experienced litigator; and

WHEREAS, the Township Law Department believes that it is in the best interest of the Township and Mr. Henry for Greg Cannon to represent him with regard to these matters.

NOW BE IT HEREBY RESOLVED, that Greg Cannon, Esq. be and is hereby authorized to represent Mr. Henry with regard to the Lawsuit at a rate of $175 per hour; and

BE IF FUTHER RESOLVED, that notice of this award shall be advertised and available in accordance with applicable law.

_____ _____

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

Adopted: September 14, 2021

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

_____

John O. Gross, Chief Financial Officer

232-21
September 14, 2021

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") prepared and issued a Request for Qualifications for Proposals for Professional Services for an Insurance Broker to provide brokerage services for 2021 (the "RFQ") pursuant to a fair and open process; and

WHEREAS, on September 8, 2021, the Township received responses to its RFQ from: (i) Fairview Insurance Agency Associates ("Fairview"); and (ii) Alamo Insurance Group, Inc. ("Alamo");

WHEREAS, Fairview's proposal set forth the following commission rates: (i) Benecard Prescription – not to exceed 2.73%; (ii) Delta Dental – 3% Graded Commission Schedule – Standard; (iii) Self-Insured Medical – not to exceed 1.5% of max plan costs; (iv) Medicare Advantage – 6%; and (v) Municipal Joint Insurance Fund – 7% Risk Management Fee per guidelines of Garden State Municipal JIF; and

WHEREAS, Alamo's proposal set forth the following commission rates: (i) Benecard Prescription – 3.5%; (ii) Delta Dental – 3%; (iii) Self-Insured Medical – 3.5%; (iv) Medicare Advantage – 5%; and (v) Municipal Joint Insurance Fund – 6%; and

WHEREAS, based upon the rates proposed and the qualifications and experience presented in the proposals, the Township seeks to award the Agreement for Insurance Brokerage Services for 2021 (the "Agreement") to Fairview, annexed hereto as Exhibit **"A;"** and

WHEREAS, the Mayor has recused himself any dealings with the award of the Agreement annexed hereto as Exhibit **"A."**

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Business Administrator be and is hereby authorized to execute an

agreement, in the form annexed hereto, to retain Fairview to provide services as the Township's insurance broker of record consistent with the terms and conditions set forth therein; and it is further

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

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

Adopted: September 14, 2021

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

_____
John O. Gross, CFO

232-21

AGREEMENT FOR SERVICES AS BROKER OF RECORD

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

WITNESSETH THAT:

WHEREAS, the TOWNSHIP prepared and issued a Request for Qualifications for Proposals for Professional Services for an Insurance Broker to provide brokerage services for 2021 (the "RFQ"); and

WHEREAS, in response to the TOWNSHIP'S RFQ, on September 8, 2021, BROKER SUBMITTED a response with the following proposed commission rates: (i) Benecard Prescription – not to exceed 2.73%; (ii) Delta Dental – 3% Graded Commission Schedule – Standard; (iii) Self-Insured Medical – not to exceed 1.5% of max plan costs; (iv) Medicare Advantage – 6%; and (v) Municipal Joint Insurance Fund – 7% Risk Management Fee per guidelines of Garden State Municipal JIF received has determined that it is in the best interests of the TOWNSHIP to retain the services of BROKER to provide services as the Township's broker of record with respect to all risk management and insurance coverage;

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

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

1. The TOWNSHIP hereby retains the services of BROKER for the period January 1, 2021 through December 31, 2021.

2. The terms and conditions of the Township's RFQ, annexed hereto as Exhibit **"A,"** and BROKER'S response, annexed hereto as Exhibit **"B"** are incorporated herein as part of the terms and conditions of this Agreement. In the event that a particular term or condition of the RFQ conflicts with a term or condition set forth in BROKER'S response, the RFQ shall govern over the term or condition in the BROKER'S response.

3. BROKER will in all instances be paid in the form a negotiated broker fee from the Third-Party Administrator or the insurance carrier and will never be paid directly by the TOWNSHIP.

4. BROKER will not impose any additional consulting fees or charges upon the TOWNSHIP.

5. BROKER will in all instances accept the negotiated broker fee paid from the Third-Party Administrator or the insurance carrier as payment in full.

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

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

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

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

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

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

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

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

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

TOWNSHIP OF WEST ORANGE

ATTEST:

_____ By:_____

KAREN J. CARNEVALE, R.M.C JOHN K. SAYERS,
BUSINESS ADMINISTRATOR

FAIRVIEW INSURANCE AGENCY ASSOCATES, INC.

WITNESS:

_____ By:_____

Exhibit “A”

TOWNSHIP OF WEST ORANGE
66 MAIN STREET, WEST ORANGE, NJ 07052

REQUEST FOR QUALIFICATIONS FOR PROPOSALS FOR

PROFESSIONAL SERVICES
*
INSURANCE BROKER SERVICES

TO BE RECEIVED ON

September 8, 2021 AT 10:00 A.M.

Township of West Orange Request for Qualifications for proposals Notice is hereby given that the Township of West Orange will receive Proposals on Wednesday September 8, 2021 at 10:00 A.M. in Township of West Orange , 66 Main Street, West Orange, NJ for the following professional services:

- INSURANCE BROKER SERVICES

Proposals are being solicited through a Fair and Open process in accordance with N.J.S.A. 19:44A-20.5 et seq, and the Municipal Code of the Township of West Orange Requests for Qualifications (RFQ) may be obtained at the Township of West Orange 66 Main Street, West Orange, NJ 07052, between the hours of 8:30 A.M. and 4:30 P.M. Monday through Friday or www.westorange.org the Township of West Orange 's website. Proposal submissions may be mailed upon request by calling the Purchasing Agent's office (973-325-4056). All questions regarding the RFQ must be made in writing and directed to the Acting Purchasing Agent. Questions may be faxed to (973) 736-8380 or by emailing preynolds@westorange.org. Submissions must be made in the form required by the specifications and one (1) original and one (1) electronic format (flash drive) copy must be delivered to reach the Acting Purchasing Agent prior to the time for the receipt of Proposal(s). All information requested in the Request for Proposals must be provided or the submission may be disqualified. Submissions must be sealed and plainly marked on the outside of the sealed envelope to the services for which the Proposal is submitted. **Any Addendum/addenda will be issued on the Township web-site at www.westorange.org. Therefore, all interested respondents should check the web-site from now through bid opening. It is the sole responsibility of the respondent to be knowledgeable of all addenda related to this procurement. Township of West Orange reserves the right to reject any and all submissions, to waive any informality in the RFQ process, and to accept any submissions which, in their judgment, are most advantageous, price and other factors considered, and will best serve the interest of the Township of West Orange. Please submit sealed request for qualifications by mail or hand delivery no later than 10:00 AM on Tuesday September 8, 2021. Envelopes should be clearly marked with title, name and address of party submitting, addressed to the Township of West Orange, Paula Reynolds, Acting Purchasing Agent at the address mentioned above.
Submitters are required to comply with the requirements of N.J.S.A. 10:5-31 et seq., N.J.A.C. 17:27, and the "Pay to Play" ordinance of the Township of West Orange. Additional Pay to Play Requirements Contractors are advised of the responsibility to file an annual disclosure statement on political contributions with the New Jersey Election Enforcement Commission, pursuant to N.J.S.A. 19:44-20.13 (P.L. 2005, c, 271, s.3), if the contractor receives contracts in excess of $50,000 in the aggregate from public entities during the calendar year. It is the contractor's responsibility to determine if filing is necessary. Additional information on this requirement is available from ELEC at 888-313-3532 or at www.elec.state.nj.us . Submissions by Corporations, Partnerships and sole proprietors must include a completed Disclosure of Ownership (N.J.S.A. 52:25-24.2), a valid NJ Business Registration Certificate P.L. 2004, c57, and must comply with the Equal Employment Opportunity requirements of N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27.

Paula Reynolds
Acting Purchasing Agent
Township of West Orange
County of Essex

• INSURANCE BROKER SERVICES

Including, but not limited to:

Customer Service Personnel Support - Provide at a minimum one dedicated account manager, and one backup account manager, who will be available Monday through Friday during normal business hours. The account manager will be responsible for all inquiries and issues, including claim appeals and benefit discrepancies. Account managers and support staff must have direct contacts with the insurance carriers, to "cut through the red tape" and have issues resolved in a timely manner. Additionally, document (i) all employee inquiries and issues that are brought to the brokers attention; and (ii) all responses to and the results of all inquiries and issues. All documentation shall be kept in an employee file in a secure HIPAA compliant system for future reference.

Client Service Support - Account management team to provide the high level of support to the Township's administrative officials and employees by assisting with the administration of union negotiation/communications regarding any and all health insurance benefits, all aspects of benefits program administration, billing support or onsite employee inquiries and/or meetings, online access to all New Jersey Insurance carriers to complete all additions, terminations, status and other changes when necessary. All documentation to be stored in a secure data management system.

Employer Education / Notification - Provide notifications of all pertinent employee benefit legislative changes, including changes to the New Jersey State Health Benefits Program, COBRA, and ERISA, if applicable and assist the Township with Chapter 375 (Dependent to Age 31) and RDS (Medicare Part D) administration and legislative changes. Further, provide the administration and employees with notification of any insurance carrier policy, procedure changes and any relevant legislative or employee benefit related seminars.

Insurance Trends - Monitor and report to our clients all federal and state legislative changes and potential changes that may affect public employers.

Annual Benefit Renewals - Administer an effective business plan for annual benefit renewals to provide renewal proposals 60 to 90 days in advance of the renewal date, analyze claims experience, plan structure, rate increases, and all other pertinent information to effectively market the program to the appropriate competing carriers in order to provide the best network, plan administration, and premium rate. Provide alternate options, including proposals from the self-insured marketplace and carriers that provide alternate benefit plan designs, all reviewed with the administration, and any parties that the administration deems necessary, in a timely manner. Obtain and analyze information from carriers regarding group loss history, determine group trend, evaluate potential remedial measures and factoring together national and marketplace trend with the Township's loss history to project potential renewal increases.

Innovative and Cost Effective Plan Designs - Develop innovative and cost effective plan designs that are realistic options for public employers that decreases the financial impact to both the employees and the client, allowing both realize savings.

Physician / Provider Network Analysis - In the event that a change in carrier is warranted, obtain network GEO Access and Disruption Reports for all providers used by the Township's members during the most recent 12 month time period.

Negotiation of Rates - Negotiate the best possible rates, cash flow incentives, and plan alternatives at both the initial enrollment and annual renewal periods.

New Plan Transitions - During the implementation of a new plan, whether medical, prescription or dental, work with the client to educate the workforce so that employees can make the best decision for themselves and their dependents.

Employee Education / Notification. coordinate with the administration to provide employee education materials that pertain to benefit, legislative, or carrier changes. Any pertinent notifications will be communicated concisely and effectively. Also supply all pertinent materials for new employee orientations, kits to distribute, conduct enrollment meetings for new employees, providing all appropriate documents including, but not limited to, plan documents and summary plan benefit descriptions. Any time there is a change of benefit, obtain and review the amendment to get added to the plan documents before they are disbursed. The summary plan descriptions will be distributed at the time of enrollment and per request thereafter.

Access to Online Employee Benefits Website/HR Tools – Provide online Human Resource and Benefits Library for Employees benefit. Each employee and dependent is to be granted access to a comprehensive online benefits portal. Members must have access to plan summaries and documents, enrollment forms, health and wellness resources, and other documents requested by the client.

Onsite Wellness Program – Provide a customized program to meet the needs of the employer, crafted to achieve the highest levels of employee engagement, identifying health risk factors and improving status and outcomes with creative onsite delivery by a seasoned professional team.

Health Fairs and Open Enrollment Meetings - Administer health fairs for the Township upon request, offering blood pressure readings, massage therapy, healthy food and lifestyle updates, and other health and wellness techniques.

COBRA Administration. Provide all COBRA administration and be available to assist with all member inquiries and to timely resolve any problems.

Proposals will be reviewed and award of the contract will be based upon the following criteria:

- Experience and reputation of the firm in providing Insurance Broker Services. (20) POINTS

- Qualifications of the individuals who will perform the required services, and their respective participation. (10) POINTS

- Experience of the individuals as it relates to the particular expertise required to perform the contract. (10) POINTS

- Ability of the firm to perform the services on a timely basis, including staffing and asset allocation, and familiarity with the subject matter. (10) POINTS

- Experience with or specific knowledge of entities the same population as the Township of West Orange as it pertains to this proposal. (15) POINTS

- References from other municipal clients (10) POINTS

- Ability to provide and administer a Township – Wide wellness program (10) POINTS

- Cost proposal to provide all services needed (15) POINTS

Qualification Statement

Request for Proposals for Insurance Broker Services The Township of West Orange is requesting Proposals for Insurance Broker Services for the calendar year January 1, 2021 ending December 31, 2021, in accordance with New Jersey Department of Banking Insurance statutory requirements. The Township of West Orange currently self insured Medical / Prescriptions/ dental/ vision benefits for approximately 300 active employees and retirees. Proposals submission must include all of the following:

1. Name of individual approved by the Department of Banking and Insurance.
2. Name, address, phone and fax number of firm (if multiple office sites, list all, and indicate corporate office).
3. Biography or history of the firm.
4. List of principals and/or partners of the firm must have 10 years experience in the field of New Jersey Insurance.
5. List of personnel that would be assigned to West Orange, including a summary of their educations, licenses, qualifications, expertise and experience as it relates to the services the Township requires.
6. List of References from at least three municipalities for which firm has provided similar services, including name, address, phone and contact information.
7. Provide prior experience, if any, the firm may have in providing services to the Township of West Orange, and in what capacity.
8. List of municipalities currently under contract with the firm
9. Copy of current Certificate of Insurance for Professional Liability Coverage.
10. Cost proposal for all services needed – See Below

Fees will be derived from the insurance carriers who directly compensate named brokers of record and/or Risk Manager designations based on % of Premium, a Per Member Per Month (PMPM) charge or as defined by the respondent.

Benecard Prescription

% of Premium	or	PMPM	or	Other
_____%		_____		_____

Delta Dental

% of Premium	or	PMPM	or	Other
_____%		_____		_____
_____%		_____		_____

Self-Insured Medical

% of Premium	or	PMPM	or	Other
_____%		_____		_____

Medicare Advantage

% of Premium	or	PMPM	or	Other
_____%		_____		_____

Municipal Joint Insurance Fund

% of Premium	or	PMPM	or	Other

_____% _____ _____

Self-Insured Medical Onsite Wellness Program (If Any Charge)

% of Premium or PMPM or Other

_____% _____ _____

All COBRA Administration (If Any Charge)

% of Premium or PMPM or Other

_____% _____ _____

(REVISED 4/10)

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity 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 contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

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

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

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

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. l7:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and

labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

REQUIRED EVIDENCE
AFFIRMATIVE ACTION REGULATIONS N.J.S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, *et seq.,* and N.J.A.C. 17:27 within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.
Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.
The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

Yes _____ (If yes, submit a copy of such approval.) No _____.

2. Do you have a State Certificate of Employee Information Report approval?

Yes _____ (If yes, submit a copy of such approval.) No _____.

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, *et seq.,* and agrees to furnish the required documentation pursuant to the law.

COMPANY: _____ NAME:

SIGNATURE: _____ TITLE: _____
NOTE: A **bid must be rejected as non-responsive if a Bidder fails to comply with requirements of** N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than *the* recipient of the bid and will not be communicated *to any* person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder.

(Signature) _____

Subscribed and sworn to

Before me this day _____ of 20 _____

AFFIANT _____

NOTARY PUBLIC OF

MY COMMISSION EXPIRES: 20 _____

INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.
The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

PROFESSIONAL LIABILITY INSURANCE
Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

Acknowledgement of Insurance *Requirement:*

_____

_____ _____

(Signature) (Date)

_____

(Printed Name and Title)

This form must be completed, signed and returned with RFQ.

STOCKHOLDER DISCLOSURE CERTIFICATION

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned. _____

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned. _____

PLEASE CHECK TYPE OF BUSINESS ORGANIZATION:

Partnership ____ Limited Partnership ____ Limited Liability Corp ____

Corporation ____ Sole Proprietorship ____ Limited Liability Partnership ___

Subchapter S Corp ____

PLEASE CHECK APPROPRIATE BOXES AND SIGN BELOW

Name: _____

Home Address: _____

_____

Stockholders

Name: _____

Home Address: _____

_____

Name_____

Home Address: _____

_____

_____ _____

Owner or Representative Signature Print Name & Title

NOTORY PUBLIC

Sworn before me this _____ day of _____ _____ 20_____.

NON-CONFLICT OF INTEREST CERTIFICATION

REQUEST FOR QUALIFICATIONS FOR PROPOSALS

FOR

_____

(Title of RFQ)

The undersigned certifies to the Township of West Orange, County of Essex, State of New Jersey that in performing services to the Township he/she is aware of no circumstance that would constitute a conflict of interest, financial or otherwise, between him/her (or his/her firm) and the interests of the Township.

The undersigned certifies that he/she has made a search of his/her firm's client base and has executed this certification subsequent to such search.

The undersigned acknowledges this a continuing certification, and shall remain in effect for the term of the services contained in the solicited request for qualifications. I certify that the foregoing statements made by me are true and accurate to my personal knowledge; I am making this certification in good faith. I am aware that if any of the foregoing statements made by me are false, the Board is free to terminate any professional service agreement entered into with the undersigned and/or his or her firm.

Certifying Official:

PRINT NAME: _____

SIGNED BY: _____

TITLE: _____

Political Contribution Disclosure Statement Pursuant to Chapter 2, Section 68 of the Revised General Ordinances of the Township of West Orange

Pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange, please set forth below all political contributions in cash or in kind of two hundred ($200.00) dollars or more made within five (5) years of the date of acceptance of a proposal for a negotiated contract with the Township of West Orange, or within five (5) years of the notice of award for a bid contract with the Township of West Orange, either directly or indirectly, by the individuals or any of the principals of the business entity completing this form or by the business entity itself, to any elected official of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office.

The current elected officials of the Township include the following: Mayor Robert D. Parisi; Councilwoman Susan McCartney; Councilwoman Cindy Matute Brown; Council Woman Tammy Williams; Councilman Bill Rutherford; and Councilwoman Michelle Casalino.

Name of Contributor	Amount	Recipient of Contribution	Contribution Date
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

If you have NOT made any contributions within the scope of Section 2-68.1, as set forth above, please indicate here _____.

I hereby certify under penalty of perjury that the information provided herein is true and accurate to the best of my knowledge, information and belief.

Signature _____

Print Name: _____

Company: _____

ACKNOWLEDGEMENT OF CORRECTIONS, ADDITIONS AND DELETIONS FORM

I, _____ of the firm

_____hereby acknowledge that any corrections, additions and/or, deletions have been initialed and dated in this Submission Package.

_____
(Signature)

_____
(Date)

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: _____

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

☐ Is not providing goods or services of $20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and

☐ Is not a financial institution that extends $20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

_____

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____ Relationship to Proposer: _____
Description of Activities: _____
_____
Duration of Engagement: _____ Anticipated Cessation Date: _____
Proposer Contact Name: _____ Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): _____ Signature: _____
Title: _____ Date: _____

TOWNSHIP OF WEST ORANGE

CHECKLIST

PROFESSIONAL SERVICE TITLE: _____

SUBMISSION DATE:

The following items are required to be **included** with the sealed submission:

	INITAL
Qualification Statement	_____
Non-Collusion Affidavit	_____
Disclosure of Ownership Form	_____
Insurance Requirement Acknowledgement Form	_____
Mandatory Equal Employment Opportunity Notice Acknowledgement	_____
Copy of your Business Registration Certificate as issued by the State of New Jersey, Department of Treasury, Division of Revenue	_____
Acknowledgement of Corrections, Additions or Deletions Form	_____
Non- Conflict of Interest Declaration	_____
Political Disclosure Certification	_____
Iranian Disclosure Statement	_____

Exhibit “B”

FAIRVIEW
INSURANCE AGENCY
ASSOCIATES

CELEBRATING 1970 50 2020 45 YEARS OF SERVICE

September 8, 2021

Attn: Paula Reynolds, Acting Purchasing Agent
Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Request for Qualifications for Proposals for Professional Services: Insurance Broker Services

Dear Ms. Reynolds:

Thank you for the opportunity to bid on the above referenced **RFQ.** One (1) original and one (1) electronic copy of this proposal on a flash drive are enclosed for your review and consideration.

Our firm's Qualification Statement is located under the tab marked "Proposal." Additional submission requirements can be found under the subsequent tabs as follows:

- Required Documents
  - Checklist
  - Non-Collusion Affidavit
  - Disclosure of Ownership Form
  - Insurance Requirement Acknowledgement Form
  - Mandatory Equal Employment Opportunity Notice Acknowledgement
  - Certificate of Employee Information Report
  - New Jersey Business Registration Certificate
  - Acknowledgement of Corrections, Additions or Deletions Form
  - Non-Conflict of Interest Declaration
  - Political Disclosure Certification
  - Iranian Disclosure Statement
  - W-9 Form
- Licenses and Resumes
- References
- Service Information

If you have any questions regarding this proposal, please do not hesitate to contact me. I can be reached at 973-857-0870, extension 1132.

Sincerely,

Michael Graham
Chief Operating Officer

25 Fairview Avenue • Verona, New Jersey 07044
Tel: 973.857.0870 • Toll Free: 800.372.2558 • Fax: 973.857.9131
1930 E. Marlton Pike, Suite C-16 • Cherry Hill, New Jersey 08003
Tel: 856.424.8515 • Toll Free: 800.452.5376 • Fax: 856.424.7933
www.fairviewinsurance.com

PROFESSIONAL INSURANCE AGENT

Independent Insurance Agent

QUALIFICATION STATEMENT

1. **Name of individual approved by the Department of Banking and Insurance.**

   Ryan Graham; Mike Atkinson; Tina Marta. Please see the "Licenses and Resumes" section of this proposal for credentials.

2. **Name, address, phone and fax number of firm (if multiple office sites, list all, and indicate corporate office).**

   Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates

Main Office	Branch Office	Corporate Office
25 Fairview Avenue	1930 East Marlton Pike	1540 Cornerstone Blvd.
Verona, NJ 07044	Suite C16	Suite 230
	Cherry Hill, NJ 08003	Daytona Beach, FL 32117
(p) 973-857-0870	(p) 856-424-8515	(p) 386-999-0001
(f) 973-856-9645	(f) 856-424-7933	

   www.fairviewinsurance.com
   Contact: Ryan Graham
   rgraham@fairviewinsurance.com

3. **Biography or history of the firm.**

   Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates ("Fairview Insurance") is a full-service independent insurance agency based in Verona and Cherry Hill, New Jersey. Working on behalf of individuals, companies and public entities, we provide customized insurance plans, employee benefits, risk management and insurance consulting services. Our longevity and depth of experience has fostered a solid reputation for friendly, personal service that forms the core of our success.

   Founded and operated by John F. Graham, Fairview Insurance is a third-generation insurance business that has grown to a national brokerage firm since its establishment in 1970. We take pride in providing the services of a national-caliber company with the personality of a family-operated "Main Street" business. Even today, many Graham family members continue to work at Fairview Insurance. This approach has driven our climb as one of the Mid-Atlantic region's premier insurance agencies, with annual premiums totaling more than $250 million.

In June 2020, Fairview Insurance joined Foundation Risk Partners a national brokerage and consultancy representing the full spectrum of insurance through its growing family of agencies.

Fairview Insurance's specializes in health benefits and we take pride in our extensive knowledge of the healthcare marketplace. Our experience dates back more than thirty-five years, when Fairview transitioned the City of Hoboken from the New Jersey State Health Benefits Program ("NJ SHBP") to the private marketplace in the 1980s. Since then, we have aided dozens of public entities and private businesses with their employee benefits needs, and have saved our clients millions of dollars in insurance premium, while keeping the integrity of their benefits plans intact. Our focus on employee education has significantly contributed to our success, and our firm ensures that employees are part of the decision-making process and are not placed in an adversarial position.

A few of our firm's notable achievements are listed below:

- Saved the City of Passaic Board of Education nearly $400,000 within two months of being named the Broker of Record. By initiating a competitive bidding process, we negotiated with the current dental carrier and disability carriers, significantly reducing renewal costs. We saved over $1 million in premium throughout our time as the District's broker.
- Saved the City of Passaic Board of Education $70,000 by performing an eligibility audit on their prescription drug program. We successfully eliminated duplicate coverage and effectively assisted the Board with a subsequent arbitration hearing that was decided in the Board's favor.
- Saved the Bloomfield Board of Education nearly $100,000 within three weeks of being named the Broker of Record. We achieved this savings by reviewing the current plans, costs, and usage and then re-negotiated with the incumbent carriers to reduce the already in-force renewal actions. There was no employee disruption and the entity was able to realize immediate savings.

While producing substantial savings is a key attribute of our firm, we also pride ourselves on our exceptional client care and support. Our goal is to make all transitions and transactions as seamless as possible to our clients and their employees. We strive to ease the administrative burden to our clients by taking on much of it ourselves. As such, we instruct all clients and their membership to make us the first point of contact, while many of our competitors are only available for assistance once the carrier has been contacted and are left with a dissatisfying result. With our extensive knowledge and experience, our clients receive personal service from professionals with national capabilities.

Services provided by our firm are listed below; more details can be located in the "Service Information" section of this proposal. Please take note that as the marketplace continually changes, our firm adapts and adds provided services as warranted by the changes.

- Experience Analysis
- Competitive Bid Obtainment
- Marketplace and Regulation Review
- Strategic Cost Containment
- Claims Mediation
- Toll Free Number
- Employee and Employer Education Seminars
- Negotiations
- Benefit Reference Guides
- Review of Benefit Booklets
- Review of Insurance Contracts
- Employee Notifications
- On-Line HR / Benefits Website

4. List of principals and/or partners of the firm must have 10 years experience in the field of New Jersey Insurance.

Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates:

Foundation Risk Partners, Corp., a Delaware corporation ("FRP") is a wholly owned (100%) subsidiary of FRP Parent Corp., a Delaware corporation ("Parent"). FRP is governed, in accordance with the Bylaws, by a Board of Directors consisting of one or more directors (elected by Parent). Parent, as the sole shareholder, has no approval rights over the day to day operation of FRP dba Fairview Insurance. The address in 1540 Cornerstone Blvd., Suite 230, Daytona Beach, FL 32117.

Fairview Insurance Agency Associates has been servicing New Jersey clients' insurance needs since 1970. The principals of Fairview Insurance Agency Associates are:

- John F. X. Graham, Chief Executive Officer
- Lawrence K. Graham, Vice President
- Glenn R. Jacobs, Vice President
- Michael Graham, Chief Operating Officer

5. List of personnel that would be assigned to West Orange, including a summary of their educations, licenses, qualifications, expertise and experience as it relates to the services the Township requires.

The following members of the Employee Benefits Division will be designated to service the Township; all relevant credentials are located in the "Licenses and Resumes" section:

Ryan Graham, Benefits Consultant. Ryan will be responsible for managing and monitoring the overall progress of the Township's insurance programs. He is available to meet with the governing body, business administrator, and any and all other staff members that the administration deems necessary on an as-needed basis. Additionally, he is available for negotiations, presentations, arbitrations, and benefit program discussions and recommendations.

Mike Atkinson, Account Executive. Mike oversees operations for the Employee Benefits Division, as well as Public Sector/Key Accounts. He is responsible for the RFP process upon renewal (including underwriting and market analysis), implementation of new plans and/or procedures, and overall management and review of the account on a routine basis. Mike is available to meet at the administration's convenience and as needed.

Tina Marta, Dedicated Account Manager. Tina performs multiple functions for both the administration of the Township, as well as their membership, including but not limited to: bill reconciliations, assisting with plan administration issues, answering employee benefits related inquires, and providing claims mediation. All employees and dependents can reach Tina at our office Monday through Friday from 8:30am-4:30pm to discuss any benefits or claims issues. Additionally, she is responsible for maintaining the employee benefit website and assisting with employee education notification.

Doris Daye-Smith, Jackie Ortiz, Dedicated Account Managers. Doris and Jackie will provide any necessary support as needed in relationship to account management activities, including bill reconciliations, plan administration issues, benefits inquiries, and claims mediation.

Gillian Holmes, Administrative Assistant/Eligibility Coordinator. Gillian is responsibility for maintaining eligibility.

6. List of References from at least three municipalities for which firm has provided similar services, including name, address, phone and contact information.

The following is a selection of our municipal clients, with contact information for reference. Please see the "References" section of this proposal for more details.

Client	Covered Lives	Term	Lines of Coverage	Contact	Contact #
City of Hoboken 94 Washington St., Hoboken, NJ	900+	1982-2001, 2013- Present	Medical; Prescription; Dental; Vision	Jason Freeman, Director of Operations	201-420-2000 x1006
County of Passaic 401 Grand Street, Paterson, NJ	4000+	2018-Present	Medical; Prescription, Dental	Anthony De Nova, County Administrator	973-881-4405
County of Warren County Route 519 S., Belvidere, NJ	1400+	2018-Present	Medical; Prescription	Danielle M. Davis, Personnel Department	908-475-7950

7. Provide prior experience, if any, the firm may have in providing services to the Township of West Orange, and in what capacity.

Fairview Insurance Agency moved the Township out of the NJ SHBP and into a private Horizon BCBS of NJ program in 2010 for over $500,000 in savings. We were then able to obtain additional savings on the dental and prescription by packaging all lines with Horizon BCBS of NJ.

Since then we have been effective at keeping the renewal increases to a minimum by securing competitive bids and effectively negotiating with carriers. Our 2018 prescription program renewed with 0% increase.

In 2014, we successfully negotiated a savings of over $1 million in premium by moving out of the current fully insured program and into a self-insured program. In addition to the savings, employees are now provided with enhanced services, such as an EAP, Health Advocate, and Wellness Coaching.

In 2020, Fairview Insurance negotiated membership into Metropolitain Health Insurance Fund at a reduction of medical and prescription premiums by moving over-65 retirees from self-insured programs to MHIF's Medicare Advantage Program, which resulted in $1.5 million annual savings.

In addition, Fairview Insurance currently provides Property, Liability, and Workers Compensation insurance for the Township.

8. List of municipalities currently under contract with the firm.

Please see the "References" section of this proposal for a current client list, as well as records of success in servicing municipalities across the state of New Jersey, and letters of recommendation from similar clients.

9. Copy of current Certificate of Insurance for Professional Liability Coverage.

Please see the "Required Documents" section of this proposal for al relevant Insurance Coverage information.

10. Cost proposal for all services needed.

Fees will be derived from the insurance carriers who directly compensate named brokers of record and/or Risk Manager designations based on % of Premium, a Per Member Per Month (PMPM) charge or as defined by the respondent.

Benecard Prescription

% of Premium	or PMPM	or Other
NOT TO EXCEED 2.73% Commission	_____	_____

Delta Dental

% of Premium	or PMPM	or Other
3% Graded Commission Schedule – Standard	_____	_____

Self-Insured Medical

% of Premium	or PMPM	or Other
NOT TO EXCEED 1.5% of max plan costs	_____	_____

Medicare Advantage

% of Premium	or PMPM	or Other
6%	_____	_____

Municipal Joint Insurance Fund

% of Premium	or PMPM	or Other
7% Risk Management Fee per guidelines of Garden State Municipal JIF	_____	_____

Self-Insured Medical Onsite Wellness Program (If Any Charge)

% of Premium	or PMPM	or Other
_____%	_____	**Non-commissionable product/no additional fee received**

All COBRA Administration (If Any Charge)

% of Premium	or PMPM	or Other
_____%	_____	**Non-commissionable product/no additional fee received**

TOWNSHIP OF WEST ORANGE

CHECKLIST

PROFESSIONAL SERVICE TITLE: Insurance Broker Services

SUBMISSION DATE:

The following items are required to be **included** with the sealed submission:

	INITAL
Qualification Statement	
Non-Collusion Affidavit	
Disclosure of Ownership Form	
Insurance Requirement Acknowledgement Form	
Mandatory Equal Employment Opportunity Notice Acknowledgement	
Copy of your Business Registration Certificate as issued by the State of New Jersey, Department of Treasury, Division of Revenue	
Acknowledgement of Corrections, Additions or Deletions Form	
Non- Conflict of Interest Declaration	
Political Disclosure Certification	
Iranian Disclosure Statement	

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than *the* recipient of the bid and will not be communicated *to any* person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder.

(Signature) _____
Michael Graham, COO

Subscribed and sworn to

Before me this day 1st Sept of 20 21

AFFIANT Patricia A Holmes

NOTARY PUBLIC OF

PATRICIA A. HOLMES
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires 12/1/2022

MY COMMISSION EXPIRES: 20 _____

STOCKHOLDER DISCLOSURE CERTIFICATION

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned. X

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned. _____

PLEASE CHECK TYPE OF BUSINESS ORGANIZATION:

Partnership ____ Limited Partnership ____ Limited Liability Corp ____

Corporation X Sole Proprietorship ____ Limited Liability Partnership ___

Subchapter S Corp ____

PLEASE CHECK APPROPRIATE BOXES AND SIGN BELOW

Name: _____

Home Address: _____

_____

Stockholders

Name: _____

Home Address: _____

_____

Name_____

Home Address: _____

_____

See attached organizational chart, there are no individuals that have a 10% or greater ownership.
Warburg Pincus is a private equity firm with various funds that collectively hold 10% or more of FRP Investors LP.
450 Lexington Avenue, Suite 32
New York, NY 10017

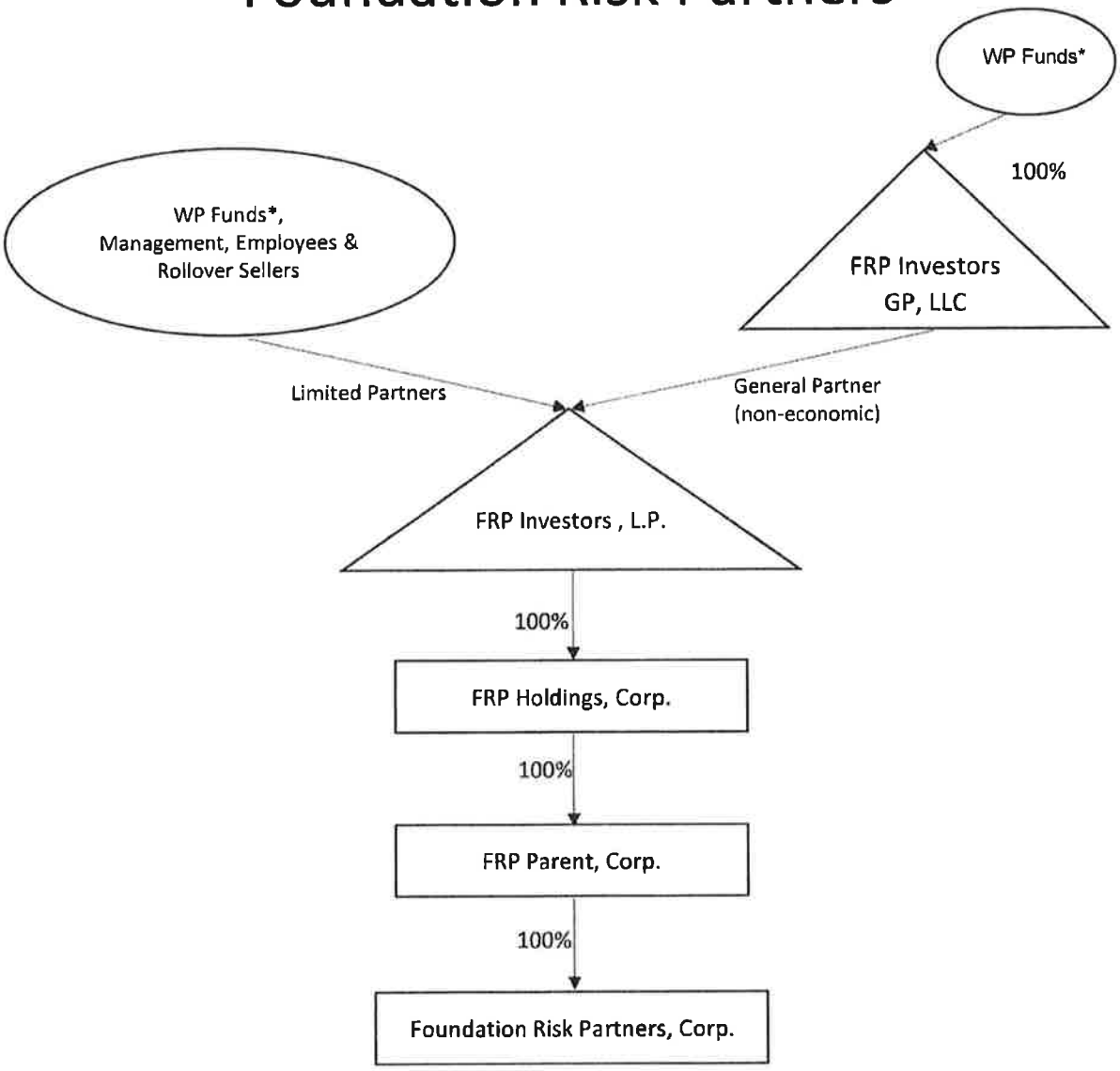
Owner or Representative Signature

Michael Graham, COO
Print Name & Title

NOTORY PUBLIC
Sworn before me this 1 day of Sept 2021 20____.

PATRICIA A. HOLMES
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires 12/1/2022

Foundation Risk Partners



*WP Funds is comprised of multiple Warburg Pincus funds including the following:

Warburg Pincus Private Equity XII, L.P. **
Warburg Pincus Private Equity XII-B, L.P.
Warburg Pincus Private Equity XII-D, L.P.
Warburg Pincus Private Equity XII-E, L.P.
WP XII Partners, L.P.
Warburg Pincus XII Partners, L.P.
Warburg Pincus Financial Sector, L.P. **
Warburg Pincus Financial Sector-D, L.P.
Warburg Pincus Financial Sector Partners, L.P.

**Warburg Pincus Financial Sector, L.P. and Warburg Pincus Private Equity XII, L.P. owns 44.5885% and 32.2005% respectively of FRP Investors, L.P., however no entity or person owns more than 10% of FRP Investors, L.P. in the aggregate.

INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.
The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

PROFESSIONAL LIABILITY INSURANCE
Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

Acknowledgement of Insurance *Requirement:*

Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates



(Signature)

8-31-2021

(Date)

Michael Graham, COO

(Printed Name and Title)

This form must be completed, signed and returned with RFQ.

FOUNRIS-04 RJOHNSTON

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 2/17/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER License # L100460 Acentria Insurance - Destin 4634 Gulfstarr Drive Destin, FL 32541	CONTACT NAME: PHONE (A/C, No, Ext): (850) 650-1950 FAX (A/C, No): (850) 892-0320 E-MAIL ADDRESS:
INSURED Foundation Risk Partners, Corp. 1540 Cornerstone Blvd, Suite 200 Daytona Beach, FL 32117	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A : Ohio Security Insurance Company — 24082 INSURER B : Travelers Property Casualty Company of America — 25674 INSURER C : AXIS Insurance Company — 37273 INSURER D : Lloyd's Underwriters CAB - Canada INSURER E : INSURER F :

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO-JECT X LOC OTHER:			BKS58307885	2/8/2021	2/1/2022	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 1,000,000 $ 15,000 $ 1,000,000 $ 2,000,000 $ 2,000,000
A	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY / SCHEDULED AUTOS HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY			BAA58307885	2/8/2021	2/1/2022	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ $ $
B	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $ 10,000			ZUP81M9329721NF	2/8/2021	2/1/2022	EACH OCCURRENCE AGGREGATE Aggregate	$ 15,000,000 $ $ 15,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N: N / N/A If yes, describe under DESCRIPTION OF OPERATIONS below			XWS58307885	2/1/2021	2/1/2022	X PER STATUTE / OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ 1,000,000 $ 1,000,000 $ 1,000,000
C	Crime (Includes Burg			P00100024721002	2/1/2021	2/1/2022	Employee Theft	3,000,000
D	Cyber Liability			DCCY00385-21	2/1/2021	2/1/2022	Each Claim/Aggregate	5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Named Insureds:
FRP Investors, L.P.
FRP Holdings, Corp.
FRP Parent, Corp.
Foundation Risk Partners, Corp.
Synetro-CSG Holdings, LLC
Corporate Synergies Holdings, LLC
SEE ATTACHED ACORD 101

CERTIFICATE HOLDER	CANCELLATION
Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates 1540 Corner Stone Blvd., Suite 230 Daytona Beach, FL 32117	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Charles H. Fairbanks

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AGENCY CUSTOMER ID: FOUNRIS-04 RJOHNSTON

LOC #: 1

ADDITIONAL REMARKS SCHEDULE

AGENCY	License # L100460	NAMED INSURED
Acentria Insurance - Destin		Foundation Risk Partners, Corp. 1540 Cornerstone Blvd, Suite 200 Daytona Beach, FL 32117
POLICY NUMBER		
SEE PAGE 1		
CARRIER	NAIC CODE	EFFECTIVE DATE: SEE PAGE 1
SEE PAGE 1	SEE P 1	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: ACORD 25 FORM TITLE: Certificate of Liability Insurance

Description of Operations/Locations/Vehicles:
Corporate Synergies Group, LLC
Millenium Asset Management, Inc.
Lloyd S. Berkett Insurance Agency, Inc.
American Habitational Properties, LLC
BlueSky Multifamily Management, LLC
Eagle Mountain Properties, LLC
Fortress Multifamily Group, LLC
Harbor Management Group, LLC
Homeland Management, LLC
Sander, Jacobs, Cassayre & Griffin, Inc.

Certificate holder is an additional Insured as respects General Liability & Auto Liability, as required by written contract, written agreement or permit. Umbrella Liability is follow form. Commercial General Liability coverage includes coverage for contractual liability and independent contractors, subject to policy terms and conditions

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FOUNRIS-04 RJOHNSTON

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 2/4/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER License # L100460
Acentria Insurance - Destin
4634 Gulfstarr Drive
Destin, FL 32541

CONTACT NAME:
PHONE (A/C, No, Ext): (850) 650-1950 FAX (A/C, No): (850) 892-0320
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Nautilus Insurance Company	17370
INSURER B :	
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED
Foundation Risk Partners, Corp.
c/o Acentria Insurance
4634 Gulfstarr Drive
Destin, FL 32541

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$
	☐ CLAIMS-MADE ☐ OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$
	☐ POLICY ☐ PRO-JECT ☐ LOC						PRODUCTS - COMP/OP AGG	$
	OTHER:							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
	☐ UMBRELLA LIAB ☐ OCCUR						EACH OCCURRENCE	$
	☐ EXCESS LIAB ☐ CLAIMS-MADE						AGGREGATE	$
	☐ DED RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						☐ PER STATUTE ☐ OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ N / A (Mandatory in NH)						E.L. EACH ACCIDENT	$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
A	Errors & Omissions L			INS90346100220	2/1/2020	2/1/2022	Per Claim/Aggregate	10,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Named Insureds:
FRP Investors, L.P.
FRP Holdings, Corp.
FRP Parent, Corp.
Foundation Risk Partners, Corp.
Synetro-CSG Holdings, LLC
Corporate Synergies Holdings, LLC
SEE ATTACHED ACORD 101

CERTIFICATE HOLDER

Foundation Risk Partners dba Fairview Insurance Agency Associates
25 Fairview Avenue
Verona, NJ 07044

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
Charles H. Fuchs

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AGENCY CUSTOMER ID: FOUNRIS-04 RJOHNSTON

LOC #:

ADDITIONAL REMARKS SCHEDULE

AGENCY	License # L100460	NAMED INSURED
Acentria Insurance - Destin		Foundation Risk Partners, Corp. c/o Acentria Insurance 4634 Gulfstarr Drive Destin, FL 32541
POLICY NUMBER SEE PAGE 1		
CARRIER SEE PAGE 1	NAIC CODE SEE P 1	EFFECTIVE DATE: SEE PAGE 1

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: ACORD 25 FORM TITLE: Certificate of Liability Insurance

Description of Operations/Locations/Vehicles:
Corporate Synergies Group, LLC
Millenium Asset Management, Inc.
Lloyd S. Berkett Insurance Agency, Inc.
American Habitational Properties, LLC
BlueSky Multifamily Management, LLC
Eagle Mountain Properties, LLC
Fortress Multifamily Group, LLC
Harbor Management Group, LLC
Homeland Management, LLC
Sander, Jacobs, Cassayre & Griffin, Inc.

Errors & Omissions Liability Deductible: $50,000 each Claim
Crime/Fidelity Deductible $50,000 each Occurrence

Insurance Agency

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(REVISED 4/10)

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity 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 contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

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

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

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

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. l7:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and

labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

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

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

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

REQUIRED EVIDENCE
AFFIRMATIVE ACTION REGULATIONS N.J.S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, *et seq.*, and N.J.A.C. 17:27 within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.
Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.
The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

Yes _____ (If yes, submit a copy of such approval.) No x.

2. Do you have a State Certificate of Employee Information Report approval?

Yes x (If yes, submit a copy of such approval.) No _____.

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, *et seq.*, and agrees to furnish the required documentation pursuant to the law.

COMPANY: Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates NAME: Michael Graham

SIGNATURE: _____ TITLE: COO

NOTE: A **bid must be rejected as non-responsive if a Bidder fails to comply with requirements of** N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

Certification 63176

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-JUN-2020 to 15-JUN-2023

FOUNDATION RISK PARTNERS CORP
1540 CORNERSTONE BLVD STE 23Q
DAYTONA BEACH FL 32117

ELIZABETH MAHER MUOIO
State Treasurer

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	FOUNDATION RISK PARTNERS, CORP.
Trade Name:	FAIRVIEW INSURANCE ANGENCY ASSOCIATES
Address:	2 AQUARIUM DR, STE 200 CAMDEN, NJ 08103
Certificate Number:	2116491
Effective Date:	March 03, 2017
Date of Issuance:	August 25, 2020

For Office Use Only:

20200825162203010

ACKNOWLEDGEMENT OF CORRECTIONS, ADDITIONS AND DELETIONS FORM

I, Michael Graham of the firm

Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates hereby acknowledge that any corrections, additions and/or, deletions have been initialed and dated in this Submission Package.

(Signature) Michael Graham, COO

8-31-2021

(Date)

NON-CONFLICT OF INTEREST CERTIFICATION

REQUEST FOR QUALIFICATIONS FOR PROPOSALS

FOR **Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates**

Insurance Broker Service

(Title of RFQ)

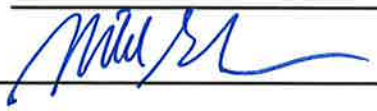
The undersigned certifies to the Township of West Orange, County of Essex, State of New Jersey that in performing services to the Township he/she is aware of no circumstance that would constitute a conflict of interest, financial or otherwise, between him/her (or his/her firm) and the interests of the Township.

The undersigned certifies that he/she has made a search of his/her firm's client base and has executed this certification subsequent to such search.

The undersigned acknowledges this a continuing certification, and shall remain in effect for the term of the services contained in the solicited request for qualifications. I certify that the foregoing statements made by me are true and accurate to my personal knowledge; I am making this certification in good faith. I am aware that if any of the foregoing statements made by me are false, the Board is free to terminate any professional service agreement entered into with the undersigned and/or his or her firm.

Certifying Official:

PRINT NAME: Michael Graham

SIGNED BY: 

TITLE: COO

Political Contribution Disclosure Statement Pursuant to Chapter 2, Section 68 of the Revised General Ordinances of the Township of West Orange

Pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange, please set forth below all political contributions in cash or in kind of two hundred ($200.00) dollars or more made within five (5) years of the date of acceptance of a proposal for a negotiated contract with the Township of West Orange, or within five (5) years of the notice of award for a bid contract with the Township of West Orange, either directly or indirectly, by the individuals or any of the principals of the business entity completing this form or by the business entity itself, to any elected official of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office.

The current elected officials of the Township include the following: Mayor Robert D. Parisi; Councilwoman Susan McCartney; Councilwoman Cindy Matute Brown; Council Woman Tammy Williams; Councilman Bill Rutherford; and Councilwoman Michelle Casalino.

Name of Contributor	Amount	Recipient of Contribution	Contribution Date
FRP dba Fairview	$300.00	EFO Robert Parisi	11-15-2016
FRP dba Fairview	$300.00	Parisi for Mayor	9-27-2018
FRP dba Fairview	$300.00	Susan McCartney for Council	9-27-2018

If you have NOT made any contributions within the scope of Section 2-68.1, as set forth above, please indicate here _____.

I hereby certify under penalty of perjury that the information provided herein is true and accurate to the best of my knowledge, information and belief.

Signature _____

Print Name: Michael Graham, COO

Company: Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: Foundation Risk Partners, Corp. dba Fairview Insurance Agency Associates

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

☒ Is not providing goods or services of $20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and

☒ Is not a financial institution that extends $20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____ Relationship to Proposer: _____
Description of Activities: NOT APPLICABLE
Duration of Engagement: _____ Anticipated Cessation Date: _____
Proposer Contact Name: _____ Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Michael Graham Signature: _____
Title: COO Date: 8-31-2021

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

▶ **Go to *www.irs.gov/FormW9* for instructions and the latest information.**

Give Form to the requester. Do not send to the IRS.

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

Foundation Risk Partners, Corp.

2 Business name/disregarded entity name, if different from above

d/b/a Fairview Insurance Agency Associates

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☑ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.

1540 Cornerstone Blvd., Suite 230

6 City, state, and ZIP code

Daytona Beach, FL 32117

Requester's name and address (optional)

7 List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN,* later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

			–			–				

or

Employer identification number

8	1	–	5	1	9	1	7	5	9

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here **Signature of U.S. person ▶** Charles H. Fyfield **Date ▶** 06/01/2020

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9.*

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, *later.*

State of New Jersey

License No: 1694519 NPN: 18547972

Department of Banking and Insurance

FOUNDATION RISK PARTNERS, CORP.

1540 CORNERSTONE BLVD, SUITE 230
DAYTONA BEACH FL 32117

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Property; Reinsurance; Surplus Lines	06/01/2021	05/31/2023

The department maintains an informative website at www.dobi.nj.gov. Please visit this web page for valuable information and forms necessary to maintain compliance with licensing requirements.

Department Contact Information
web site: www.dobi.nj.gov
phone: (609) 292-4337
fax: (609) 984-5263

The request for any change of license information must be sent to the Department within 30 days of the change.
Make any checks and/or money orders payable to: **STATE OF NEW JERSEY, GENERAL TREASURY**
Mailing Address: Department of Banking and Insurance
20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

FOUNDATION RISK PARTNERS, CORP.
1540 CORNERSTONE BLVD
SUITE 230
DAYTONA BEACH FL 32117

State of New Jersey

License No: 9835926 NPN: 2197192

Department of Banking and Insurance

RYAN D GRAHAM

FAIRVIEW INSURANCE AGENCY ASSOC INC
25 FAIRVIEW AVE
VERONA NJ 07044-1341

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Personal Lines; Property	09/01/2020	08/31/2022

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Trenton, NJ. 08625-0327

RYAN D GRAHAM
FAIRVIEW INSURANCE AGENCY ASSOC INC
25 FAIRVIEW AVE
VERONA NJ 07044-1341

RYAN D. GRAHAM

PROFESSIONAL QUALIFICATIONS

Fairview Insurance Agency Associates – Verona, NJ
Director of Business Development, Employee Benefits; October 1998 – Present

- Oversee the Benefits Department and all Public Sector accounts
- Evaluate and advise clients on Employee Benefit Programs including Health, Prescription, Dental, Life, Disability, and Long Term Care insurance
- Act as a liaison between Council/Board Members and Collective Bargaining Units regarding plan structures and cost containment strategies
- Negotiate savings with carriers
- Evaluate program costs and make recommendations for plan or procedure changes, if necessary

MWW Group – Secaucus, NJ
Account Coordinator, Public Affairs and Investor Relations; August 1997 – September 1998

- Coordinated client press kits
- Wrote AP press releases pertaining to client affairs
- Acted as liaison between the client and portfolio manager/financial analyst

COMMUNITY INVOLVEMENT

- Township of Verona Board of Adjustments
- Essex County Workforce Investment Board (WIB) member
- Member of Governor Chris Christie's Healthcare Transition Committee
- Jaycees NJ State Director and Executive Board Member
- KerryCore NY Original initial committee member; coordinator of various fundraising events
- White House Intern for Washington DC Public Liaisons office, as intermediary between staff members and media press
- The Leaguers, Inc. of Newark, NJ
    + Recipient of Valuable Contributions Award, 2011
    + Executive Committee Member of Annual Golf Fundraiser
    + Donor of computers to associated Newark schools

CONTACT

25 Fairview Avenue
Verona, NJ 07044
www.fairviewinsurance.com

P 973-857-0870 x 116
F 973-857-9645
E rgraham@fairviewinsurance.com

EDUCATION

Bachelor of Arts, Marketing – 1997,
Albright College, Reading PA
Class President

LICENSES

New Jersey
- Life
- Health
- Property & Casualty

New York
- Life
- Health

CLTC Designation

PROFESSIONAL MEMBERSHIPS

Member of NAHU

State of New Jersey

License No: 8701038 NPN: 5711836

Department of Banking and Insurance

MICHAEL J ATKINSON

FAIRVIEW INSURANCE AGENCYASSOCIATES
25 FAIRVIEW AVE
VERONA NJ 07044-1341

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LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Life	05/01/2021	04/30/2023



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20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

MICHAEL J ATKINSON
6 HILL ST
CALDWELL NJ 07006-3910

MICHAEL ATKINSON

PROFESSIONAL QUALIFICATIONS

Fairview Insurance Agency Associates – Verona, NJ

Employee Benefits Account Executive; 2016 - Present

- Collect claim data and perform analysis including development of loss ratios, demographic studies, and plan design evaluation
- Make recommendations regarding plan design and cost containment measures, and provide data analysis of such
- Coordinate RFPs with carriers, including negotiation of plan and rates
- Present data to clients including governing bodies, union officials, business administrators, and committees
- Act as liaison between the entity, the carrier, and the employees

Insurance Design Administrators – Oakland, NJ

Sales and Marketing; 1995 – 2015

- Business Development including review of all plan expenses, performance measurements, and submissions for underwriting
- Broker recruitment
- Responsible for 27 accounts – Medical, HRA, and FSA – administered by IDA
- Fully Insured Business as well as Self-Funded Business

Director of Operations; 1993 – 1995

- Broker recruitment
- Responsible for 27 accounts – Medical, HRA, and FSA – administered by IDA

PROFESSIONAL MEMBERSHIPS

- National Association of Health Underwriters
- Completed course to become designated Health Insurance Associate (HIA)

CONTACT

25 Fairview Avenue
Verona, NJ 07044
www.fairviewinsurance.com

P 973-857-0870 x135
F 973-857-7935
E matkinson@fairviewinsurance.com

EDUCATION

1985, Bachelor of Science in Business Administration and Marketing – Farleigh Dickenson University

LICENSES

New Jersey
- Life
- Health

New York
- Life
- Health

State of New Jersey

License No: 218350 NPN: 7433024

Department of Banking and Insurance

TINA MARTA

FAIRVIEW INSURANCE AGENCY
25 FAIRVIEW AVE
VERONA NJ 07044-1341

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LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Life	08/01/2020	07/31/2022

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P.O. Box 327
Trenton, NJ. 08625-0327

TINA MARTA
65 STONYRIDGE DR
LINCOLN PARK NJ 07035-2246

TINA MARTA

PROFESSIONAL QUALIFICATIONS

Fairview Insurance Agency Associates – Verona, NJ
Account Manager/Client Liaison; August 2016 – Present

- Provide ongoing support to clients
- Perform carrier invoice reconciliations
- Assist client administration in various tasks and requests
- Evaluate plan benefits and contracts for accuracy
- Assist with group implementation and enrollment
- Coordinate between carriers and clients
- Generate proposals and renewals for small groups via online system

Arthur J. Gallagher – Whippany, NJ
Consultant; June 2012 – August 2016

- Conduct market research and prepare strategies for promotion according to market statuses
- Prepare renewal presentation to present to clients
- Responsible for working on the sale and implementation of new business
- Prepare RFPs and marketing all lines of coverage
- Work directly with carriers on renewal projections and communicate estimates to clients
- Identify new business opportunities through referrals and cross-selling
- Conduct administration and employee enrollment meetings
- Work with Gallagher's administration team and carrier to ensure proper follow up and resolution of specific claim and service issues

Client Coordinator; April 2000 – June 2012

- Support the producer for newly sold accounts
- Work with clients in the small-to-mid market
- Prepare/Market renewals to maintain existing client base
- Work with brokers to attain new groups
- Responsible for a Student Accident book of business worth $1.2M in revenue which consisted of working directly with school contact, marketing coverage, presenting options and selling product
- Communicate with carriers on administrative and related issues

CONTACT

25 Fairview Avenue
Verona, NJ 07044
www.fairviewinsurance.com
800-372-2558

P 973-857-0870 x130
F 973-857-9645
E tmarta@fairviewinsurance.com

EDUCATION

Bachelor of Science – Criminal Justice
Caldwell College, Caldwell, NJ

LICENSES

New Jersey
- Health
- Life

New York
- Health
- Life

State of New Jersey

License No: 77302 NPN: 5701123

Department of Banking and Insurance

DORIS DAYE-SMITH

226 PARK ST
MONTCLAIR NJ 07042-3907

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
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LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Life	02/01/2020	01/31/2022

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P.O. Box 327
Trenton, NJ. 08625-0327

DORIS DAYE-SMITH
226 PARK ST
MONTCLAIR NJ 07042-3907

DORIS DAYE-SMITH

PROFESSIONAL QUALIFICATIONS

Fairview Insurance Agency Associates – Verona, NJ
Account Manager/Client Liaison; October 2012 – Present

- Provide ongoing support to clients
- Perform carrier invoice reconciliations
- Assist client administration in various tasks and requests
- Evaluate plan benefits and contracts for accuracy
- Assist with group implementation and enrollment
- Coordinate between carriers and clients
- Generate proposals and renewals for small groups via online system

Dental Health Associates – Phillipsburg, PA
Assistant Manager; January 2009 – March 2011

- Managed a multi-specialty dental practice of 55 employees and providers, with average monthly flow typically exceeding 200 patients
- Served as office facilitator for all personnel while acting as liaison between practice and corporate office
- Supervised all treatment support systems and patient flow

Horizon Blue Cross/Blue Shield of New Jersey – Newark, NJ
Senior Account Specialist; June 1994 – August 2004

- Promoted through ranks of customer service positions for Dental division
- Achieved position of Senior Account Specialist handling current and prospective key account marketing, sales, and support
- Trained and managed all activities of three customer service personnel

CONTACT

25 Fairview Avenue
Verona, NJ 07044
www.fairviewinsurance.com
800-372-2558

P 973-857-0870 x133
F 973-857-9645
E ddaye-smith@fairviewinsurance.com

EDUCATION

Rutgers University
New Brunswick, NJ

LICENSES

New Jersey

- Life
- Health

State of New Jersey

License No: 231206 NPN: 7328096

Department of Banking and Insurance

RAMONA J ORTIZ

FAIRVIEW INSURANCE AGENCY
25 FAIRVIEW AVE
VERONA NJ 07044

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LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Life	04/01/2020	03/31/2022

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20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

RAMONA J ORTIZ
18 MANHATTAN CT
NUTLEY NJ 07110-2221

JACKIE ORTIZ

PROFESSIONAL QUALIFICATIONS

Fairview Insurance Agency Associates – Verona, NJ
Account Manager/Client Liaison; June 2009 – May 2016; February 2019-Present

- Provide ongoing support to clients
- Perform carrier invoice reconciliations
- Assist client administration in various tasks and requests
- Evaluate plan benefits and contracts for accuracy
- Assist with group implementation and enrollment
- Coordinate between carriers and clients
- Generate proposals and renewals for small groups via online system

Quadel Consulting Services – Newark, NJ
Administrative Assistant; 2009

- Provided administrative support and secretarial support
- Prepared correspondence, reports, and other documents at the direction of the Managing Directors
- Maintained confidential files and reports
- Submitted information for monthly reports to managers as needed

Gallagher Benefit Services – Manhattan, NY
Account Executive; 2008

- Provided support to middle market and broker inquiries by contacting appropriate operations areas to facilitate quality customer service and issue resolution
- Represented business clients in negotiations with insurance carriers during annual policy renewals
- Examined and presented proposals of new business and services from various insurers

CIGNA Healthcare – Jersey City, NJ
Client Strategy Specialist; 2007-2008

- Coordinated with account managers to resolve complex and non-routine inquiries
- Kept informed of account status and potential opportunities for account growth and expansion
- Reviewed portfolios to ensure that products were properly utilized for client satisfaction
- Made on-site preparations to existing and prospective clients to introduce and promote new or recommended account services

Horizon Blue Cross/Blue Shield of New Jersey – Newark, NJ
Account Consultant; 1997-2007

- Earned the following promotions during tenure:
  - Dental Claims Specialist
  - Associate Sales Promotions Coordinator
  - Senior Account Specialist, Small Groups Dental
  - Account Consultant, Life and Disability Agency
- Coordinated necessary communication and document transfers between clients, attorneys, and loan officers
- Reviewed and released policy renewals to brokers and clients

CONTACT

25 Fairview Avenue
Verona, NJ 07044
www.fairviewinsurance.com
800-372-2558

P 973-857-0870 x115
F 973-857-9645
E jortiz@fairviewinsurance.com

EDUCATION

James J. Ferris High School,
Jersey City, NJ

LICENSES

New Jersey

- Life
- Health

Municipal and Private Entity

Client	Covered Lives	Term	Lines of Coverage	Contact	Contact #
RWJ Barnabas 95 Old Short Hills Rd, West Orange NJ	30,000+	2013-Present	Life; LTD; AD&D; BTS	Milton Anderson, Chief Human Resources Officer	973-322-4403
City of Bayonne 630 Avenue C, Bayonne, NJ	800+	2017-Present	Prescription	Jerry Siwiec, HR Director	201-858-6041
Township of Brick 401 Chambersbridge Rd., Brick, NJ	600+	2014-Present	Medical; Prescription	Sarah Scarpelli, Benefits Administrator	732-262-4626
Borough of Cliffside Park 525 Palisade Ave., Cliffside Park	550+	2019-Present	Dental; Vision	Sercan Zoklu Municipal Clerk	201-313-2003
City of Hoboken 94 Washington St., Hoboken, NJ	900+	1982-2001, 2013- Present	Medical; Prescription; Dental; Vision	Jason Freeman, Director of Operations	201-420-2000 x1006
Township of Irvington 1 Civic Sq., Irvington, NJ	700+	2015-Present	Medical; Prescription	Musa Malik, Business Agent	973-399-8111
Joint Meeting Essex & Union 500 South First St., Elizabeth, NJ	160+	2021-Present	Dental; Vision	Robert Barry	908-353-1313
Borough of Keyport 70 West Front St., Keyport, NJ	30+	2014-Present	Dental; Life, AD&D;	Steve Gallo, Business Administrator	732-739-5122
City of Linden 301 N. Wood Ave., Linden, NJ	600+	2020-Present	Medical; Prescription; Dental; Vision	Jessica Sheeby, Personnel Department	908-474-5760
Township of Livingston 357 South Livingston Ave., Livingston, NJ	250+	2005-Present	Dental	Russell Jones, Acting Township Manager	973-535-7973
Township of Lopatcong 232 South 3rd St., Phillipsburg, NJ	50+	2008-Present	Dental	Beth Dilts, Business Administrator	908-859-3355
Town of Morristown 200 South Street, Morristown, NJ	200+	2014-Present	Medical; Prescription; Dental; Vision	Jillian Barrick, Business Administrator	973-292-6625
City of Newark 920 Broad Street, Newark, NJ	5,000+	2020-Present	Medical; Prescription; Dental	Aondrette O. Williams, Director	973-733-8008
North Jersey District Water Comm. 1 F.A. Orechio Dr., Wanaque, NJ	200+	2005-2012, 2015-Present	Dental; Vision	Jennifer McMaster, Business Administrator	973-835-2906
City of Orange 29 North Day St., Orange, NJ	300+	2008-Present	Medical; Prescription; Dental	Chris Hartwyk, Business Administrator	973-266-4005
City of Passaic 330 Passaic Street, Passaic, NJ	1000+	2016-Present	Prescription; Dental	Elizabeth Velazquez, Pensions & Benefits	973-365-3962
County of Passaic 401 Grand Street, Paterson, NJ	4000+	2018-Present	Medical; Prescription, Dental	Anthony De Nova, County Administrator	973-881-4405
Passaic Valley Water Commission 1525 Main Street, Clifton, NJ	250+	2017-Present	Medical; Prescription; Dental	Louis Amodio, Administrative Secretary	973-340-4310
Borough of Red Bank 90 Monmouth St., Red Bank, NJ	550+	2018-Present	Medical; Prescription; Dental; Vision	Ziad Andrew Shehady, Business Administrator	732-530-2748
County of Somerset 20 Grove St., Somerville, NJ	1400+	2021-Present	Medical; Prescription; Dental	Arge Mardakis HR Supervision	908-203-6061
Township of Union 1976 Morris Ave., Union, NJ	500+	2020-Present	Medical; Prescription	Don Travisano, Business Administrator	908-851-8500
Township of West Orange 66 Main Street, West Orange, NJ	600+	1998-Present	Medical; Prescription; Dental; Vision	Jack Sayers, Business Administrator	973-325-4050
Borough of Wood Ridge 85 Humboldt St., Wood Ridge, NJ	50+	2008-Present	Vision	Chris Eilert, Business Administrator	201-939-0202
Township of Vernon 21 Church Street, Vernon, NJ	170+	2016-Present	Vision	Donelle Bright, Chief Financial Officer	973-764-4055
County of Warren County Route 519 S., Belvidere, NJ	1400+	2018-Present	Medical; Prescription	Danielle M. Davis, Personnel Department	908-475-7950

School Boards

Client	Covered Lives	Term	Lines of Coverage	Contact	Contact #
Bayonne Board of Education 669 Avenue A, Bayonne, NJ	900+	2017-Present	Prescription	Daniel Castles, Business Administrator	201-858-5599
Irvington Board of Education 1 University Place, Irvington, NJ	1800+	2018-Present	Medical, Prescription	Kimberly Mangum-Ross, Benefits Manager	973-399-6800 x2186
Jersey City Board of Education 364 Claremont Ave., Jersey City, NJ	3900+	2015-Present	Prescription	Steven Schwartz, Assisst. Business Administrator	201-915-6274
Mendham Borough Board of Education 12 Hilltop Road, Mendham, NJ	70+	2017-Present	Medical; Prescription;	James Rollo, Business Administrator	973-523-4804 x234
Newark Board of Education 765 Broad Street, Newark, NJ	5,200+	2019-Present	Prescription	Legretha Wingo, Benefits Administrator	973-733-6567
Passaic Board of Education 663 Main Avenue, Passaic, NJ	2200+	2018-Present	Medical; Prescription; Dental; Vision; Disability	Ryan Bowman, Business Administrator	973-470-5500
Passaic Valley High School BOE 100 East Main St., Little Falls, NJ	150+	2016-Present	Dental	Colin Monahan, Business Administrator	973-890-2500 x2510
Totowa Board of Education 10 Crews Street, Totowa, NJ	70+	2016-Present	Dental	Patricia Capitelli, Chief School Administrator	973-956-0010
Union Township Board of Education 2369 Morris Ave., Union, NJ	1200+	2020-Present	Medical; Prescription; Dental	Yolanda Koon Business Administrator	908-851-6411

Fairview Insurance Agency Associates has extensive knowledge and experience in public sector service, with diverse clients across the state of New Jersey. A selection of our records of success is below.

City of Hoboken. (1000 covered employees)

Fairview Insurance Agency moved the City out of the NJ SHBP and into a private Horizon program in 1982 for over a $1 million savings. Fairview serviced the City until June 2000 and then in July 2013, Fairview Insurance became the City's Broker of Record for all employee benefits. Since then, we have implemented an on-site wellness program for the City that will ultimately lower claims and control the costs of premium. The program was officially up and running as of December 2013 and has had tremendous success and has been well received by employees.

Effective June 2016, Carepoint Health Systems left the Horizon Blue Cross/Blue Shield network; this action would have increased the City's budget by over $5 million. Fairview Insurance effectively negotiated a direct contract between the City of Hoboken and Carepoint Health Systems, which resulted in saving the City's budget. To our knowledge, no insurance broker in the state of New Jersey has accomplished a task of this magnitude.

Township of West Orange. (600 covered employees / retirees)

Fairview Insurance Agency moved the Township out of the NJ SHBP and into a private Horizon BCBS of NJ program in 2010 for over $500,000 in savings. We were then able to obtain additional savings on the dental and prescription by packaging all lines with Horizon BCBS of NJ.

Since then we have been effective at keeping the renewal increases to a minimum by securing competitive bids and effectively negotiating with carriers. Our 2018 prescription program renewed with 0% increase.

In 2014, we successfully negotiated a savings of over $1 million in premium by moving out of the current fully insured program and into a self-insured program. In addition to the savings, employees are now provided with enhanced services, such as an EAP, Health Advocate, and Wellness Coaching.

In 2020, Fairview Insurance negotiated membership into Metropolitain Health Insurance Fund at a reduction of medical and prescription premiums by moving over-65 retirees from self-insured programs to MHIF's Medicare Advantage Program, which resulted in $1.5 million annual savings.

Warren County (1400+ covered employees)

Upon being named Broker of Record in 2018, Fairview Insurance moved the County out of NJ SHBP into a private fully-insured medical and prescription program with zero employee disruption to the medical network, resulting in a $600,000 annual savings.

In 2019, we secured a self-insured medical program from the County's current carrier that delivered anticipated maximum liability less than the fully-insured renewal program, with zero employee disruption, that resulted in a $1 million annual savings. Additionally, we negotiated a Medicare Advantage contract for over-65 retirees that resulted in a $500,000 annual savings.

In 2021, Fairview Insurance secured a self-insured prescription program from the current carrier that delivered anticipated maximum liability equal to a fully-insured renewal premium, with zero employee disruption to the prescription network, for a projected $1million annual savings.

City of Passaic Board of Education. (2000 covered employees)

Upon being named Broker of Record July 1, 2018, our firm completed an audit of the Board of Education's prescription program resulting in a three-year projected savings of over $10 million.

Irvington Board of Education. (1800 covered employees)

Fairview Insurance became the Broker of Record for Irvington Board of Education as of July 1, 2018, upon which we moved the Board from the State Health Benefits Plan to a fully-insured plan with Aetna (medical and prescription) to save $1.8 million. This change was made with unanimous union approval.

City of Bayonne and Bayonne Board of Education (1500+ covered employees)

Upon being named broker of record, Fairview Insurance moved the Board of Education out of the State Health Benefits Program. To follow, we combined the prescription coverage between the City of Bayonne and Bayonne Board of Education Inter-local Agreement self-insured with Reinsurance; this change was made with no plan disruption.

The combined program is projected to save the Board of Education almost $640,000, and the city almost $400,000 for a combined savings of over $1 million in the first year. Immediate savings were realized due to a 20% increase in administrative costs.

Jersey City Public Schools (3900+ covered employees)

Upon being named broker of record, Fairview Insurance has negotiated better dispensing fees, rebates for Brand retail and mail order, Specialty Drug rebates and AWP pricing at renewal doubling the rebates received by the Board of Education for the three-year contract with no disruption to the membership or administration. The projected rebates increased by $2.5 million per year based on utilization rates in 2016.

Through Fairview Insurance's TPA/Managed Care Network Monitoring and Consulting services, we negotiated and recommended a TPA/Managed Care solution that saved the district over $2.4 million in a single year on the Workers Compensation Program.

In addition to streamlining the Claims Reporting process, which saved in-house employees significant time and effort, we implemented a state-of-the-art Human Resource Compliance database to automate many internal processes to accomplish more with less staff. This includes a push technology central database to store, track and monitor the safety and compliance activities of the district.

Township of Brick (600+ covered employees)

Since becoming Broker of Record in 2014, Fairview Insurance has produced stable renewals for the Township in both the medical and prescription programs. We have also implemented extremely effective outside-the-box claims reduction methods, utilizing Wellness Coaches USA.

While conducting a claims review in 2017, Fairview Insurance uncovered more than $1 million in fraud.

Town of Morristown (200+ covered employees)

Fairview Insurance has been the Town's Broker of Record since 2014. Most recently, Fairview Insurance moved the Town from the State Health Benefits Program to a self-insured program, resulting in a savings of more than $500,000.

County of Passaic (4000+ covered employees)

Upon being named Broker of Record as of July 1, 2018, our firm conducted a prescription program analysis with a projected 3-year savings of over $10 million. While conducting an eligibility audit, our firm discovered more than twenty deceased members still enrolled in the County's benefits program, rectifying the issue for a savings.

In 2020, our firm negotiated self-insured medical and prescription contracts resulting in a $9 million annual savings.

RWJ Barnabas (30,000+ covered employees)

Fairview Insurance was named Broker of Record in 2014 to manage life, Voluntary Life, Long-Term Disability, and Buy-Up Long-Term Disability. Our firm consolidated and implemented new ancillary plans, and saved RWJ Barnabas $5 million on their renewal, following their merger in 2014 (the largest hospital merger on record in the State of New Jersey).

Fairview Insurance has specified a dedicated team to service the client 24/7 in order to immediately expedite claims and liaison between carriers, in addition to continually auditing plans to ensure employees are covered properly.

CITY OF NEWARK
Mayor Ras J. Baraka

Department of Administration
Division of Personnel

Aondrette O. Williams, MHRM
Director

920 Broad Street, Room 212
Newark, NJ 07102
PH: 973-733-8008
Fax: 973-622-4906

A City We Can All Believe In

August 14, 2020

Fairview Insurance Agency Assoc., Inc.
25 Fairview Avenue
Verona, NJ 07044

Dear Ms. Smith:

It is with enthusiasm that I write this letter of recommendation for Fairview Insurance Agency Associates, Inc.

Fairview Insurance Agency has been the broker for our health benefits since the beginning of the year and we have been completely satisfied with their performance. They done an excellent job thus far and are very responsive to our inquiries and requests.

We are pleased with the way that Fairview conducts their business and are happy to recommend the services of Fairview Insurance Agency Associates, Inc.

Sincerely,

Aondrette O. Williams

Aondrette O. Williams

COUNTY OF MERCER

OFFICE OF PERSONNEL
McDade Administration Building
640 South Broad Street
P.O. Box 8068
Trenton, NJ 08650-0068
Phone: 609-989-6676 Fax: 609-989-6535

Brian M. Hughes
County Executive

Kelvin S. Ganges
Chief of Staff

Lillian L. Nazzaro, Esq.
County Administrator

Raissa L. Walker
Personnel Director

August 25, 2020

Fairview Insurance Agency Assoc., Inc.
25 Fairview Avenue
Verona, NJ 07044

Dear Ms. Smith:

I would like to take the opportunity to offer a formal recommendation for Fairview Insurance Agency Associates, Inc.

Mercer County has been working with Fairview Insurance Agency Associates, Inc. since 2016. It is without a doubt that in the last four years, Fairview Insurance Agency Associates have proven themselves helpful, efficient, and effective in providing their services to our organization.

Mercer County's experience with Fairview Insurance has been nothing but positive so it is my pleasure to offer this letter of recommendation.

Sincerely,

Raissa L. Walker
Director of Personnel

TOWNSHIP OF IRVINGTON
DEPARTMENT OF ADMINISTRATION
MUNICIPAL BUILDING - CIVIC SQUARE
IRVINGTON, NJ 07111
Tel. (973) 399-6621 Fax: (973) 399-6766

Anthony Vauss
Mayor

Musa A. Malik
Business Administrator

September 1, 2020

Fairview Insurance Agency Assoc., Inc.
25 Fairview Avenue
Verona, NJ 07044

To Whom It May Concern:

It is with enthusiasm that I write this letter of recommendation for Fairview Insurance Agency Associates, Inc.

Fairview Insurance Agency has been the broker for our health benefits since 2015 and we have been completely satisfied with their performance. They done an excellent job thus far and are very responsive to our inquiries and requests.

We are pleased with the way that Fairview conducts their business and are happy to recommend the services of Fairview Insurance Agency Associates, Inc.

Sincerely,

Musa A. Malik
Township of Irvington
Business Administrator

Fairview Insurance Agency Associates, Inc.
Service Overview

At Fairview Insurance, we pride ourselves on our client care and support. Our goal is to make all transitions as seamless as possible to you and your employees. We also strive to ease the administrative burden to the client by taking on much of it ourselves; in fact, we instruct all clients and their membership to make us their first point of contact, not the carriers. Many of our competitors are only available for assistance once the carrier has been contacted and the result is dissatisfying. Our service, support, knowledge and experience are unparalleled in the industry.

Our agency recognizes that governmental insurance is a unique specialty. It is our job to balance the financial needs of the entity while satisfying the needs of the employees. Below is a brief description of the services provided to administrative staff as well as the employees.

EMPLOYER SUPPORT SERVICES

Client Service Support. Our dedicated account management team will provide the same level of support to the administration as its employees. We are also available for any type of union negotiation or communication for all employee benefits.

Fairview Insurance has on-line access to our carriers, allowing us to complete all additions, terminations, status changes, and other services. All documentation is stored in our secure office data management system for future reference and tracking. Additionally, we are available upon request to provide billing support or onsite employee inquiries / meetings.

Onsite Wellness. Fairview Insurance recognizes that insurance costs are rising faster than the rate of inflation. These increases create an incredible financial crisis for employers. With the recent budget constraints, entities need to find ways to lower costs or be faced with dramatic layoffs, furloughs, and other departmental cuts. It is imperative as your insurance broker that we present out-of-the-box solutions to lower these skyrocketing costs. That is why Fairview Insurance sponsors an Onsite Wellness Program through Wellness Coaches USA.

The onsite wellness coaching model consistently drives significantly higher levels of improvement in employee population lifestyle behaviors and associated health risk factors than any other model in the workplace wellness marketplace – a remarkable 110 health risk factors improved for every 100 eligible employees (plus substantial reductions in the incidences and cost of workplace injuries.)

- ✓ Leader in Onsite Wellness and Health Coaching
- ✓ Proactive approach in reducing health care costs
- ✓ Exceptionally high levels of employee engagement in efforts to improve health

We feel this proactive service is the key in controlling costs, both as an immediate and long-term approach. Results will be a large-scale improvement in employee lifestyle behaviors as related to nutrition, eating habits, exercise, smoking, etc. That is why Fairview Insurance is proud that this wellness program, with an 80%+ employee engagement level, full achieves this workplace wellness goal more successfully than ever before possible.

Employer Education / Notification. We ensure our clients are notified of all pertinent employee benefit legislative changes, including changes in the NJ State Health Benefits Program, COBRA, and ERISA, if applicable. We also handle Chapter 375 (Dependent to Age 31) and RDS (Medicare Part D) assistance on behalf of our clients and keep administrators informed of any legislative changes. Should a carrier change their policy or procedures, we ensure our clients are aware of such changes and notify employees where applicable.

We also inform our clients of any legislative or pertinent employee benefit related seminars. We constantly attend seminars to stay current in this industry, and we receive continuous updates that we will forward to appropriate administrators.

Health Fairs and Open Enrollment Meetings. Fairview Insurance administers health fairs for our clients upon request. We will incorporate blood pressure readings, massage therapy, healthy food, healthy lifestyle updates, and many other services.

PLANNING & NEGOTIATION CAPABILITIES

Insurance Trends. Fairview Insurance recognizes that servicing a public sector client poses unique challenges. We constantly stay updated on changes in federal and state legislation, as well as potential changes of legislation that may affect public entities. We receive and monitor these updates on an ongoing basis and report them to our clients.

Physician / Provider Network Analysis. In the event that a change in carrier is warranted, Fairview Insurance obtains network GEO Access and Disruption Reports for all providers used by the members during the most recent 12-month period. GEO Access reports will illustrate how many providers in a specific area participate with each carrier. A Network Disruption Report will then illustrate how many providers participate with a specific carrier compared to your current carrier. In addition to proposed premium, both reports will help to ascertain which carrier or carriers may be the best fit for the client.

Annual Benefit Renewals. Fairview Insurance works with the client to develop and administer an effective business plan for annual benefit renewals. We will work closely with the incumbent carrier to provide renewal proposals 60 - 90 days in advance of the renewal date. We will analyze all pertinent information, including the claims experience, plan structure, and rate increases. We will then effectively market the program to the appropriate competing carriers to provide you with the best network, administration, and financial feasibility. Once we evaluate all bids received, we will provide various alternate options, including proposals from other carriers using the same and alternate benefit plan designs.

We will then meet with the necessary parties to discuss our business plan for the entity's benefit renewal. All information is presented in a clear and concise format to all necessary parties in a timely manner.

Furthermore, we routinely receive information from carriers regarding the medical loss history of the group. This helps us to determine if the group is trending well, and if not, it allows us to assess what measures to take. Factoring in national trend and what the marketplace dictates, the medical loss history allows us to project any premium increase at renewal.

Negotiating the Best Rates. We are extremely effective at negotiating the best possible rates as well as the best possible cash flow incentives/alternatives at the time of initial enrollment and/or annual renewals.

For example, during one of our client's previous renewal periods, we initially negotiated the renewal from a 24% increase down to an 11% increase. Recognizing that they still had budgetary constraints due to pension debts and standard increases, we were then able to negotiate a 30-day deferral, which provided the client with an additional $500,000+ positive cash flow for that year. The deferral was paid back over twelve installments during the next year.

Another client had received a 38% increase initially which we negotiated down to a 19% increase. We then negotiated the 19% increase to a 15% increase with a 4% callable. The 4% callable amount was contingent upon the entity's Medical Loss Ratio (MLR) performing higher than 85% for the next contract year.

Innovative and Cost Effective Plan Designs. Fairview Insurance develops innovative and cost effective measures that are realistic options for our public sector clients. For example, we have presented the implementation of a Health Reimbursement Arrangement (HRA) to many of our clients. Under the 1981 PERC case, City of Newark FMBA vs. City of Newark, it was determined that program administration can be grieved. We recognize that programs like HRAs would be deemed a change of administration and would require negotiation with union leadership. To avoid such grievances, we analyze utilization reports to determine how to structure these programs in a manner that is economically feasible and then convey such information to union leaders so that they can understand and support the proposed program.

EMPLOYEE SUPPORT SERVICES

Customer Service Support. Fairview Insurance Agency was built around service. The client will have one dedicated account manager and one backup account manager from our office available to them Monday through Friday during normal business hours. The account manager will be responsible for all inquiries and issues, including claim appeals, benefit discrepancies, and other services. The account manager and the support staff have direct contacts at the carriers which enable us to "cut through the red tape" and resolve issues in a timely manner. Furthermore, any inquiry or issue that is brought to our attention is documented along with all responses and results. We keep all documentation in an employee file in our secure HIPAA compliant system for future reference.

Employee Benefits Website. Each employee and dependent is granted access to Fairview Insurance's comprehensive online benefits portal, which is provided via Web Benefits Design. Members have access to plan summaries and documents, enrollment forms, health and wellness resources, and more. A live demo is available at http://demo.mybensite.com/fairview_rg

Access to Human Resources Tools. Our firm provides each of our clients with login information for HR Genius, an award winning online Human Resource and Benefits Library provided by HR360. Please see the attached sample HR Genius website for more information. You may also participate in a live demo of the site by visiting http://www.mybensite.com/hrgenius

Username: fairviewdemo **Password**: hrgenius

FAIRVIEW'S TOP 5 CAPABILITIES
FOR EXECUTING TIMELINE FOR NJTA

1.

CELEBRATING 50 YEARS: 1970 - 2020

Fairview Insurance Agency Associates provides customized insurance plans, employee benefits and financial planning services for individuals, companies and public entities. Our longevity, depth of experience and reputation for friendly, personal service have contributed to the position we hold today as one of the leading insurance agencies in the mid-Atlantic, with annual premiums of more than $250 million.

2.

NETWORK DISRUPTION ANALYSIS CAPABILITIES

Conducted by TPA's, Fairview provides the data and the TPA in turn provides us which doctors are not in network and which doctors are gained because of the switch

3.

DISCOUNT ANALYSIS CAPABILITIES

Fairview's TPAs and leased Networks will provide Discount Guarantees and Performance Guarantees, requiring the follow information to provide a true dollar analysis: Provider Tax ID Number | Provider Name | Provider Address | Provider Specialty | Number of Patients | Number of Services | Provider Charges | Provider Paid | Current PPO – AmeriHealth, PHCS, Multiplan, etc. | Current PPO Status – In or Out of Network

4.

PRESCRIPTION FORMULARY DISRUPTION ANALYSIS

The Prescription Benefit Manager (PBM) of Fairview's TPA will provide analysis and member communication when a drug is coming off the formulary or changes in class. We have successfully negotiated on average a 28% rebated. Healthcare trends are typically 8.5%; however, TPAs can decrease medical trends as related to fraud, benefit abuse, etc. Retiree Healthcare is provided through our TPA/network or a Medicare Advantage program.

5.

LEGAL/COMPLIANCE (COBRA, HIPAA, PPACA, ETC)

In addition to having legal representation on retainer, Fairview Insurance is fortunate to have in-house legal officers as part of our regional and national team at Foundation Risk Partners.

PLAN MANAGEMENT
COMPREHENSIVE CLIENT SUPPORT

Our Plan Management process is comprised of a multi-stage approach that will deliver an immediate positive impact on the employer's organization and plan participants, and will allow for data-driven refinements along the way.

Strategy

Analyzing Your Long-Term Goals

Using participant data, our experts develop a strategy to achieve long-term benefits goals and priorities. Our recommendations are shaped by our deeper understanding of you and your employees.

Plan Design

Structuring Your Employee Benefits

Through data analysis and benchmarking, we optimize your annual renewal experience, identify cost-effective solutions and leverage our position in the marketplace to negotiate optimal, cost-controlled plan designs.

Execution

Day-to-Day Benefit Management

We remove administrative burdens. Our Account Managers, Specialists and Underwriters help execute the plan to ensure administrative efficiencies, increased regulatory compliance, and mitigation of risk exposures.

Our dedicated team of professionals continually reassesses the design, functionality, cost, risks and overall value of the entire health and welfare program, year-to-year, and for the long term life of the plan.

Employee Data Capture and Analysis through BenefitsVIP® advocacy and support center, employee engagement surveys and administration systems

Ongoing Claims Experience Review using Claims Dashboard on expected liability, contractual stop-loss obligations, fixed costs and budget forecasts

Trends and Cost Driver Identification evaluated against business goals and analytics

Benchmarking on plans, utilization costs, demographics

Funding Alternatives for minimum premium, level funding, self-funding and pricing based on risk tolerance, cash flow requirements and group size

Plan Marketing/Renewal Negotiations using Claims Dashboard to provide projections for a *no-surprise* renewal; Underwriters uncover anomalies within a carrier renewal calculation to provide superior negotiating strength for the most cost-effective rates/design

Annual/Multi-Year Program Design with long-term strategies to achieve cost control/value

Plan Implementation/Ongoing Support of tasks, roles and timelines

Open Enrollment Support for contracts, amendments, summary plan descriptions, employee meetings, enrollment materials, carrier and vendor deliverables

Compliance Risk Mitigation to keep plans compliant and current of changes in laws and regulations impacting benefits

Participant/HR Advocacy through BenefitsVIP® advocacy and support center

Client and Participant Education through award-winning employee communications campaigns and materials; complimentary webinars, forums and conferences for ongoing client education; weekly thought leadership blog articles, videos and eAlert updates

Wellness and Disease Management of health and wellness programs

Vendor Management through metrics, service levels and best-in-class vendor partners

Performance Guarantees by establishing mutually agreeable standards and metrics for implementation, account management, customer services and processes

Examples of Healthcare Clients

- Fox Rehabilitation
- Brightpoint Health
- Deborah Heart & Lung Center
- Gurwin Jewish Nursing & Rehabilitation Center
- St Johnland Nursing Center
- University Physician Associates of New Jersey
- SERV Behavioral Health System
- Hospital Billing & Collection
- Long Island Select Healthcare, Inc.
- Henry J. Austin Health Center
- University Physicians Group

The HR Library Every Business Needs to Stay Compliant



Did you know that employees win lawsuits two-thirds of the time with the average employment practices verdict exceeding $250,000 and the cost of defense exceeding $100,000?*

Did you know that in a recent survey of companies, 57% said they had dealt with an employee-related lawsuit in the past five years?**

How do you protect your company from the time, expense and distress associated with employee-related lawsuits?

HR360 is the premier online HR Library, featuring thousands of pages of content, hundreds of downloadable forms and great new HR tools including an easy-to-use Job Description Builder.

The answer is easy… **HR360!** The one online HR resource every business needs. Our site features thousands of pages of content, forms and posters—it's like having a mini-HR department at your fingertips. HR360 includes:

- Employee Benefits — Federal and State guidelines and how-to information to help you stay compliant.
- Downloadable and Customizable sample Employee Handbook.
- Human Resource information including how to do performance reviews, interview, hire and terminate.
- Hundreds of downloadable forms, policies and checklists.
- Laws such as COBRA, ERISA, FMLA, HIPAA clearly explained.
- HR Tools such as the Job Description Builder and Salary Benchmarking tool.
- Downloadable federal and state posters.





All this content is provided in an easy-to-navigate, timesaving format that helps you stay compliant and ahead of the curve.

*source: hrthatworks.com, **source: findlaw.com

The One-Stop HR Resource Every Business Needs

For More Information Please Contact:

Fairview Insurance Agency Associates

(800) 372-2558

HR360 is the premier online HR library providing the comprehensive content, how-to guidelines and forms you need to stay compliant. HR360 covers an extensive range of topics including:



- Employee Benefits
- Human Resources
- Health Care Reform
- State Employment Laws
- Job Description Builder
- Salary Benchmarking Tool
- Sample Employee Handbook
- Recruitment & Hiring
- Hundreds of Downloadable Forms and Policies
- How to Hire and Terminate
- Performance Reviews
- Safety & Wellness
- Retirement Planning
- HR News Alerts
- States, Rates & Dates
- Frequently Asked Questions
- Glossaries of Terms

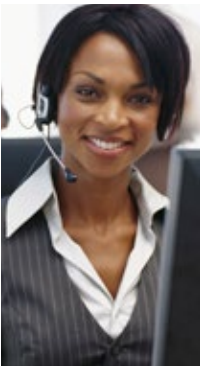
For More Information Please Contact:

Fairview Insurance Agency Associates

(800) 372-2558

BalanceWorks® Newsletter

November 2015 | Written by the work/life experts at **eni**






Healthy Holiday Habits

November marks the beginning of the joyous "holiday season". All the festivities do have a few negative side effects including lack of sleep, added stress, and holiday weight gain. The good news is that there are some tips and tricks you can utilize from Thanksgiving all the way through New Year's Day to keep you fit and full of energy!

Quality Shut Eye

Stick to your normal sleep schedule as much as possible. Even after attending a late night holiday party, try your best to wake up at the same time you normally do to preserve your regular sleep-wake cycle. If you are extremely tired, it's better to grab a quick mid-day nap than to "sleep-in".

Avoid eating 2 hours before bedtime. If you are starving before bed, avoid eating that leftover pumpkin pie or a spoonful of mashed potatoes. Instead reach for a light snack like fruit or granola.

Avoid caffeine and alcohol up to 4 hours before bedtime. Obviously, caffeine is a stimulant and will make it harder to fall asleep. Alcohol is a depressant, so although it may help you fall asleep initially, as soon as your body metabolizes the alcohol, it will disrupt your sleep and wake you up.

Your bedroom should be your sanctuary. Avoid the urge to decorate your bedroom with twinkle lights, a Menorah, or mini Christmas tree, as artificial light reduces your quality of sleep. Also, don't clutter your bedroom with wrapping paper, ribbons, or shopping lists. Leave the stress and many to-dos of the holiday season out of the bedroom, so it remains a calm and inviting atmosphere.

Reduce Stress

The holiday season is an extremely busy time. Don't feel obligated to attend every celebration you're invited to. Accepting all invitations may leave you exhausted and stressed. If you are feeling overwhelmed it's perfectly acceptable to politely decline.

Money is often a source of stress during the holidays. It helps to take a look at your budget at the start of the season and plan out exactly what you can afford in regards to gifts and hosting/contributing to holiday festivities. This will mitigate many unexpected expenses and will ensure you are not left in debt at the end of the season.

Leave time for yourself to de-stress. Pick something you enjoy that keeps you calm and centered and practice it for a few minutes every day. Try yoga, meditation, reading, taking a walk or cuddling with a pet.

For more information or support on staying healthy during the holiday season, contact the work/life experts at BalanceWorks® by calling:

1.800.327.2255

eni's BalanceWorks® program is a confidential 24/7 service provided by your employer to help achieve work/life balance.



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BalanceWorks® Newsletter

November 2015 | Written by the work/life experts at **eni**

Anything that makes you happy and calms your nerves will work!

Avoid Holiday Weight Gain

Keep in mind that it takes 500 extra calories per day to gain 1 pound so use the following technique to balance out food intake and prevent weight gain. If you do overeat at one meal, simply go light at the next meal. For example, if you LOVE Thanksgiving dinner and want to indulge, just be sure to eat a light breakfast and lunch.

Holiday buffets can lead to overeating. To keep calories in check fill your plate with the foods you love and skip those that are just OK and be sure to include healthy choices like fruits and veggies on your plate.

Be sure to bring something healthy to potluck dinners or lunches. This ensures that you can indulge in your own healthy dish while taking smaller portions of less healthy options.

Don't overindulge in alcohol as it adds empty calories and lowers inhibitions often resulting in over-eating.

Remember that it's fine to eat holiday treats like cookies and pies, just eat a small portion. Eat just enough to savor the scrumptious taste!

Remember to drink lots of water so you don't mistake thirst for hunger.

Finally, you can always find smart swaps for classic holiday meals and treats like this **Sweet Potatoes-Pecan Casserole** courtesy of the Food Network:

Ingredients

Cooking spray
3 1/2 pounds sweet potatoes (about 5 medium), peeled and cut into 1-inch chunks
1/3 cup honey
1 large egg
1 teaspoon ground cinnamon
1/4 teaspoon ground nutmeg
1/8 teaspoon ground ginger
Kosher salt
1 tablespoon packed dark brown sugar
1/3 cup finely chopped pecans

Directions

Preheat the oven to 350 degrees F. Mist an 8-inch square baking dish with cooking spray.

Bring a few inches of water to a boil in a pot with a large steamer basket in place. Put the sweet potatoes in the basket, cover and steam until tender, 20 to 25 minutes. Transfer the potatoes to a bowl and let cool slightly. Add the honey, egg, 1/2 teaspoon cinnamon, the nutmeg, ginger and 1/2 teaspoon salt; whip with an electric mixer until smooth. Spread the sweet potato mixture in the prepared baking dish.

Mix the brown sugar, pecans and the remaining 1/2 teaspoon cinnamon in a bowl; sprinkle over the potatoes. Bake until hot and beginning to brown around the edges, 40 to 45 minutes.

Per serving: Calories 160; Fat 4 g (Saturated 1 g); Cholesterol 25 mg; Sodium 180 mg; Carbohydrate 31 g; Fiber 3 g; Protein 3 g

For more information on staying healthy during the holiday season, contact the work/life experts at BalanceWorks® by calling

1.800.327.2255

eni's BalanceWorks® program is a confidential 24/7 service provided by your employer to help achieve work/life balance.

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Business Enterprises

My Benefits Marketplace

Home | Enroll Now | Medical | Dental | Vision | EAP | FSA | Life & Disability | 401k | Additional | HR | Contact Us | En Español

Home ■ Welcome ■ Welcome To Your Benefits Website

February 17, 2016

HOME MENU

- Welcome
- Your Benefits
- Communications
- Your Employee Rights
- COBRA
- Health and Wellness
- Health Resources
- New Hires

Welcome to Your Benefits Website

Welcome to the Business Enterprises Employee Benefits Website!

We encourage all of our employees and their families to become familiar with and use the resources offered on our customized Employee Benefits Website as often as possible. You will find that almost all of your questions and concerns can be addressed with a simple click of the mouse.

Inside, you will find detailed information about our current employee benefits program and all of the necessary benefit summaries, claim forms, enrollment forms, customer service numbers, frequently asked questions, and direct links to your on-line provider network directories. Just point and click on the subject of interest and "surf" to easy answers and access to your employee benefits.

Welcome! We look forward to helping you!



Benefits Presentation

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Attn: Luis Alamo, Vice President
55 Flanagan Way
Secaucus, New Jersey 07094
lalamo@alamoinsurance.net
Ph: (877) 552-5266 x108

PROFESSIONAL SERVICES SOLICITATION

FOR

INSURANCE BROKER SERVICES

Presented to:

TOWNSHIP OF WEST ORANGE

Ms. Paula Reynolds
Acting Purchasing Agent
Township of West Orange
66 Main Street
West Orange, New Jersey 07052

September 8, 2021

THIS DOCUMENT IS THE SOLE PROPERTY OF THE ALAMO INSURANCE GROUP, INC. THE INFORMATION CONTAINED HEREIN IS DEEMED CONFIDENTIAL AND PROPRIETARY. THIS PROPOSAL IS NOT TO BE REPRODUCED OR REDISTRIBUTED IN ANY MANNER WITHOUT THE PRIOR WRITTEN CONSENT OF THE ALAMO INSURANCE GROUP, INC.

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THE INFORMATION AND SUGGESTIONS PRESENTED BY ALAMO INSURANCE GROUP IN THIS REPORT ARE FOR YOUR CONSIDERATON IN YOUR LOSS PREVENTION EFFORTS. THEY ARE NOT INTENDED TO BE COMPLETE OR DEFINITIVE IN DISCOVERING OR IDENTIFYING ALL HAZARDS ASSOCIATED WITH YOUR BUSINESS OR PREVENTING WORKPLACE ACCIDENTS. YOU ARE ENCOURAGED TO ALTER THEM TO FIT THE SPECIFIC HAZARDS OF YOUR BUSINESS. NOTHING IN THIS REPORT IS INTENDED TO BE, NOR SHOULD IT BE RELIED UPON AS, LEGAL ADVICE. YOU SHOULD ASK YOUR LEGAL COUNSEL TO REVIEW ALL OF YOUR PLANS AND COMPANY POLICIES. THIS REPORT IS INTENDED ONLY FOR THE COMPANY LISTED ON THE COVER PAGE OF THIS REPORT AND ITS EMPLOYEES WITH A NEED TO ACCESS ITS CONTENT. THE REPORT SHOULD NOT BE DISSEMINATED, COPIED, OR SENT TO ANY THIRD PARTY WITHOUR THE PRIOR EXPRESS WRITTEN APPROVAL OF ALAMO INSURANCE GROUP.

INTRODUCTION

Introduction

This is a response to the Acting Purchasing Agent for Professional Services Solicitation as issued by the **Township of West Orange** for Insurance Broker services with a response due date of September 8, 2021.

The Alamo Insurance Group, Inc. specializes in comprehensive Health benefits programs and Risk Management/Loss Control services for non-profit organizations, governmental, private and public sector clients. Our firm represents employer groups with a total enrollment in excess of 250,000 covered individuals.

The Alamo Insurance Group has provided responses and attachments for each of the items noted in the required contents of proposal section of the solicitation document. Our responses are covered in eleven (11) sections of this Professional Services Response. Please note that our response meets all the requirements set forth by the **Township of West Orange**. We would welcome the opportunity to serve as Insurance Broker for your insurance program needs.

Our firm is committed to working diligently to achieve maximum savings for the client, while maintaining proper and quality insurance programs and services. Again, we are pleased to respond to the Professional Services Solicitation prepared by the **Township of West Orange** for the selection of Insurance Broker.

EXECUTIVE SUMMARY

Executive Summary

As a leading certified minority-owned full-service insurance broker and risk advisor, Alamo Insurance Group is devoted to finding the opportunity in risk. From risk identification and assessment to quantification and prioritization, to risk mitigation and financing — our approach lies at the core of a truly differentiated client experience.

With over 20 years of experience, Alamo Insurance Group has been licensed in up to 40 states. The Alamo Insurance Group continues to deliver the highest caliber of service and expertise to our clients which range from small businesses and organizations to large national companies in both the public and private sector.

With corporate headquarters in Secaucus New Jersey, The Alamo Insurance Group, Inc. has been personally guided by Luis Alamo, its principal, to its current eminent position through careful attention to detail and dedication in providing superior, cost-effective services that continually meet the ever-changing needs of present and prospective clients. This commitment to assisting small businesses, utility authorities, school boards, and municipal accounts manage risk is the hallmark of The Alamo Insurance Group, Inc.'s professional philosophy--performing the traditional insurance broker's function of planning and placing the appropriate insurance.

As a result of The Alamo Insurance Group's excellence in delivery of diverse products and services, it has developed relationships with several major insurance carriers, who specialize in services for public and private sectors. Building and maintaining honest, long lasting, consistent, and profitable relationships with our insurance market has enabled our organization to play a vital role in addressing its clients' insurance requirements. As dedicated brokers, we work diligently for our clients and recognize the tremendous values of generating sincere long-lasting relationships - not quick profits. Each client, large and small, has full access to all our expertise and capabilities, benefitting from Alamo's professional philosophy of putting the clients' needs first.

The Alamo Insurance Group, Inc. has an outstanding track record of proven experience that is integral to our success. The keys to meeting the unique needs of each and every client are creativity and innovation. Enabling the clients to minimize risk in a cost-effective manner is our goal. The Alamo Insurance Group, Inc. adheres to a rigid code of moral and ethical standards in its dealing with all clients and insurance carriers. It is this unqualified standard of business practice that encourages both clients and carriers to continue to have confidence in our ability to be a creative company, and to maintain that The Alamo Insurance Group, Inc. is exceptional at what it does.

The Alamo Insurance Group, Inc. is only as good as the sum of its individual parts. Alamo proudly employs dedicated, intelligent, experienced, and highly motivated insurance professionals who bring an innovative approach to their underwriting assignments. Their knowledge and expertise are complemented by their common desire to do the best for their clients. Unmatched in their search for the optimal insurance coverage for their continually growing roster of clients, it is their tireless efforts that have won praise and respect for The Alamo Insurance Group, Inc., and positioned this outstanding insurance agency to lead the industry into the future.

Business Philosophy and Approach

The Alamo Insurance Group, Inc. prides itself on using an approach that is free of preconceived ideas and business allegiances. We have no business or financial ties to any insurance companies, provider networks or other entities, other than the payment of commissions as Insurance Broker/Risk Manager.

Advantages of Working With the Alamo Insurance Group, Inc.

We believe our firm has many unique advantages in providing Insurance Brokerage/Consulting and Risk Management services to our clients. These include the following:

- Experienced brokerage staff and independent consultants
- Knowledge of SHBP and various funding arrangements
- Operations cost reduction/risk mitigation specialist
- Risk Management Services
- Data analysts with large group/public sector experience
- Experienced personnel to work with all levels of employees and management
- Web based manager and employee self service portals available to clients

Our goal and the mission of our entire staff is to add maximum value to all of our client relationships. Working in a rapidly changing and increasingly more complex environment, Alamo is dedicated to providing solutions to meet the ever-increasing needs of its clients.

By providing clients with innovative approaches and cost effective services allows Alamo to continue to accelerate the growth of our business successfully and provide our customers with the highest levels of service.

DESCRIPTION OF OVERALL EXPERIENCE

Description of Overall Experience

The Alamo Insurance Group, Inc. is a leading certified minority owned full-service employee benefits and risk management brokerage/consulting firm headquartered in New Jersey. With over 20 years of experience, our company provides brokerage and consulting services to both private and public sector entities in the areas of risk management, health benefits, and general insurance. We currently serve clients of all sizes, funding arrangements and sectors. Services provided to these firms include, but are not limited to:

- Workers Compensation
- Property & Casualty
- Safety & Loss Control
- Medical & Prescription
- Stop Loss/Reinsurance
- Administrative Services Only
- Dental Insurance
- Actuarial Reports Analysis/Interpretation
- Life and AD&D Insurance
- Disability Insurance
- Voluntary Benefits Suites
- Flexible Spending Accounts
- Employee Assistance Programs
- PEOSHA Compliance
- Operations cost reduction/risk mitigation

In addition, due to the rising demands of our clients regarding internet and HR technology, the Alamo Insurance Group, Inc., offers Benefits Administration Outsourcing Services though our HR Consulting division. The primary highlights of this division include:

Outsourcing solutions

- Call Center
- Carrier Billing
- Invoice Reconciliation
- Enrollment Support
- Fulfillment Services
- COBRA/HIPAA
- Flexible Spending Account (FSA)

Applications

- Benefits Administration Technology
- Employee Communication
- Enrollment
- Reporting
- Carrier Invoice and Billing
- Consolidated Billing
- Connectivity to Insurance Carriers & Other Systems

Our primary goal is to improve or maintain the same level of offerings in concert with keeping costs manageable to our clients. In today's marketplace this is an exigent undertaking, as insurance costs continue to rise. Through detailed analyses, we determine the appropriate needs of our clients and offer viable solutions for all insurance products. This includes updating our customers on local government action that will impact insurance costs.

Our team consists of insurance industry professionals with a wide range of backgrounds ready to service our customers. The team of experienced veterans in the insurance field work daily to ensure that all needs are dealt with effectively and efficiently. Our increasing base of experience and our growing record of accomplishments have helped to establish our organization as a leader in our field.

As each employer organization is unique, Alamo Insurance Group, Inc. provides innovative solutions based upon client demographics, objectives, and organizational structure. Of equal importance, we provide the administrative and technical support necessary for program viability.

It is essential to identify quality providers that will supply comprehensive administrative, organizational, and financial services. We can help make these determinations, in addition to the critical task of assessing existing insurance programs and benefit programs offered.

Most importantly, we maintain the ability to interact with existing professional agreements and organizations, at the client's direction, to ensure further program enhancement. Our focus is clearly to serve the **TOWNSHIP OF WEST ORANGE** in a most professional and competent manner through the delivery of value-added services.

Specific to employee benefits and general insurance, we can provide services including but not limited to:

- Plan Design Analysis
- On-Going Consulting Services
- Program Alternatives
- Preparation / Selection for Competitive Bid
- Early Retiree Reinsurance Program (ERRP) Filing
- Retiree Drug Subsidy (RDS) Filing
- Voluntary Employee Benefits
- Health Care Delivery System Innovations
- Cost-Effective Recommendations
- Internal Administrative Procedures
- Health Care Tax Credit Assistance
- Medicare Advantage Plans

Specific to risk management services, we can provide the following:

- Loss Review Analysis and Risk Evaluation
- Claims Management Procedures
- Telecom/Internet service review and marketing
- Preparation / Selection for Competitive Bid Process
- Risk Controls / Insurance Policies
- Energy Audit Reviews / Bid Processing
- Payroll service analysis and marketing
- Internal Administrative Procedures and Process

As a full-service insurance brokerage/consulting firm licensed in Life, Health, Accident, Property & Casualty, we represent the following, but not limited to, insurance carriers and insurance funds:

Aetna	Delta Dental	Oxford
Amerihealth	Express Scripts	Principal
Assurant	Eyemed	Prudential
Bay Oaks Group	Guardian	QualCare
Benecard	Hanover	Standard
Block Vision	Hartford	Sun Rx
Blue Cross Blue Shield	Health Net	Travelers
Caremark	Kaiser	United Healthcare
Chubb	Maxor	VSP
Cigna	MetLife	
Coventry	NVA	

Atlantic and Cape May Counties School Business Officials JIF	Atlantic County Municipal JIF	Bergen County Municipal JIF
Bergen Municipal Employee	Bergen Municipal Excess Liability	Burlington County Insurance Pool
Burlington County Municipal JIF	Camden County Municipal JIF	Central Jersey Health Insurance Fund
Central Jersey JIF	Diploma JIF	First Responder JIF
Garden State Municipal JIF	Gloucester, Cumberland, Salem School Districts JIF	Gloucester, Salem, Cumberland Counties Municipal JIF
Municipal Excess Liability JIF	Municipal Excess Liability Residual Claims Fund	Municipal Reinsurance Health Insurance Fund

NJ Community College Worker's Compensation Pool	New Jersey Counties Excess JIF	NJ Environmental Risk Management JIF
NJ Municipal Self-Insurer's JIF	NJ Public Housing Authority JIF	NJ School Board Association Insurance Group
NJ Utility Authorities JIF	Northeast Bergen County School Board Insurance Group	North Jersey Intergovernmental JIF
North Jersey Municipal Employee Benefits Fund	Ocean County Municipal JIF	Pooled Insurance Program of New Jersey
Professional Municipal Management JIF	Public Alliance Insurance Coverage Fund	School Alliance Insurance Fund
School Excess Liability Fund	School Pool for Excess Liability Limits	Somerset County Insurance Fund
South Bergen Municipal JIF	South Bergen Regional VII Workers Compensation Pool	Southern NJ Regional Employee Benefits Fund
Statewide Insurance Fund	Suburban Essex Municipal Joint Insurance Fund	Suburban Municipal JIF

Cost Consideration

As broker/agent or consultant, our firm works to ensure the cost-effectiveness and success of your program, annually reviewing appropriate alternatives and decisions.

We can be compensated on either a standard commission basis directly from the insurance carrier, insurance fund and/or service provider or on a fee basis from the client, depending on the client's wishes. There are no upfront costs and there is no minimum payment implied or requested.

HEALTH INSURANCE & BENEFITS

Health Insurance and Benefits

As health care reform continues to evolve on the national and state level, with varied insured and self-insured alternatives available for consideration, organizations must continue to be active in shaping benefit programs to meet their needs. Public and private businesses continue to feel the pressures of increasing insurance costs, while striving to provide a threshold level of benefits in a cost-effective manner. We can assist in meeting these goals.

Alamo Insurance Group, Inc. offers a complete spectrum of health benefits and insurance consulting. We enable clients to make more informed decisions based upon recommendations tailored to ensure each client success. We can provide this assistance in the areas of welfare benefits (medical, dental, prescription and vision plans), as well as life insurance, disability benefits, and retirement plans.
In broad terms, potential services for health care and insurance benefits analysis include the following:

- Develop long term strategies based on client need and our market experience negotiation
- Review of plan design and benefits levels
- Self funding alternatives and conventionally insured plans
- Network, cost containment, and service area review
- Program administration and communications
- Preparation and marketing of RFP's (Request for Proposals)
- Present marketing findings to appropriate committees
- Attend meetings with collective bargaining units and other meetings as requested by client

Alamo Insurance Group, Inc. will focus specifically on total program expenditures and benefit levels, as directed by the client. We maintain the ability to work with other professionals or independently to develop a benefits plan to meet the specific needs of each client.

While we may be retained for specific projects or tasks designed to enhance existing benefit programs and produce cost savings, we may also be retained to provide ongoing services. In fact, as health care options continue to evolve, the implementation of managed care alternatives to support existing benefits programs has become crucial. We can assist in an ongoing capacity by providing professional assistance to the client, including:

- Liaison services between client and insurer
    1. Discuss Claim and administrative problems.
    2. Claim Problems
    3. Coordinating with carriers to make sure contracts are completed
    4. Participate in employee meetings
    5. Working with carriers to review, finalize, and deliver booklets/certificates on a timely basis
    6. Negotiate annual health renewal and prepare renewal presentation
    7. Monitor carrier compliance within scope of contract with client
- Utilization review
    1. Analyze Utilization Patterns for frequency of utilization by illness, etc.
    2. Complete a utilization summary on insurers data
    3. Cost projections based on past experience and current industry trends

- Provider discounts
- Benefit design additions
- Voluntary Benefit Plans
- Flexible Benefit Plans
- Non-Discrimination Testing
- Retirement and Savings Plans
- Financial and Executive Benefit Plans
- Human Resources Consulting
- Benefit communications and Document Changes
    1. Explain new benefits programs
    2. Providing descriptions of changes in benefits
    3. Preparing documents and SPD's
    4. Flexible Spending Account Document

In short, we can produce cost-effective results to improve your organization's employee benefit programs.

Sample Health Benefits Project Outline

1. Review and inventory current insurance documents for:
    - Medical benefits
    - Dental Plan
    - Prescription Drug Plan
    - Vision Plan (if applicable)
    - Voluntary benefits
2. Analyze current budget expenditures program costs and funding
3. Analyze Premium versus Claims reports for each plan
4. Calculate per-employee claims costs for each plan
5. Assess the funding vehicles and administrative charges for each of the insurance contracts and administrative services agreements
6. Review loss history reports.
7. Prepare and conduct market request for proposal
8. Forward recommendations on design, funding and administration
9. Implement program changes at direction of client

Regulatory Compliance

Alamo Insurance Group, Inc. will provide information related to legislative changes as they relate to Employee Benefits and The Human Resource Function. We monitor federal and state government legislation and inform our clients on what effect the legislation may have on the clients program and what actions should be taken.

We also assist in the writing and development of technical brochures and technical sections to employee handbooks. We can also provide language for rule revisions in the New Jersey Administrative Code or other written materials. The following are examples of legislation that have and continue to impact:

***Benefits*:**

- Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- Cafeteria Plans
- ERISA Annual Reporting and Disclosure
- EGTRRA Changes
- COBRA
- FMLA
- ADEA
- Mental Health Parity
- Women's Health and Cancer Rights Act
- Newborn's and Mothers' Health Protection Act
- Extension of Coverage for Dependents to age 30
- Civil Union Act
- Health Care Reform

Employee Benefits Services

Our range of value-added services includes delivering you custom solutions for all your health care management needs, including benefit plan analysis, contribution strategies, health & wellness education and training, claims analysis, and developing employee policies and consumer-driven programs.

- Compliance Resources
- Human Resources Education, Tools and Forms
- Enrollment Tools
- Employee Benefit Communications
- Workplace Wellness
- Retirement Plan Support
- Education & Training
- Complimentary Technology Solutions
    - Client Portal
    - HR Connection
    - Decision Master Warehouse
    - PlanAdvisor

RISK MANAGEMENT SERVICES

Risk Management Services

The Alamo Insurance Group, Inc. prides itself on using an approach that is free of preconceived ideas and business allegiances. We have no business or financial ties to any insurance companies, provider networks or other entities, other than the payment of commissions and/or Risk Management fees as Broker of Record or Consultants, respectively.

We are offering you our expert evaluation of the funding and operation of your Property/Casualty Program, including Self-Insured Workers' Compensation, with the goal of presenting recommendations to you for ways to improve your program and contain costs to the fullest extent possible. This will involve, but is not limited to, an analysis and review of all available data and processes in the following key operational areas:

Assistance to the ***TOWNSHIP OF WEST ORANGE*** in evaluating its exposure and recommend professional methods to reduce, assume or transfer risk or loss:

- Explanation of the ***TOWNSHIP'S*** various insurance coverages and assist the ***TOWNSHIP OF WEST ORANGE*** in the selection of appropriate coverage

- General assistance in the preparation of applications, statement of values, vehicle schedules, etc., as required by the insurance companies

- Review the ***TOWNSHIP OF WEST ORANGE'S*** premiums and loss funds and assist in the preparation of the ***TOWNSHIP OF WEST ORANGE'S*** **insurance** budget

- Assistance in reviewing loss and engineering reports, including general advice to the Safety Committee with respects to containing loss dollars

- Attendance and participation at Safety Committee meetings, as requested, to assist in promoting safety objectives and goals

- Review Certificates of Insurance requests from third parties

- Assist, when required, in the settlement of claims, with the understanding that our risk management services does not include services normally provided by a public adjuster or third-party administrator

- Assist and provide any other risk management related services required by the ***TOWNSHIP OF WEST ORANGE***

- Experienced personnel to meet with management, employees, collective bargaining teams and other professionals

- We will act as a liaison between the ***TOWNSHIP OF WEST ORANGE*** and all service providers for lines of coverage for which we are the Risk Management Brokers/Consultants, and as requested by you

- Attending meetings with the Superintendent, Business Administrator, Council, and others, as requested

- Keeping the ***TOWNSHIP OF WEST ORANGE*** informed as to developments affecting its insurance coverages

- Make recommendations regarding the insurance policies in effect and monitor the third party administrations services

- Review the ***TOWNSHIP OF WEST ORANGE'S*** self-insured, workers' compensation program, excess coverage, claims administration, medical review networks and PPO's and safety services

- Prepare bid specifications, with approval, for the ***TOWNSHIP OF WEST ORANGE'S*** property/casualty and third-party administration services

WEBSITE PORTAL
&
COMMUNICATION TOOLS

Employee Benefits, Property & Casualty Risk Management Consulting and Brokerage Services



Presented to:

where invention lives
WEST ORANGE
New Jersey

Executive Summary

Alamo Insurance Group combines over 22 years of experience with leading-edge products to provide exceptional service and value to our customers. We provide a full range of brokerage services such as employee benefits, including health, life, disability and payroll deduction personal lines programs, as well as property and casualty, and risk management services for commercial property; automobile liability and physical damage; workers' compensation; excess liability; marine; specialty coverages and surety.

Headquartered in New Jersey, we think globally but act locally, with personal services designed specifically for each individual client. Alamo Insurance Group shares information and resources with national networks of brokers to ensure we can meet your every need and find answers to your questions quickly and efficiently.

Our Value Proposition

Our goal is to achieve a long-term relationship focused on bringing value to your employee benefits management and risk management insurance programs. We are committed to utilizing our collective talent to support your insurance goals.

We promise to identify activities that drive claim frequency, and implement an action plan to control health care costs and promote a healthy work environment for your employees. Further, we will deliver to you the highest quality property and casualty insurance programs and strategic planning consultation services in a manner that is most suitable to achieving your business goals.

Carrier Analysis/Situation Analysis

You face many employee benefit challenges, including internal resources, time management, employee education, compliance with federal and state legislation, trend increases, pharmacy costs and increased litigation activity. This demanding environment dictates a change in the way you purchase and manage your insurance programs. In order to compete in your marketplace you must adopt a total cost of employee benefits management philosophy based on data-driven decisions and globally positioned communications. We specialize in evaluating, negotiating with, and recommending insurers and providers to our clients, and we employ rigorous selection criteria and performance objectives when considering a vendor.

Plan Implementation

Securing the best insurance package for your business begins with planning. Analyzing all your risks is critical to successful implementation of your employer group benefits. Alamo Insurance Group will partner with you by providing ongoing assistance, consultation and service that will help you control your insurance expenses, choose the best plan to fit your company's needs and promote health care consumerism.

Data Analysis

Data analysis allows you to manage and reduce your claims activity. By analyzing your losses with a sophisticated data analysis tool, we can help you develop cost containment strategies and employee communication campaigns that will target areas with the highest potential to reduce high-dollar claims and high utilization.

Communications

Understanding the increased complexity of employee benefits is a challenge. Staying abreast of the issues you face and developing strategies to meet the constant demands of business can give you a competitive edge. Alamo Insurance Group's communication programs will help you stay on top of the changes affecting the employee benefits industry.

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Employee Benefits Services

Our range of value-added services includes delivering you custom solutions for all of your health care management needs, including benefit plan analysis, contribution strategies, health & wellness education and training, claims analysis, and developing employee policies and consumer-driven programs.

Compliance Resources

Do you find it difficult to keep up with legislation affecting insurance, your industry and your business? Alamo Insurance Group can provide *Legislative Brief* educational articles to help you understand important regulations and stay in compliance. Our materials cover health care reform, COBRA, HIPAA, FMLA, Medicare Part D, ADA, state-specific legislation and more.

Human Resources Education, Tools and Forms

We offer the support that your HR department needs, including educational articles on important HR issues, plus tools such as surveys, checklists, letters and forms. In addition, we can provide a comprehensive employee handbook and help you develop policies unique to your company.

Employee Satisfaction

Employee satisfaction is paramount to retaining top employees. Alamo Insurance Group can help you measure employee satisfaction and engagement, plus develop strategies to improve these areas. In addition, you'll have access to fully customizable benefits statement to educate employees on the full value of their benefits and increase employee appreciation of their total compensation.

Enrollment Tools

Open enrollment is an overwhelming time for HR departments and employees alike. Our educational materials, tools and communications can help streamline and simplify the process for your company and employees.

Employee Benefit Communications

Many employees don't take full advantage of their benefits because they don't understand them. Educate employees about your benefits and how to best use their plan with a range of materials from Alamo Insurance Group. Plus, our communications can help employees understand how various laws impact them and their families, such as health care reform, COBRA and FMLA.

Workplace Wellness

Alamo Insurance Group is committed to helping you implement workplace wellness initiatives that will reduce health care costs and increase employee productivity and satisfaction. We can build and customize a wellness campaign specific to your company and employee needs. Through our online services, we can provide payroll stuffers, posters, employee newsletters and educational flyers on health and wellness, designed to help you drive consumerism in your workplace.

Managing Health Care Costs

We all know that health care costs continue to be a serious problem; Alamo Insurance Group can help. If you have or plan to implement an HSA or HRA plan, we have the resources to support you every step of the way, from design to implementation to employee education. Plus, we offer materials to help employees become smarter health care consumers and promote consumerism strategies that can drive costs down.

Controlling Your Pharmacy Costs

With drug benefit costs continuing to rise each year, exploring cost-cutting solutions for your pharmacy benefits is more important than ever. Repair your pharmacy benefits program with ZywaveRx™, from Alamo Insurance Group. With ZywaveRx, we provide you access to exclusive, extremely favorable terms for your pharmacy benefit plan that include deep pharmacy discounts, generous rebates, and access to the expertise and resources you need to manage your pharmacy benefits.

Plan Design Resources

Choosing the right plan design is vital, both in terms of cost and to stay competitive with your recruiting and retention efforts. We offer a series of educational articles covering various plan design types and topics, including voluntary benefits. In addition, you'll have access to valuable benchmarking information, so you can see how your plan offerings compare to other employers.

Retirement Plan Support

Retirement plans can be complex to administer, confusing to employees, and come with a host of legal obligations and regulations. Simplify with Alamo Insurance Group resources. We offer informational articles for plan sponsors, along with tools to educate and promote your offerings to employees.

Education & Training

We provide exceptional service through our education and training opportunities. Our employee seminars are designed to help educate employees, promote health care consumerism, and reduce high claim utilization and high-dollar claim expenses. They also provide an atmosphere for team building. Together, we can determine the topics that best suit your needs. We also will provide you with educational articles and newsletters to keep you informed of hot benefits and HR-related topics.

Employee Benefits Services

Technology Solutions

At Alamo Insurance Group, we continually look for innovative benefits management resources and value-added services to ensure your satisfaction. We use state-of-the-art technology to deliver these products and services to you.

Client Portal

We offer our clients a Web-based client portal that allows you to access information and resources from our agency online, participate in Employee Benefit surveys to find out how you compare to others from around the country, and easily connect with a nationwide network of industry peers.

Could your HR department use a little extra support? Whether you're looking for ready-to-print employee flyers featuring targeted health and wellness issues or searching for legislative information, the client portal provides the resources and tools to help streamline your everyday work tasks, available 24/7.

How do you access your employer group benefits at-a-glance? We offer a one-stop information center that allows you to view your agency's benefit plan information online.

HRconnection®

Our HRconnection tool is a powerful employee communication portal website, featuring countless ways for you to educate and empower your employees.

It is an easy-to-use employee website that serves as a custom company information and employee benefits resource. For employees, it provides 24-hour access to company and benefits information from any computer with Internet access. For employers and human resources personnel, HRconnection increases productivity and cost savings by providing employee self-service and improving employee communication efforts.

HR Hotline

The HR Hotline is a service staffed by HR professionals, available by phone or email, to answer your HR-related questions. As a valued client, you will have access to personalized, professional HR consultation and expertise every month, where you can ask about topics such as:

- Employee benefits
- Leaves of absence
- Federal compliance
- State employment law
- Wage and hour issues
- Discipline and terminations
- Recruiting and hiring
- Employee relations
- Workers' compensation
- Investigations
- Performance management

In addition to answering your pressing HR questions, the HR professionals will refer you to relevant content to help you execute on their expertise.

Alamo Insurance Group

FULL SERVICES OVERVIEW



ARE YOU LOOKING FOR A COMPREHENSIVE INSURANCE SOLUTION?

- Tackling compliance, risk management and employee benefits can be complex and time-consuming. We have resources that help you manage these tasks and protect your bottom line.

DO YOU WANT TO SAVE MONEY ON YOUR EMPLOYEE BENEFITS AND STILL ATTRACT AND RETAIN TOP TALENT?

- We provide a variety of value-added professional services to our clients that reduce customer costs, increase efficiency and improve employee satisfaction.

ARE YOU TAKING THE PROPER STEPS TO REDUCE YOUR ORGANIZATION'S TOTAL COST OF RISK?

- Staying up to date with all the rules and regulations governing property and casualty insurance—while also reducing your organization's risks—is a hefty task. We offer attorney-reviewed resources to help you stay in compliance and ensure your organization's safety and continued success.

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http://www.alamoinsurance.net
55 Flanagan Way, Secaucus, NJ 07094

ALAMO INSURANCE GROUP INC

COMPLIANCE BULLETINS

The Compliance Bulletins provide timely, essential information on the latest legal updates. These newsletters cover a variety of legislative topics, including health care law and federal agency health and safety standards.



NEWSLETTERS

Remaining informed on a variety of legislation and trending industry topics is easy with our regular newsletters. These newsletters feature concise summaries of rule changes and other topics to help you catch up with the latest information.



INTERACTIVE TOOLS

Our suite of multifunctional tools allows for the evaluation of various industry pain points. Many of these tools can be customized for your organization's specific needs.



EMPLOYER RESOURCES

We have thousands of employer-facing materials that can help you understand a number of topics. Whether you need tips to create the perfect workplace program or a guide on a new insurance topic, we have all of the easy-to-read resources to keep you updated.



EMPLOYEE COMMUNICATIONS

Promote various workplace topics with flyers, newsletters, bulletins and employee guide to keep health and safety top of mind.



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Alamo Insurance Group

BENEFITS SERVICES OVERVIEW



ARE YOU UP TO DATE ON RELEVANT NEWS AND EMPLOYEE BENEFITS LEGISLATION?

- We make it easy for you by distributing benefits newsletters that explain changes in legislation and how those changes affect your organization.

HOW OFTEN DO YOU HEAR FROM YOUR CURRENT BROKER?

- Open enrollment won't be the only time you hear from us. We'll email you regularly and provide you with monthly newsletters and timely industry updates to keep in touch and let you know we're here to help.

ARE YOUR EMPLOYEES GETTING THE MOST OUT OF YOUR BENEFITS PROGRAM?

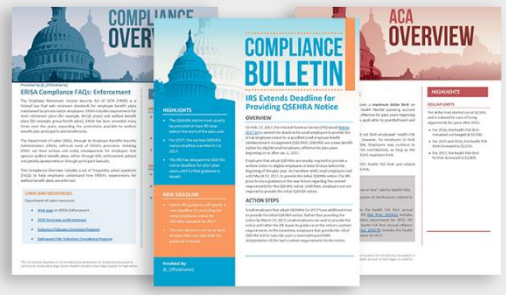
- An attractive benefits package won't help you retain employees if your employees aren't aware of your benefits offerings. Our agency can deliver the resources—including informational articles, videos and infographics—you need to effectively communicate with your employees about benefits offerings and enrollment.

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ALAMO INSURANCE GROUP INC

COMPLIANCE AND LEGISLATION

Stay in compliance with our easy-to-read, attorney-reviewed resources. We can provide timely Compliance Bulletins, comprehensive overviews and newsletters to help you comply with and understand employee benefits rules and regulations.



HUMAN RESOURCES

Acknowledging and overseeing the needs of your workforce can be tough. Take a look at various HR-related articles, employee handbooks, employee communications, forms and benefits statements to help you remain an employer of choice.



PLAN ADMINISTRATION AND STRATEGY

With dozens of sample plan designs and timely benchmarking data, we'll help you find the plan that is right for your employees and your organization's bottom line.



EDUCATIONAL RESOURCES

Understanding the vast array of employee benefits terminology, legislation and plan options can be complex and time-consuming. Choose from hundreds of educational resources that are designed to make these concepts easy to understand.



EMPLOYEE COMMUNICATIONS

Tackle your mounting employee communication concerns with customizable benefits announcements, employee newsletters, and health and wellness resources.



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Property & Casualty Services

Areas of Specialization

Industry Focus

- Manufacturing
- Construction
- Service
- Public Sector
- School Districts
- Healthcare

Risk Management

- Automobile Liability
- General Liability
- Property
- Workers' Compensation
- Ocean Marine
- Umbrella/Excess Liability
- Foreign Liability
- Alternative Risk Financing
- Captives
- Product Recall
- Cost of Risk Assessments

Loss Control

- Data Analysis
- Workplace Assessment
- Training and Education
- Safety Committee Development/Support
- OSHA Compliance Assistance
- Mod Verification/Projections
- Injury Review
- Ergonomics

Claims Alignment

- Cost Containment Strategies
- Claim Reserve Review
- Client Advocate
- 24-Hour Claim Reporting
- Loss Analysis
- Loss Projections

Property & Casualty Services

Our range of value-added services includes delivering you custom solutions for all of your property-casualty needs, including: exposure analysis, retention analysis, claims analysis, loss control techniques, OSHA compliance and reporting, safety education and training, and developing safety policies and programs.

Risk Management

- We promise to identify your exposures to loss.
- We promise to examine and recommend alternative techniques to control your loss.
- We promise to implement and monitor the techniques we recommend.
- We promise to seek continuous improvement.

We have many tools and resources available to help you achieve your risk management goals.

Exposures

- Is your property valued correctly?
- Do you have employment-related issues?
- Do you have workers' compensation issues you don't know how to address?
- Is your net income protected?
- How much insurance do you need to protect your net income? Your assets?
- What deductibles should you have?

We will not take your business for granted. We promise to learn all we can about your business so we can provide you with expert recommendations and solutions to minimize exposures.

Loss Control Techniques

- How can you avoid loss?
- How can you reduce the potential for loss?
- Can you separate your losses?
- Can you transfer risk through contracts?
- Did you know that 75% of commercial insurance expenses are claims-driven?

We promise to explore the answers to these questions and many more with you. We promise to look for ways to reduce your claims-driven expenses through aggressive cost containment strategies.

Property & Casualty Services

OSHA

- What is a recordable incident? What is not?
- How can you prepare for an OSHA inspection?

Our OSHA incident analysis system is designed to drive down your cost of compliance. Our tools and resources, such as easy-to-understand flowcharts, spreadsheets and online OSHA reporting and analysis, allow you to trend your performance over time and compare it against national benchmarks on a SIC code basis.

Communications

Alamo Insurance is committed to keeping you and your employees informed. Through our online services, we can provide you with payroll stuffers, workplace posters, ready-to-use employee newsletters, and safety alerts designed to help you control and avoid work-related losses.

Education and Training

We provide onsite management and employee seminars. They are designed to help you increase safety and reduce losses, and they provide an atmosphere for team building. Together we can determine the topics that best suit your needs.

Risk Management

Do you find it difficult to keep up with legislation affecting insurance, your industry, and your business? Do you need help recognizing and assessing all the trends that may have an impact on your business? Our *Risk Insights* publication helps you understand the latest issues affecting property and casualty insurance, and to address those issues.

Safety Handbooks & Policies

We are committed to helping you foster a safety-minded environment for your employees. Our dedicated staff of professionals will help you develop and implement safety handbooks and policies to promote your safety culture to your entire workforce.

Claims Analysis

Trying to control your claims experience can leave you feeling powerless. We can help. Our tools and resources help you respond to, track, and manage losses as they occur. We can also analyze your aggregate loss history to determine where significant losses occur, and develop strategies to mitigate them.

Property & Casualty Services

Technology Solutions

At Alamo Insurance, we continually look for innovative risk management resources and value-added services to ensure your customer satisfaction. We use state-of-the-art technology to deliver these products and services to you.

Client Portal

We offer our clients access to a branded portal, a Web tool that allows you to collaborate with our agency online, participate in P&C surveys to find out how you compare to others from around the country, and easily connect with a nationwide network of peers in your industry.

How do you currently support your safety initiatives? Whether you're looking for ready-to-print flyers that feature targeted safety issues to employees or searching for workers' compensation information, we combine information and collaboration tools, including document posting, to help streamline your everyday work tasks. You can quickly source insurance-related news, information, and resources 24/7.

How are you currently recording your OSHA incidents? You'll gain access to a customized Web site that provides full OSHA reporting and analysis capabilities, designed specifically to help you meet your OSHA compliance, reporting and analysis needs. You can easily source OSHA recordkeeping guidelines and related resources, generate log summaries, and the analysis feature will even enable you to compare your incident rates to similar industries across the nation.

Property & Casualty Services

Claims Cost Containment

Part of any solid loss control program includes claims cost containment strategies. Alamo Insurance is committed to providing you with proactive claims management services focused on minimizing overall claims expenses. This includes:

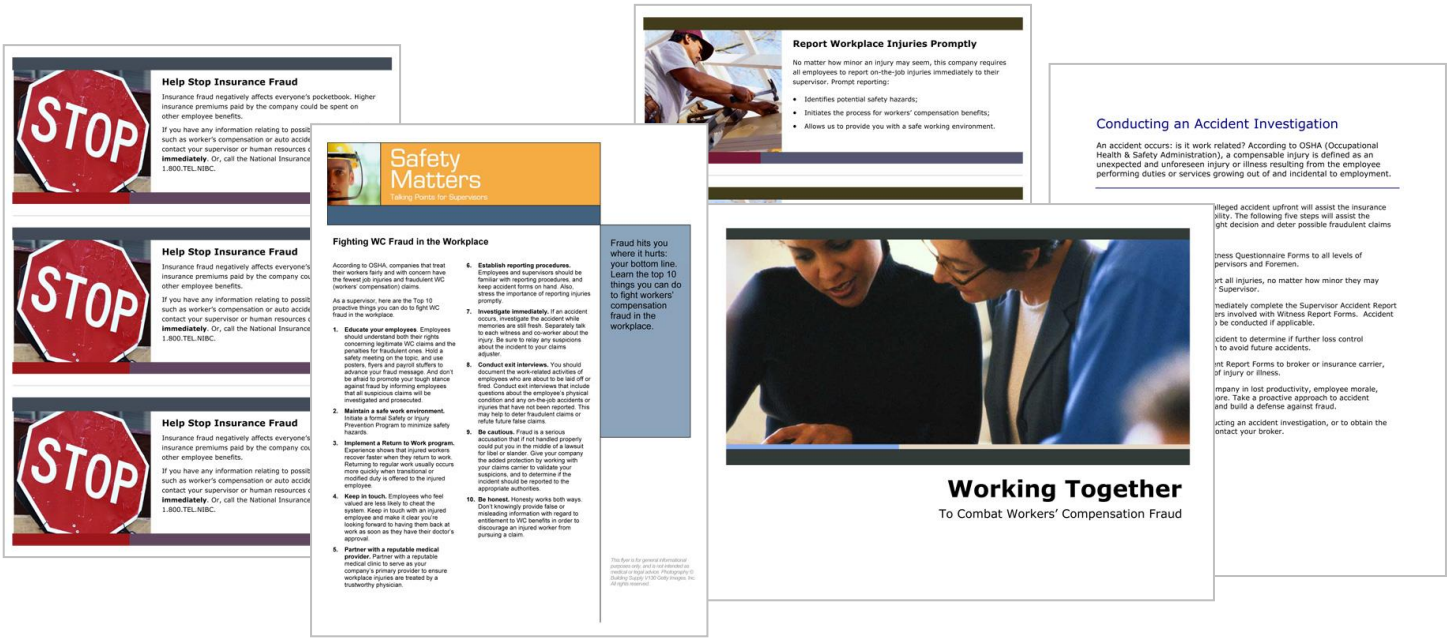
Managing Claims

- Initial procedure set-up meetings
- Claim review meetings
- Advocacy assistance
- 24-hour emergency claim reporting



Claims Cost Containment & Fraud Strategies

From conducting an accident investigation to educational information on how to detect fraud, our claims cost containment resources will help you to minimize losses and protect your bottom line. This includes proper reporting, accident investigation, implementing a return-to-work program, educating employees, etc.

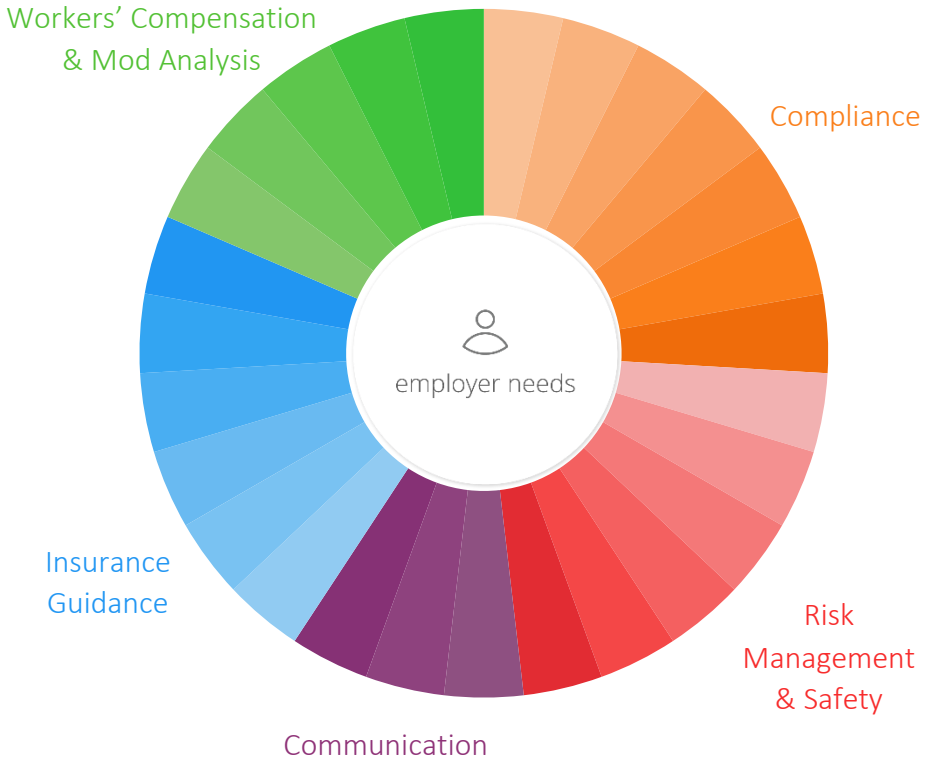


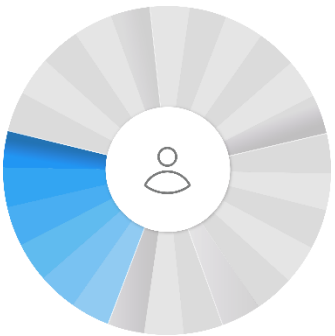
EXCEEDING EXPECTATIONS:

Property & Casualty Solutions

From compliance to communication, let us provide a full spectrum of solutions for you and your company. We understand the challenges today's employers face, and we know you're asked to take on more than ever before. Expect more from a broker—expect our full spectrum of solutions.

- OSHA Penalties
- Federal/State Compliance
- OSHA Compliance & Support
- FMCSA Compliance
- DOT Compliance
- GHS Compliance
- HR Hotline
- Employee Safety Manual
- Industry-specific Safety Training
- OSHA Benchmarking
- Return to Work Programs
- Fraud Reduction Program
- Business Continuity Planning
- Toolbox Talks
- Workplace Posters
- Employee Newsletters & Videos
- Quote Policies
- Claims & Billing Assistance
- Negotiate Renewal
- Risk Summaries
- Coverage & Policy Expertise
- Application Submission
- Loss Analysis
- Frequency vs. Severity
- Mod Reduction & Management
- Workers' Compensation Analysis
- Mod Reporting





Typical Services from Brokers

Break away from the mold of the traditional broker. The average broker meets your basic needs when it comes to claims, plans and renewal negotiation. What about new exposures like cyber attacks? New legislation?



General requirement OSHA fines average $3,200 per fine and over $6 million per year.

No need to worry—you can rest easy with our regular compliance newsletters, articles, action plans and support to keep you up to date and in the know.

A 1.2 mod value represents a 20 percent increase in premiums.

Do you know your mod? We do. Our workers' compensation and mod analysis tools identify cost drivers and help us create cost reduction strategies for you.





The National Safety Council estimates that, on average, preventing a workplace injury can save $39,000, and preventing a fatality can save more than $1.4 million.

Safety and risk mitigation is something we take very seriously. Let us provide you with a plan that includes safety manuals, training and fraud reduction.

For every $1 invested in workplace safety, such as workplace posters and educational materials, employers realize $3-$10 in both direct and indirect cost savings.

Asking employees to "work safely" is simply not enough. We have you covered with industry-specific posters, education and anything you'll need to communicate to employees this importance to them and the business.





We're your trusted source.

Get all these services, plus the guidance to navigate the complexities of insurance, from a partner you can trust.

Alamo Insurance Group
201.295.9044
lalamo@alamoinsurance.net
http://www.alamoinsurance.net

INSURANCE CONSULTING & BROKERAGE SERVICES

EXECUTIVE SUMMARY

Our History

Headquartered in New Jersey, Alamo Insurance Group combines leading-edge products and exceptional services to deliver value to our customers. Our offerings include insurance products and risk management services for commercial property and casualty, as well as specialty coverages.

Our Mission

Our goal is to achieve a long-term relationship focused on bringing value to your risk management and insurance programs. We are committed to utilizing our collective talent to support your risk management and insurance goals. Our range of value-added services includes providing you with custom solutions for all of your risk management needs. We promise to learn all we can about your business so we can provide you with expert recommendations and solutions to minimize exposures.

Program Implementation

Alamo Insurance Group will partner with you by providing ongoing assistance, consultation and service that will help you control your insurance expenses and promote workplace safety.

Safety Communications

Alamo Insurance Group is committed to keeping you and your employees informed. Through our online services, we can provide you with compliance bulletins, workplace posters, ready-to-use employee newsletters and safety alerts designed to help you control and avoid work-related losses.

Our dedicated staff of professionals will also help you develop and implement safety programs to advance your safety culture to your entire workforce.

Technology Solutions and Client Portal

We continuously look for innovative risk management resources and value-added services to ensure your customer satisfaction. We use state-of-the-art technology to deliver these products and services to you. As a result, we offer our clients access to the Client Portal, a web tool that allows you to collaborate with our agency online, connect with a nationwide network of peers in your industry and participate in P&C surveys to find out how your programs compare to others from around the country.

Township of West Orange

Welcome to a whole new way of working! Township of West Orange is your one-stop resource for all your risk management needs, provided by Alamo Insurance Group.

The Client Portal is designed to offer you time-saving tools and resources that build convenience into managing your everyday work tasks. Whether you want to find the latest legislative news, learn more about creating a wellness program or tap into industry peers to solve a tough HR issue, this is the place to be. It's easily accessible, hardworking and just one of the many value-added services available to you when you partner with us.



"Our client portal allows us to easily find out what other companies are doing in a variety of situations. I can get answers quickly from other colleagues in the industry; the interactive discussion forum has become my personal sounding board."

- **Trevor**, Northeast region

Content News Feed

View the latest resources, including breaking legislative updates in our news feed—and search or refine to find exactly what you need, when you need it.

Survey Benchmarking

Participate in risk management surveys and see how your programs compare to employers across the country.

OSHA Compliance

Access an online OSHA log to simplify OSHA recordkeeping compliance, along with on-demand reporting and benchmarking, and other resources.

Discussion Forum

Through your client portal's interactive discussion forum, access a vast network of colleagues from across the United States.

Resource Library

You have on-demand access to thousands of downloadable risk management, workers' comp, loss control and safety resources (articles, posters, videos and more).

Resource Links

Useful links to industry-related websites are all available from the convenience of your client portal.

Safety Newsletters

Want employee safety articles on demand? Easily download newsletters to support your key safety messages and programs.

Alamo Insurance Group

BROKER ADVANTAGES

What Alamo Insurance Group offers West Orange Public Schools	
Position in the marketplace	• Independent and entrepreneurial • A preferred agent with top carriers • Established and financially viable
Diverse & experienced P&C team	• Average years of P&C team member experience is 23 years • Industry-related backgrounds include Municipalities, Boards of Education and various other industries
Consultative risk management approach	• Identify your exposures to loss • Examine and recommend alternative techniques to control your loss • Implement and monitor techniques we recommend • Seek continuous improvement for your loss control programs
Strong claims support	• Focus on communication and claims management to keep costs down • Expertise to negotiate your best outcome • Claims support
Strong loss control support	• Focuses carrier in the proper direction to minimize client costs • Acts as client advocate with insurer • Tailored safety programs
Consultative analysis	• Claims analysis • Loss trending • Verification of workers' compensation experience modifier

Alamo Insurance Group

RISK MANAGEMENT SERVICES OVERVIEW - EDUCATION



DOES YOUR BUSINESS ANALYZE RISKS BEFORE THEY BECOME A PROBLEM?

- Many educational institutions mistakenly believe that they only have to worry about risk management after an incident, but the truth is you can start saving now by implementing safety and risk evaluation programs. We can provide you with guides, workplace policies and other resources so you can protect your bottom line right now.

DOES YOUR BUSINESS HAVE RISK MANAGEMENT PROGRAMS IN PLACE?

- Even the most forward-thinking institutions experience losses, so it's important to be ready with education-specific risk management programs and response plans. The team at Alamo Insurance Group can help you prepare your workplace so you're ready to respond to a variety of scenarios.

ARE YOU TAKING THE PROPER STEPS TO KEEP YOUR EMPLOYEES AND BUSINESS SAFE?

- Creating and maintaining a culture of safety in an educational institution or classroom is key to keeping your employees and students safe and productive. Our library of documents includes employee-facing articles, safety manuals and other materials that can help you ensure your business's safety.

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http://www.alamoinsurance.net
55 Flanagan Way, Secaucus, NJ 07094

ALAMO INSURANCE GROUP INC

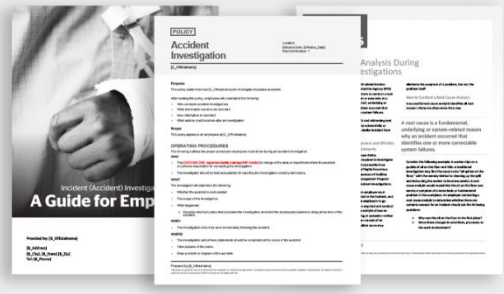
INTERACTIVE RISK ANALYSIS TOOLS

Use these multifunctional tools to evaluate various pain points that are unique to the field of education. Many of these tools can be customized for your organization's specific needs, so you can see how your business is faring and learn ways to manage your risk exposures.



INJURY AND ILLNESS INVESTIGATION PROGRAMS

Make sure that hazardous substance exposure, communicable diseases and other hazards only cost you a single time. These resources can help you establish best practices for investigating the true sources of education incidents and reduce the chance of costly reoccurrences.



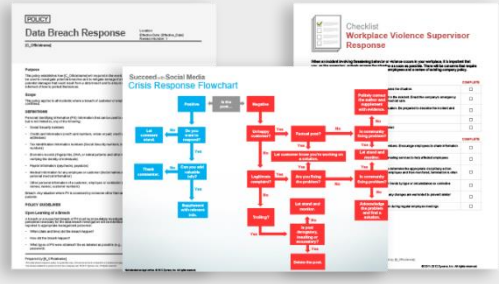
COMPLIANCE TOOLS

OSHA and other federal agencies often release new and updated rules, and mismanaging compliance topics can lead to costly fines and a tarnished reputation. Use these attorney-written compliance tools to understand your obligations and make sure your business stays in compliance.



RESPONSE PLANS AND PROGRAMS

To ensure your long-term success, your business needs to be ready to respond to a number of common education risk exposures. These programs and response plans can help you and your employees be ready for a wide variety of scenarios, such as fires, hazardous chemical exposure and workplace violence.



EMPLOYEE SAFETY COMMUNICATIONS

Promote various workplace topics with hundreds of employee-facing resources, including flyers, articles, bulletins and guides that will help keep health and safety top of mind.



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Alamo Insurance Group

LOSS CONTROL SERVICES OVERVIEW



DO YOUR EMPLOYEES KNOW HOW TO RESPOND TO A LOSS?

- A quick response to a loss can be the difference between a minor incident and a costly disaster. At Alamo Insurance Group, we have the resources you need to prepare your business and employees for a variety of scenarios.

HOW EFFECTIVE IS YOUR RETURN TO WORK PROGRAM?

- The longer a workers' compensation claim stays open, the more it will cost you. We can help you implement a comprehensive return to work program that will protect your bottom line, while still providing your employees with appropriate care.

ARE YOU TAKING THE PROPER STEPS TO KEEP YOUR EMPLOYEES AND BUSINESS SAFE?

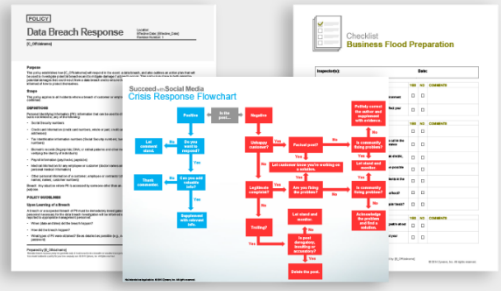
- Creating a culture of safety in the workplace is key to keeping your employees healthy and avoiding costly accidents. Our library of documents includes employee-facing articles, safety manuals and other materials that can help you ensure your business's health and safety.

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ALAMO INSURANCE GROUP INC

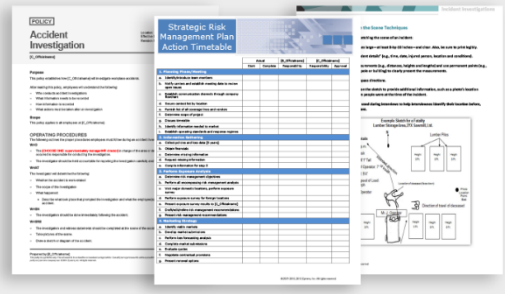
RESPONSE PLANS AND PROGRAMS

To ensure your long-term success, your business needs to be ready to respond to a number of risks at any given time. These programs and response plans can help you and your employees be ready for a wide variety of scenarios, such as severe storms, cyber attacks and workplace violence.



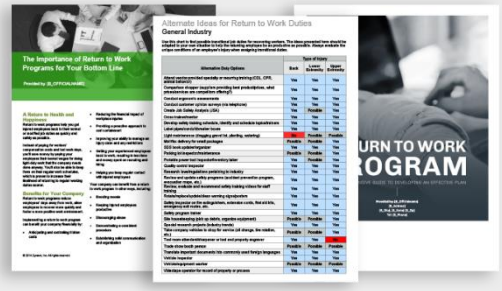
INJURY AND ILLNESS INVESTIGATION PROGRAMS

Make sure that injuries and illnesses only cost you a single time. These resources can help you establish best practices for investigating the true sources of workplace incidents and reduce the chance of costly reoccurrences.



RETURN TO WORK RESOURCES

Use these return to work materials to reduce the length of workers' compensation claims and support your employees. These policies, forms and employee communications will help ensure that everyone at your business is on the same page and focused on controlling your costs.



EMPLOYEE SAFETY COMMUNICATIONS

Access a variety of safety manuals, newsletters, flyers and other materials that you can use to promote workplace safety and lower the chances of future losses.



COST-CONTAINMENT RESOURCES

Help contain your business's costs with these evaluators, checklists and action plans. Many of these tools can be customized for your organization's specific needs, so you can see how your business is faring and learn ways to manage your losses.



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Claims Data Analysis

Can you answer the following? If not, we can help you to take your claims analysis to the next level with our RALLE® Warehouse (Risk Analysis Loss & Liability Examiner) tool.

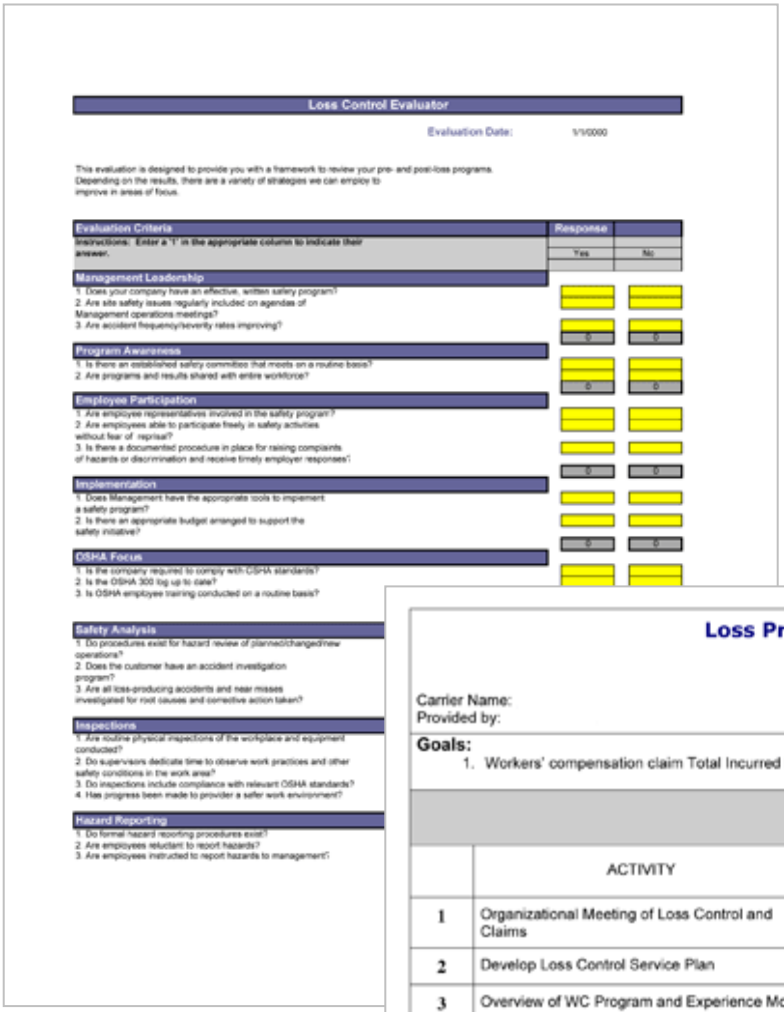
- What specific factors are driving total claims dollars and counts?
- Which departments or divisions can serve as models for best practices in resolving claims? How can you best reduce outstanding reserve dollars?
- What specific loss sources are driving frequency and severity rates?
- Which specific locations, departments, and loss sources are contributing to high-cost claims?
- Are veteran employees or newer workers injured more frequently? What type of training is needed for these specific groups of employees?

Loss Control Solutions – Evaluation and Action Plan

From strategic planning to implementation, your loss control solutions will be tailored to your needs. Our mission is to help you to reduce employee injuries, reduce your total cost of risk including insurance costs, promote continuous improvement in safety, and improve OSHA compliance. How do we achieve this? By providing strategic planning, program development, custom safety materials and execution through:

- Loss control evaluation
- Preventive action planning
- Active safety program support

We utilize the following tools to conduct a total cost of risk assessment and document a plan of action.



Loss Control Evaluator

Evaluation Date: 1/1/0000

This evaluation is designed to provide you with a framework to review your pre- and post-loss programs. Depending on the results, there are a variety of strategies we can employ to improve in areas of focus.

Evaluation Criteria	Response	
Instructions: Enter a 'Y' in the appropriate column to indicate their answer.	Yes	No
Management Leadership		
1. Does your company have an effective, written safety program?		
2. Are site safety issues regularly includec on agendas of Management operations meetings?		
3. Are accident frequency/severity rates improving?		
	0	0
Program Awareness		
1. Is there an established safety committee that meets on a routine basis?		
2. Are programs and results shared with entire workforce?		
	0	0
Employee Participation		
1. Are employee representatives involved in the safety program?		
2. Are employees able to participate freely in safety activities without fear of reprisal?		
3. Is there a documented procedure in place for raising complaints of hazards or discrimination and receive timely employer responses?		
	0	0
Implementation		
1. Does Management have the appropriate tools to implement a safety program?		
2. Is there an appropriate budget arranged to support the safety initiative?		
	0	0
OSHA Focus		
1. Is the company required to comply with OSHA standards?		
2. Is the OSHA 300 log up to date?		
3. Is OSHA employee training conducted on a routine basis?		
Safety Analysis		
1. Do procedures exist for hazard review of planned/changed/new operations?		
2. Does the customer have an accident investigation program?		
3. Are all loss-producing accidents and near misses investigated for root causes and corrective action taken?		
Inspections		
1. Are routine physical inspections of the workplace and equipment conducted?		
2. Do supervisors dedicate time to observe work practices and other safety conditions in the work area?		
3. Do inspections include compliance with relevant OSHA standards?		
4. Has progress been made to provider a safer work environment?		
Hazard Reporting		
1. Do formal hazard reporting procedures exist?		
2. Are employees reluctant to report hazards?		
3. Are employees instructed to report hazards to management?		

Loss Prevention Action Plan

Carrier Name:
Provided by:

Goals:

1. Workers' compensation claim Total Incurred for all U.S. operations not to exceed $[0.00]

CORPORATE

	ACTIVITY	RESPONSIBILITY	DUE BY	COMPLETED ON
1	Organizational Meeting of Loss Control and Claims			
2	Develop Loss Control Service Plan			
3	Overview of WC Program and Experience Mod			
4	Review/revise Safety Manual			
5	Presentation of Client Portal Capabilities			
6	Develop Service Instructions for Out-of-State Servicing			
7	Conduct Fleet Safety Audit			
8	Develop Fleet Safety Program			
9	Provide Annual MVR Check			

Loss Control Solutions - Overview

Based on our loss control and risk assessments, Alamo Insurance will provide clients with loss control solutions tailored to its unique needs. To support your safety program initiatives and to control losses, we can provide access to a host of materials including:

- Hundreds of safety materials, including employee safety handbooks, formal workplace programs, and educational materials for employees.
- Workplace safety checklists designed to help you audit your safety procedures and practices quickly and easily
- OSHA compliance reference, training and presentation materials to support your compliance needs
- Workers' compensation materials to help you control your MOD and reducing lost-time injury rates
- Employer- and employee-specific safety education materials
- Ergonomics tools to reduce lost time injuries and keep employees healthy
- Safety committee resources
- Risk management and coverage insights
- Certificate of request resources
- Claims cost containment forms and resources

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Loss Control – Employer Risk Management Solutions

Whether it's helping you understand what impacts your workers' compensation experience modification factor (mod), your employment practices liability risk or alerting you to new OSHA compliance requirements, we have the resources to keep you informed. To help clients stay abreast of current risk, compliance and coverage issues, we will provide you timely news and information that ensures you're able to understand and manage your risk. A few samples of the type of information we will provide are featured below:



Coverage Insights

Jones Act Coverage

Also known as the Merchant Marine Act of 1920, the Jones Act is a U.S. federal law that was established to provide protection for seamen and regulate maritime commerce in U.S. waters and between U.S. ports.

Although the Jones Act is designed to protect seamen's rights, Jones Act claims are different than claims brought under the workers' compensation or Longshore Harbor Workers' Compensation Act. Federal and state Workers' Compensation benefits exclude marine workers; and the Longshore Act protects land-based marine workers, such as dock workers. Unlike these coverages, there is no state or federal agency involved in the administration of a Jones Act claim.

Jones Act Definitions

The Jones Act refers to workers as "seamen," places of employment as "vessels," and employers as "shipowners." To recoup Jones Act benefits, a seaman's status depends not on the place where the injury occurs but rather on the nature of the seaman's service, his or her status as a member of a vessel and the vessel's operation in navigable waters.

A SEAMAN is defined as a member of the crew of a vessel or someone assigned to a vessel. This includes the ship's captain, officers and crew. In 1995, the United States Supreme Court, in the case of *Chandris, Inc., v. Latsis*, ruled that any worker who spends more than 30 percent of his time in the service of a vessel on navigable waters qualifies as a seaman under the act. Today, this serves as a general rule of thumb to determine seaman status.

Risk Insights

Responding to OSHA Citations: Why Appealing is Often the Best Business Practice

An OSHA Inspector Visited, and I Received Citation(s). Now What?

The citation(s), which will be mailed from the OSHA area director shortly after the inspection takes place, will indicate the fine assessed and the abatement period for correcting the health or safety violation. Fines are assessed at four levels, and violations will not be grouped – each one will be fined. Violation classifications include: other than serious violation (up to $7,000), serious violation ($1 - $7,000), repeated violation (up to $70,000) and willful violation ($5,000 - $70,000).

When you know you violated an OSHA standard in the workplace and would not be able to present evidence to suggest otherwise, it is probably best to pay the fine. However, if you believe you have evidence to defend your business' safety and health standards, you may want to contest the citation. You can contest a citation for any or all of these reasons:

this cost is tremendously high, seriously take a look at whether or not the citation was just.

- **The potential fine.** Understand how fines are assessed so you can argue the degree of "fairness" used to determine this amount. It might not be the best business decision in the long run to accept a fine just because it seems negligible to your company's costs at the time.
- **The potential for collateral litigation**. If you accept the citation, you could also face other legal consequences. Third-party lawsuits, such as those brought about by engineers and property owners, are a common side effect of workplace accidents. Also, if you are cited for a willful violation, some states offer double compensation for subjected employees. If the citation is not just, it might not be worth the potential legal risks.
- **The potential for repeat violations**. According to OSHA, a violation can be cited as repeated if the employer has been cited for the same or a "substantially similar" violation anywhere in the nation within the past three years. That means if you have a plant or construction site thousands of miles away from the original citation that violates

Coverage Insights

What is a Waiver of Subrogation?

The review of every contract you sign with all of its requirements and clauses is a highly important risk management consideration. This includes a contract's waiver of subrogation clause.

To understand what a waiver of subrogation does, it's important to understand what subrogation means. Subrogation is a basic insurance concept utilized in insurance contracts. If a loss occurs typically happens through someone's negligence. In general, the negligent (or "at fault") party is liable for the cost of the loss. Your insurance carrier can "step into your shoes" and choose to su the at fault party to recover the amount of a claim they paid for you. This is *subrogation*. You ma not find the term subrogation in your contract, but it may be included — check for the terminolog "Transfer of Rights of Recovery Against Others to Us," which some insurance policies use.

When a *waiver* of subrogation is required in a contract, it means that you are "signing away" or waiving your insurance company's right to subrogate against another party—most commonly the party you are contracting with. This is not an uncommon practice. In fact, most policy contracts, with the exception of workers' compensation, allow you to waive your rights of subrogation as lo as it is done IN WRITING AND PRIOR TO THE LOSS. Often an endorsement is added specifica referring to the exact contract as a means of clarification. There are areas of caution:

1. Workers' Compensation: In some jurisdictions, Waivers of Subrogation are not available. Therefore, a careful review of the state statute is required. You should also obtain your workers' compensation carrier's position and agreement on waivers of subrogation.
2. Waiver of subrogation requirements should be built into a contract. The contract wording should be thoroughly reviewed to ensure the waiver of subrogation is being utilized appropriately for the situation. For example, mutual waivers may be beneficial in landlord/tenant contracts (where all parties waive their rights). However, in construction contracts, mutual waivers may not be acceptable nor prudent.

Why waiver of subrogation clauses are valuable

A waiver of subrogation clause is placed in a contract to minimize lawsuits and claims among the parties. The risk, once assigned to the insurers by the parties, is determined to stop there, witho allowing the insurer to seek costs from a third party. This guarantees that if a loss occurs, the owner's insurer pays the claim and the insurance proceeds can be used to fund the cost of repai without determining who was "at fault." Without a waiver of subrogation, litigation or arbitration i frequently needed to determine whose fault caused the accident. And these can cause long and costly delays.

Reviewing contracts an important risk management consideration

It's important when agreeing to any and all contractual language that it mirrors your policy. As y insurance partner, we are committed to helping you understand how your policy language impac your contractual risks. Call us today to learn more about how we can assist you in mitigating you contract exposure. ◇

This Coverage Insights is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. Readers should contact legal counsel or an insurance professional for appropriate advice.

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Risk Insights

Nanotechnology

The new hot topic today in the manufacturing, medicine, electronics and energy production fields is nanotechnology. Employers are both thrilled about the potential profit involved and anxious about the possible health risks. Nanotechnology is the control of matter on a molecular scale between one and 100 nanometers, and it involves processing tiny materials to produce nanoparticles or nanomaterials. To give a measure as to how small the building blocks are in these materials, a nanometer is about 50,000 times smaller than the width of a human hair and ten times smaller than the size of a typical, single germ.

Today, the National Institute for Occupational Safety and Health (NIOSH) reports that new consumer products manufactured using nanotechnology are coming on the market at the rate of about three or four per week. They are already used in paints, car parts, eyeglasses, cosmetics, dental work, tennis racquets and clothing, and they are expected to be used in the near future to purify water, create more efficient energy systems and provide great advances in medical care. However, researchers are not without doubts about this revolutionary technology. Concerns about the impact of nanomaterials and nanoparticles on the environment and on workers' and consumers' health have surfaced in the past five years.

The Danger of Nanotechnology in the Workplace

The biggest risk in using nanotechnology in production of materials is that nanoparticles are so small that they can assume different physical, electrical or magnetic properties than they normally would as larger particles. According to the American Society of Safety Engineers, nanoparticles also have a greater ratio of surface area to mass, and thus they have a greater level of reactivity, combustibility and absorption capacity.

The concern in all these areas is that when ingested, inhaled or even exposed to skin, scientists are not sure how the tiny particles will react with the body systems. What *is* known is that if they get into the body in any way, the particles are small enough to permeate through tissue. Some evidence suggests that nanoparticles in the body create free oxygen radicals, which are atoms, molecules or ions with unpaired electrons and an open shell configuration. These particles are more likely to bond in unwanted side reactions, leading to cell damage and possibly cancer.

Situations that present significant (and potentially very harmful) exposures to your employees include:

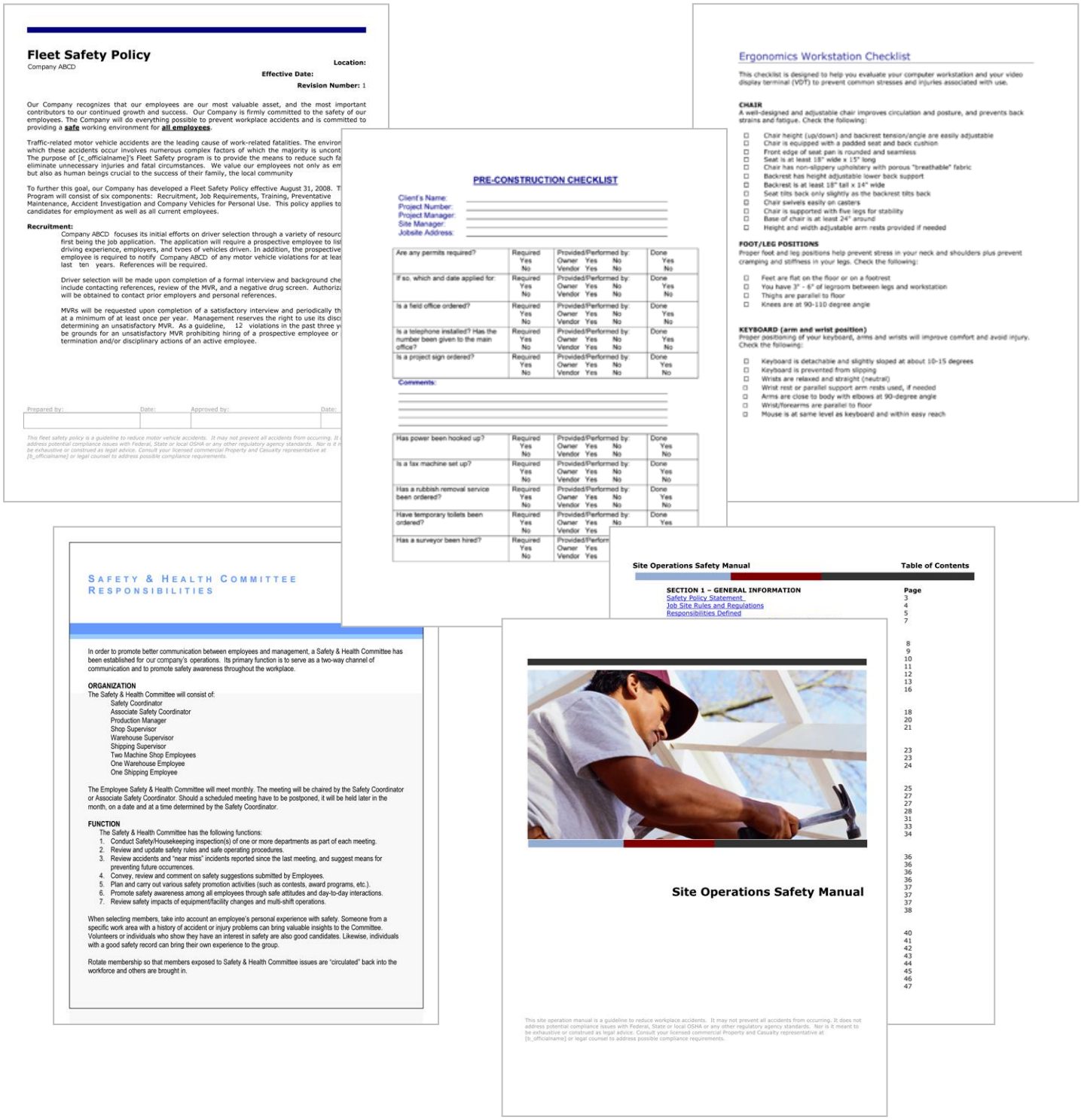
- Working with nanomaterials without proper protection
- Pouring or mixing nanomaterials
- Working with nanomaterials when there is a high degree of agitation, like in extreme heat
- Generating nanoparticles in the gas phase
- Handling nanoparticles that are powders
- Maintenance of equipment used to produce or fabricate nanomaterials
- Cleaning of any dust collection systems.

Protect Your Employees

Researchers are also unsure if the current standards of ventilation and filtration systems will be 100 percent effective when working with nanoparticles because of their extremely small size. Because of the tremendous usefulness and prevalence of nanotechnology combined with scientists' uncertainty of its effects, many compare this development to asbestos and the government control of its use in the 1980s. The European Union's Occupational Health and Safety agency issued a report citing nanoparticles as the number

Loss Control – Employer Workplace Safety Solutions

To support your company's safety program initiatives and to control losses, we will provide clients access to a large collection of workplace safety materials that help you to develop, audit, enhance and support your safety program and workplace practices quickly and easily. Resources include site operations manuals, safety and return to work policies, safety committee materials, safe operating procedures and workplace safety checklists — to name a few.



Fleet Safety Policy

Company ABCD

Location:

Effective Date:

Revision Number: 1

Our Company recognizes that our employees are our most valuable asset, and the most important contributors to our continued growth and success. Our Company is firmly committed to the safety of our employees. The Company will do everything possible to prevent workplace accidents and is committed to providing a **safe** working environment for **all employees**.

Traffic-related motor vehicle accidents are the leading cause of work-related fatalities. The environ which these accidents occur involves numerous complex factors of which the majority is uncont The purpose of [c_officialname]'s Fleet Safety program is to provide the means to reduce such fa eliminate unnecessary injuries and fatal circumstances. We value our employees not only as em but also as human beings crucial to the success of their family, the local community

To further this goal, our Company has developed a Fleet Safety Policy effective August 31, 2008. T Program will consist of six components: Recruitment, Job Requirements, Training, Preventative Maintenance, Accident Investigation and Company Vehicles for Personal Use. This policy applies to candidates for employment as well as all current employees.

Recruitment:

Company ABCD focuses its initial efforts on driver selection through a variety of resourc first being the job application. The application will require a prospective employee to lis driving experience, employers, and types of vehicles driven. In addition, the prospective employee is required to notify Company ABCD of any motor vehicle violations for at leas last ten years. References will be required.

Driver selection will be made upon completion of a formal interview and background che include contacting references, review of the MVR, and a negative drug screen. Authoriz will be obtained to contact prior employers and personal references.

MVRs will be requested upon completion of a satisfactory interview and periodically th at a minimum of at least once per year. Management reserves the right to use its disc determining an unsatisfactory MVR. As a guideline, 12 violations in the past three y be grounds for an unsatisfactory MVR prohibiting hiring of a prospective employee or termination and/or disciplinary actions of an active employee.

Prepared by: Date: Approved by: Date:

This fleet safety policy is a guideline to reduce motor vehicle accidents. It may not prevent all accidents from occurring. It address potential compliance issues with Federal, State or local OSHA or any other regulatory agency standards. Nor is it m be exhaustive or construed as legal advice. Consult your licensed commercial Property and Casualty representative at [b_officialname] or legal counsel to address possible compliance requirements.

PRE-CONSTRUCTION CHECKLIST

Client's Name:
Project Number:
Project Manager:
Site Manager:
Jobsite Address:

Are any permits required?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
If so, which and date applied for:	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Is a field office ordered?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Is a telephone installed? Has the number been given to the main office?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Is a project sign ordered?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No

Comments:

Has power been hooked up?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Is a fax machine set up?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Has a rubbish removal service been ordered?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes No	Done Yes No
Have temporary toilets been ordered?	Required Yes No	Provided/Performed by: Owner Yes No Vendor Yes	Done Yes
Has a surveyor been hired?	Required Yes No	Provided/Perform Owner Yes Vendor Yes	

Ergonomics Workstation Checklist

This checklist is designed to help you evaluate your computer workstation and your video display terminal (VDT) to prevent common stresses and injuries associated with use.

CHAIR

A well-designed and adjustable chair improves circulation and posture, and prevents back strains and fatigue. Check the following:

- ☐ Chair height (up/down) and backrest tension/angle are easily adjustable
- ☐ Chair is equipped with a padded seat and back cushion
- ☐ Front edge of seat pan is rounded and seamless
- ☐ Seat is at least 18" wide x 15" long
- ☐ Chair has non-slippery upholstery with porous "breathable" fabric
- ☐ Backrest has height adjustable lower back support
- ☐ Backrest is at least 18" tall x 14" wide
- ☐ Seat tilts back only slightly as the backrest tilts back
- ☐ Chair swivels easily on casters
- ☐ Chair is supported with five legs for stability
- ☐ Base of chair is at least 24" around
- ☐ Height and width adjustable arm rests provided if needed

FOOT/LEG POSITIONS

Proper foot and leg positions help prevent stress in your neck and shoulders plus prevent cramping and stiffness in your legs. Check the following:

- ☐ Feet are flat on the floor or on a footrest
- ☐ You have 3" - 6" of legroom between legs and workstation
- ☐ Thighs are parallel to floor
- ☐ Knees are at 90-110 degree angle

KEYBOARD (arm and wrist position)

Proper positioning of your keyboard, arms and wrists will improve comfort and avoid injury. Check the following:

- ☐ Keyboard is detachable and slightly sloped at about 10-15 degrees
- ☐ Keyboard is prevented from slipping
- ☐ Wrists are relaxed and straight (neutral)
- ☐ Wrist rest or parallel support arm rests used, if needed
- ☐ Arms are close to body with elbows at 90-degree angle
- ☐ Wrist/forearms are parallel to floor
- ☐ Mouse is at same level as keyboard and within easy reach

SAFETY & HEALTH COMMITTEE RESPONSIBILITIES

In order to promote better communication between employees and management, a Safety & Health Committee has been established for our company's operations. Its primary function is to serve as a two-way channel of communication and to promote safety awareness throughout the workplace.

ORGANIZATION

The Safety & Health Committee will consist of:

- Safety Coordinator
- Associate Safety Coordinator
- Production Manager
- Shop Supervisor
- Warehouse Supervisor
- Shipping Supervisor
- Two Machine Shop Employees
- One Warehouse Employee
- One Shipping Employee

The Employee Safety & Health Committee will meet monthly. The meeting will be chaired by the Safety Coordinator or Associate Safety Coordinator. Should a scheduled meeting have to be postponed, it will be held later in the month, on a date and at a time determined by the Safety Coordinator.

FUNCTION

The Safety & Health Committee has the following functions:

1. Conduct Safety/Housekeeping inspection(s) of one or more departments as part of each meeting.
2. Review and update safety rules and safe operating procedures.
3. Review accidents and "near miss" incidents reported since the last meeting, and suggest means for preventing future occurrences.
4. Convey, review and comment on safety suggestions submitted by Employees.
5. Plan and carry out various safety promotion activities (such as contests, award programs, etc.).
6. Promote safety awareness among all employees through safe attitudes and day-to-day interactions.
7. Review safety impacts of equipment/facility changes and multi-shift operations.

When selecting members, take into account an employee's personal experience with safety. Someone from a specific work area with a history of accident or injury problems can bring valuable insights to the Committee. Volunteers or individuals who show they have an interest in safety are also good candidates. Likewise, individuals with a good safety record can bring their own experience to the group.

Rotate membership so that members exposed to Safety & Health Committee issues are "circulated" back into the workforce and others are brought in.

Site Operations Safety Manual — Table of Contents

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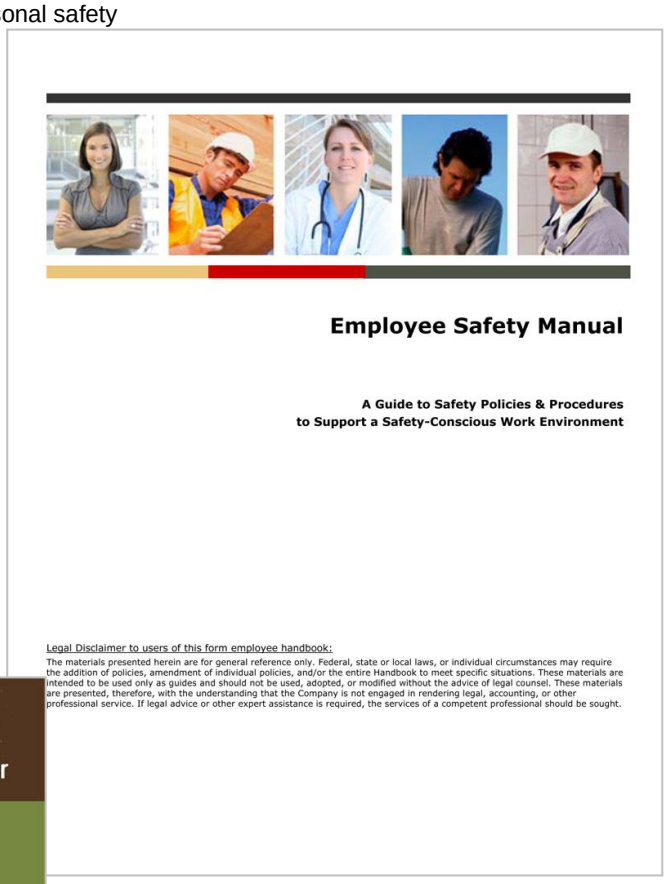
Site Operations Safety Manual

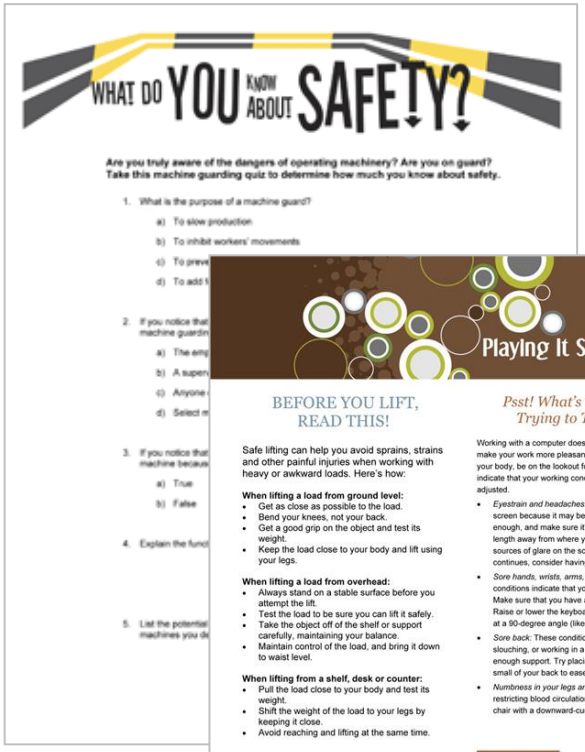
This site operation manual is a guideline to reduce workplace accidents. It may not prevent all accidents from occurring. It does not address potential compliance issues with Federal, State or local OSHA or any other regulatory agency standards. Nor is it meant to be exhaustive or construed as legal advice. Consult your licensed commercial Property and Casualty representative at [b_officialname] or legal counsel to address possible compliance requirements.

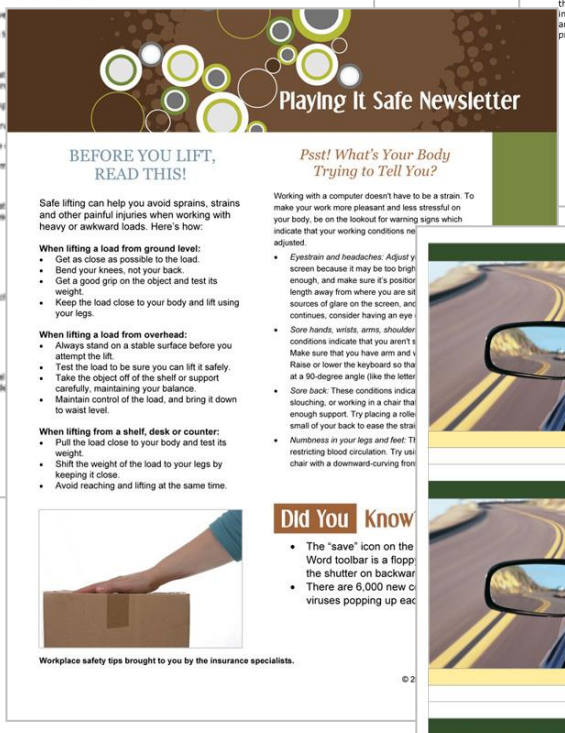
Loss Control – Employee Workplace Safety Communications

In addition to providing materials for employers, we also provide tools and resources for advancing employee safety awareness to benefit your company's productivity and bottom line. Our resources target specific safety issues and advance employee education on hundreds of topics such as ergonomics, safe work practices and personal safety responsibilities offered in a variety of formats such as:

- Industry-specific employee handbooks
- Employee newsletters
- *Playing it Safe* flyers and posters
- Safety quizzes
- Bulletin board postings









Loss Control - Business Contingency Planning

With one in four small businesses unable to reopen their doors after a disaster, business contingency planning is a core risk management principle. The purpose of business contingency planning is to define the recovery process developed to restore clients' critical business functions. We will utilize our expertise in assisting you in developing a plan customized to your business's unique needs. In the planning process, our tools will help you to determine what actions would be necessary to:

a. Assess the situation

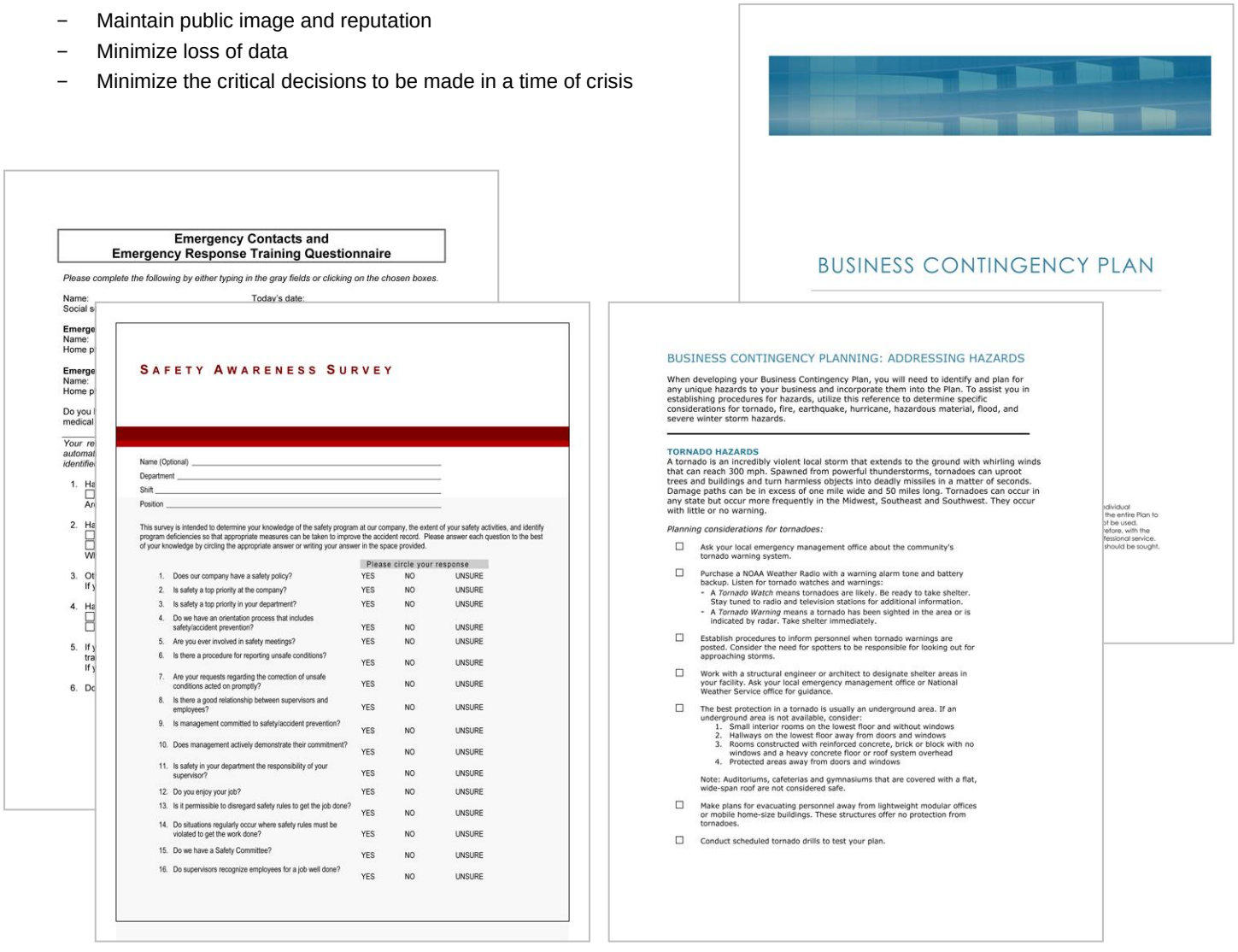
b. Protect employees, customers, visitors, equipment, vital records and other assets

c. Get the business back up and running.

Objectives of the Business Contingency Plan

The plan components will detail clients procedures for responding to an emergency situation, which affects clients ability to deliver core services to its customers or its ability to meet investors, legal or regulatory requirements.

- Facilitate timely recovery of core business functions
- Protect the well-being of employees, their families and customers
- Minimize loss of revenue/customers
- Maintain public image and reputation
- Minimize loss of data
- Minimize the critical decisions to be made in a time of crisis



Emergency Contacts and
Emergency Response Training Questionnaire

Please complete the following by either typing in the gray fields or clicking on the chosen boxes.

BUSINESS CONTINGENCY PLAN

SAFETY AWARENESS SURVEY

Name (Optional)
Department
Shift
Position

This survey is intended to determine your knowledge of the safety program at our company, the extent of your safety activities, and identify program deficiencies so that appropriate measures can be taken to improve the accident record. Please answer each question to the best of your knowledge by circling the appropriate answer or writing your answer in the space provided.

	Please circle your response		
1. Does our company have a safety policy?	YES	NO	UNSURE
2. Is safety a top priority at the company?	YES	NO	UNSURE
3. Is safety a top priority in your department?	YES	NO	UNSURE
4. Do we have an orientation process that includes safety/accident prevention?	YES	NO	UNSURE
5. Are you ever involved in safety meetings?	YES	NO	UNSURE
6. Is there a procedure for reporting unsafe conditions?	YES	NO	UNSURE
7. Are your requests regarding the correction of unsafe conditions acted on promptly?	YES	NO	UNSURE
8. Is there a good relationship between supervisors and employees?	YES	NO	UNSURE
9. Is management committed to safety/accident prevention?	YES	NO	UNSURE
10. Does management actively demonstrate their commitment?	YES	NO	UNSURE
11. Is safety in your department the responsibility of your supervisor?	YES	NO	UNSURE
12. Do you enjoy your job?	YES	NO	UNSURE
13. Is it permissible to disregard safety rules to get the job done?	YES	NO	UNSURE
14. Do situations regularly occur where safety rules must be violated to get the work done?	YES	NO	UNSURE
15. Do we have a Safety Committee?	YES	NO	UNSURE
16. Do supervisors recognize employees for a job well done?	YES	NO	UNSURE

BUSINESS CONTINGENCY PLANNING: ADDRESSING HAZARDS

When developing your Business Contingency Plan, you will need to identify and plan for any unique hazards to your business and incorporate them into the Plan. To assist you in establishing procedures for hazards, utilize this reference to determine specific considerations for tornado, fire, earthquake, hurricane, hazardous material, flood, and severe winter storm hazards.

TORNADO HAZARDS

A tornado is an incredibly violent local storm that extends to the ground with whirling winds that can reach 300 mph. Spawned from powerful thunderstorms, tornadoes can uproot trees and buildings and turn harmless objects into deadly missiles in a matter of seconds. Damage paths can be in excess of one mile wide and 50 miles long. Tornadoes can occur in any state but occur more frequently in the Midwest, Southeast and Southwest. They occur with little or no warning.

Planning considerations for tornadoes:

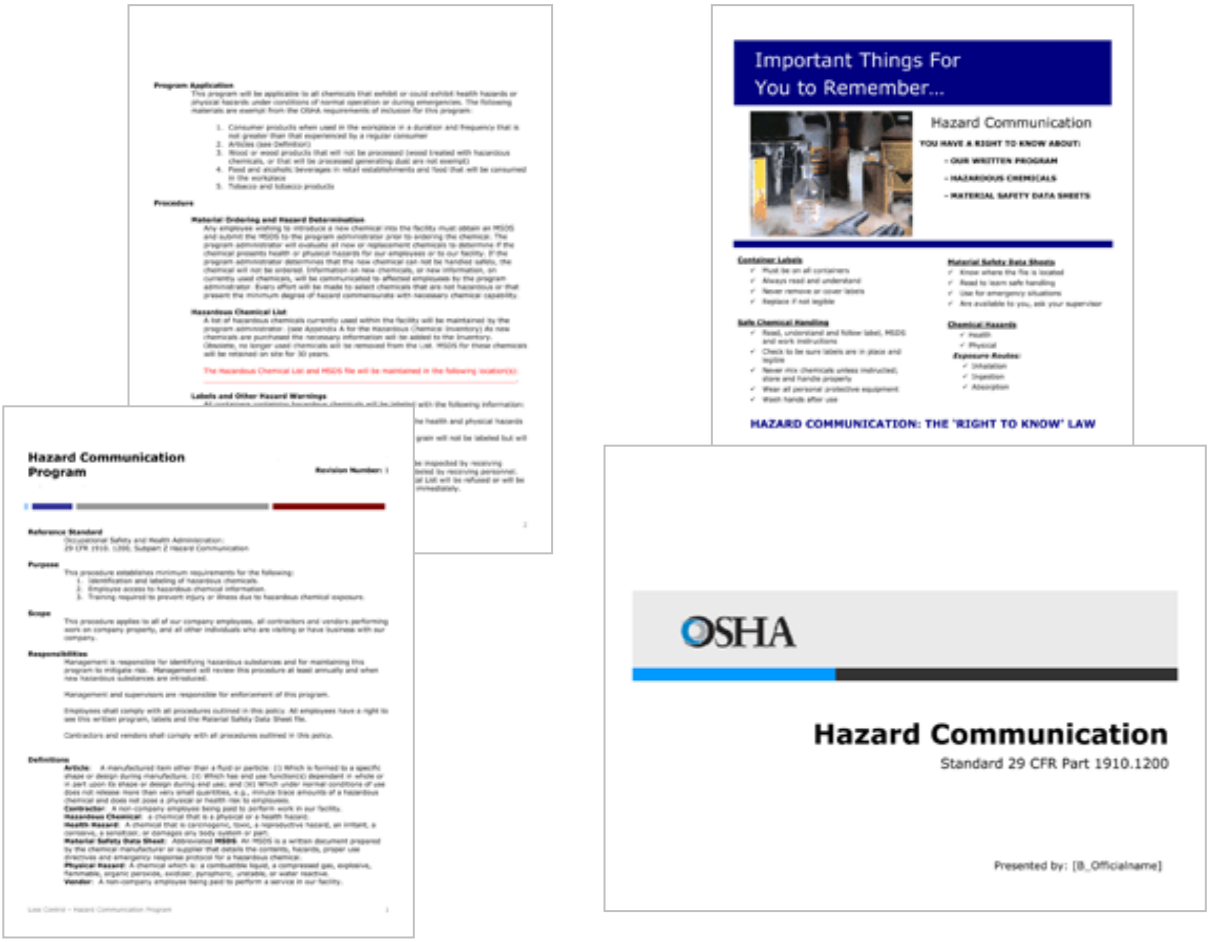
- ☐ Ask your local emergency management office about the community's tornado warning system.
- ☐ Purchase a NOAA Weather Radio with a warning alarm tone and battery backup. Listen for tornado watches and warnings:
  - A *Tornado Watch* means tornadoes are likely. Be ready to take shelter. Stay tuned to radio and television stations for additional information.
  - A *Tornado Warning* means a tornado has been sighted in the area or is indicated by radar. Take shelter immediately.
- ☐ Establish procedures to inform personnel when tornado warnings are posted. Consider the need for spotters to be responsible for looking out for approaching storms.
- ☐ Work with a structural engineer or architect to designate shelter areas in your facility. Ask your local emergency management office or National Weather Service office for guidance.
- ☐ The best protection in a tornado is usually an underground area. If an underground area is not available, consider:
  1. Small interior rooms on the lowest floor and without windows
  2. Hallways on the lowest floor away from doors and windows
  3. Rooms constructed with reinforced concrete, brick or block with no windows and a heavy concrete floor or roof system overhead
  4. Protected areas away from doors and windows

  Note: Auditoriums, cafeterias and gymnasiums that are covered with a flat, wide-span roof are not considered safe.
- ☐ Make plans for evacuating personnel away from lightweight modular offices or mobile home-size buildings. These structures offer no protection from tornadoes.
- ☐ Conduct scheduled tornado drills to test your plan.

OSHA Compliance

Alamo Insurance will help you to meet OSHA program and training requirements with materials geared to your business. Our resources include:

- How to prepare for an OSHA official visit
- Full program planning and training resources, including:
  - ✓ Formal programs
  - ✓ Training presentations and presenter's notes
  - ✓ Employee training handouts and quizzes
  - ✓ Sign-in logs for easy recordkeeping compliance



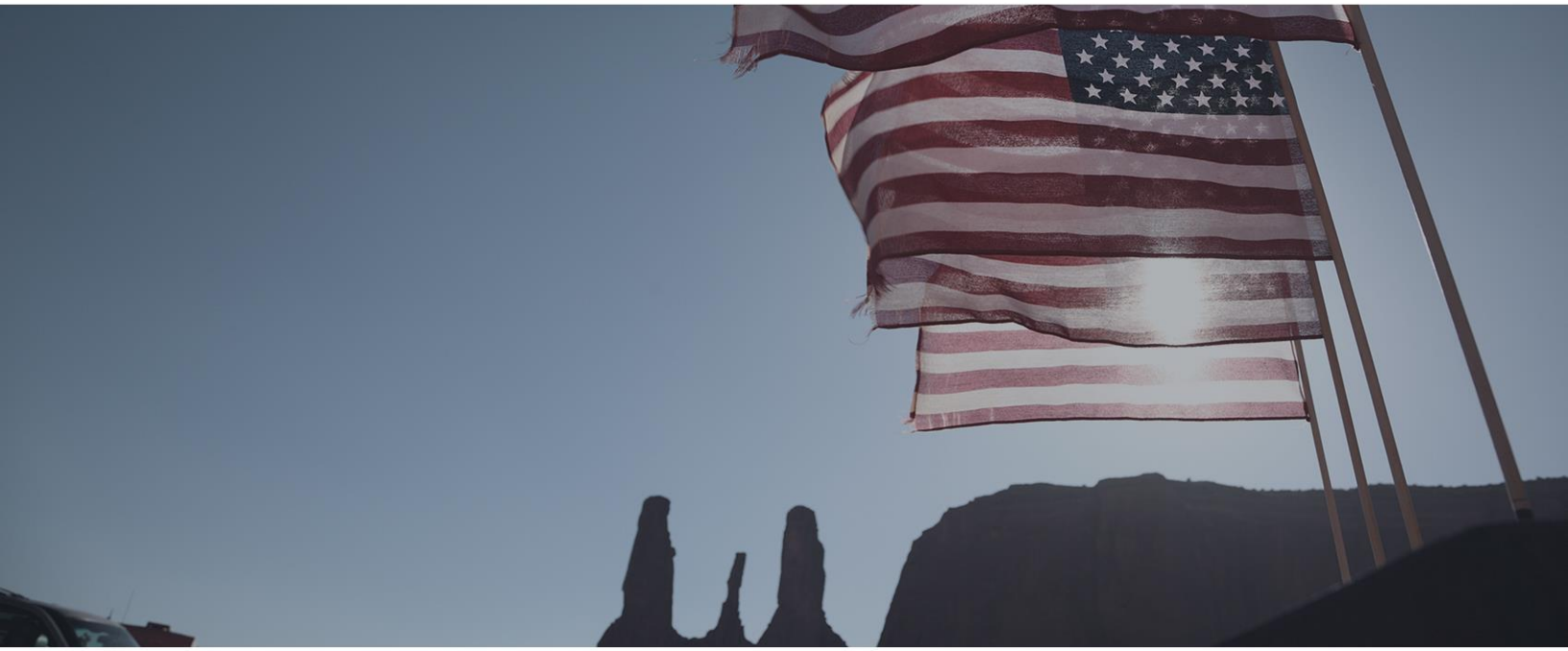
Workers' Compensation

Our Workers' Compensation resources help you to understand what contributes to total claim costs and ways to minimize your risk. From understanding your experience modification factor, or mod, to establishing Return to Work program activities, a sampling of our workers' compensation solutions for frontline managers and employees includes:



Alamo Insurance Group

HEALTH CARE REFORM SERVICES OVERVIEW



ARE YOU IN COMPLIANCE WITH HEALTH CARE REFORM REGULATIONS?

- We can help you stay on top of the health care reform law in order to avoid penalties. We've got you covered with our timely Compliance Bulletins and comprehensive Compliance Overviews to help you learn about and comply with the rules and regulations of health care law.

HOW DO YOU KEEP EMPLOYEES AWARE OF CHANGES?

- Our employee communications materials will help employees understand how health care law changes affect them and their families.

DO YOU HAVE UNANSWERED QUESTIONS ABOUT THE HEALTH CARE REFORM LAW?

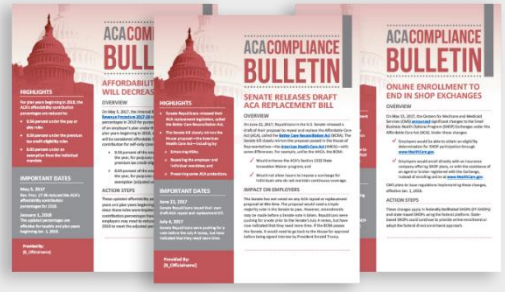
- Gain access to the client portal where you will find answers to commonly asked health care reform questions. You will also find the forms you need to meet your everyday compliance needs.

201.295.9044
http://www.alamoinsurance.net
55 Flanagan Way, Secaucus, NJ 07094

ALAMO INSURANCE GROUP INC

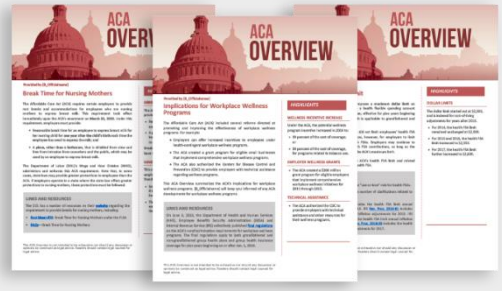
TIMELY HEALTH CARE UPDATES

Stay informed with the latest information as health care reform provisions take effect. The Compliance Bulletin series features comprehensive briefs of the latest developments in federal health care law.



HEALTH CARE LAW COMPLIANCE

Health care reform is a primary concern for employers. We have a vast array of materials on health care reform to make it easy to stay on top of the ever-changing health care laws.



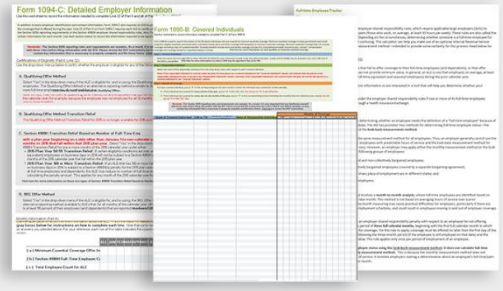
VIDEO CONTENT

View short, to-the-point videos that detail health care reform and the changes it brings. There are videos available for both employer and employee education.



TOOLS

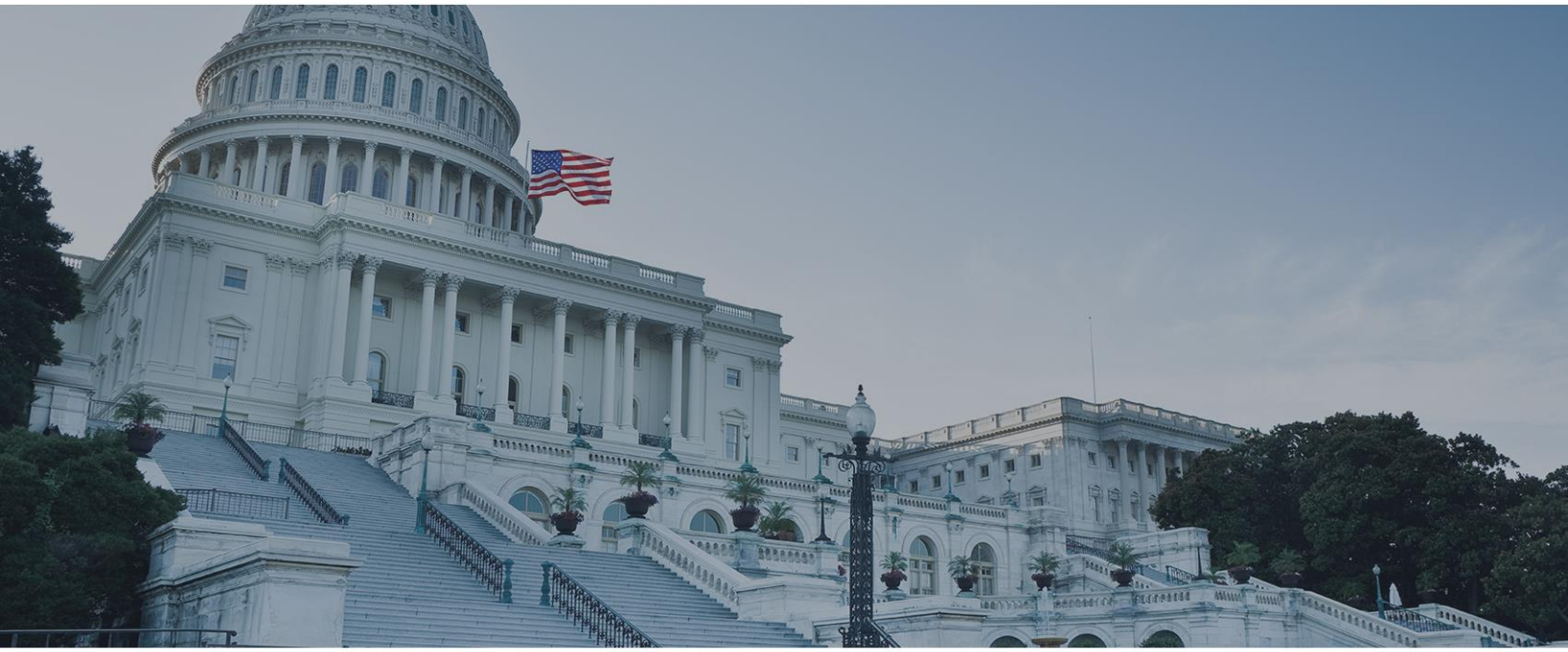
Access a variety of different tools, including toolkits, guides and calculators, to learn more about and comply with health care reform provisions and requirements.



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Alamo Insurance Group

COMPLIANCE SERVICES OVERVIEW



ARE YOU COMPLIANT WITH ALL FEDERAL BENEFITS LAWS, RULES AND REGULATIONS?

- There are countless rules and regulations governing employee benefit plans, many of which are complex. Our resources will help you meet your compliance obligations and keep you up to date on laws and regulations that affect your employee benefits program.

DO YOU HAVE ACCESS TO CONSTANTLY UPDATED COMPLIANCE BULLETINS AND GUIDES?

- Our easy-to-read articles will help you find answers to your common COBRA, FMLA, health care reform, HIPAA, Medicare Part D and Section 125 questions.

DO YOU WANT TO KNOW ABOUT BENEFIT CHANGES AT A GLANCE?

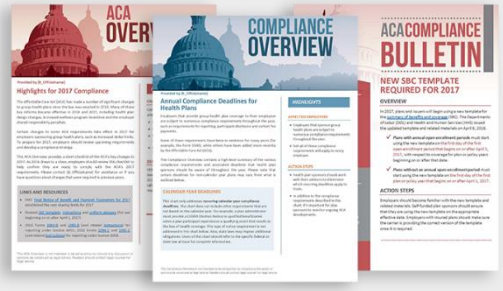
- Our monthly and quarterly newsletters provide concise, attorney-reviewed summaries of benefits rule changes to keep you up to date with the latest regulations.

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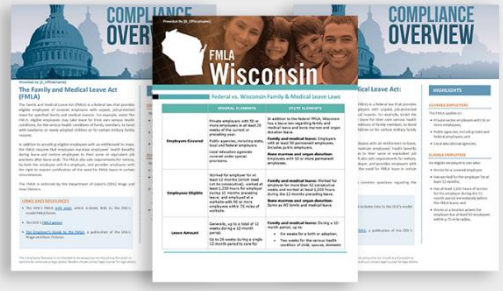
HEALTH CARE REFORM

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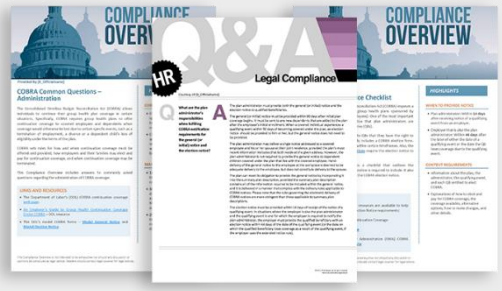
FMLA COMPLIANCE

Complying with the Family Medical Leave Act (FMLA) is an important responsibility for HR and benefit managers. We have easy-to-understand informational materials and forms you need to administer FMLA within the law.



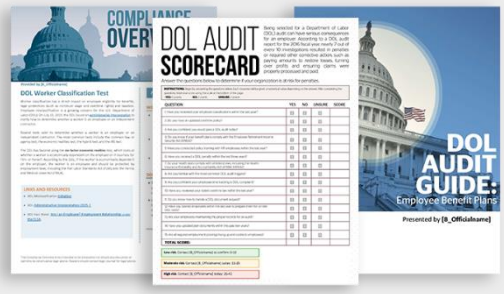
COBRA COMPLIANCE

Administering the Consolidated Omnibus Budget Reconciliation Act (COBRA) is another vital HR responsibility. Access numerous employer- and employee-facing educational pieces, as well as model forms and notices to help you remain compliant.



DOL COMPLIANCE

Over the past few years, the Department of Labor (DOL) has ramped up its enforcement of federal laws, such as the Fair Labor Standards Act (FLSA). Attorney-created resources can help you learn about DOL compliance obligations and make sure you are following all of the rules.



HIPAA COMPLIANCE

Plan sponsors know the importance of complying with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and HIPAA Privacy and Security regulations, but sometimes the implications of those laws on a business can be unclear. We can help our clients understand HIPAA laws and stay current with updates, as well as make administration easier with notices and forms.

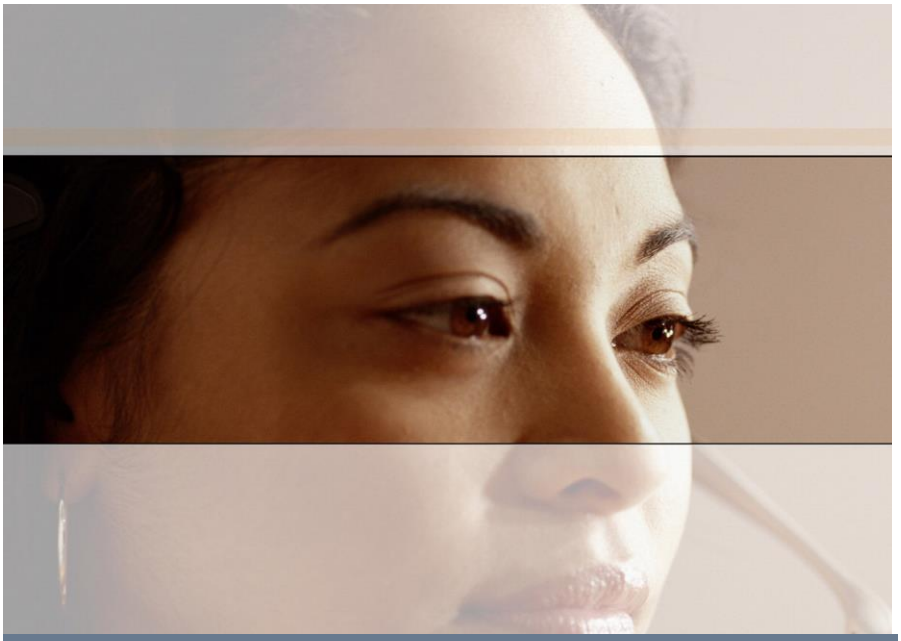


Your Client Portal:

Click+Connect+Communicate

Welcome to a whole new way of working -- a personalized website that allows you to effortlessly click, connect and communicate with Alamo Insurance Group.

It's designed to offer you time-saving tools and resources that build convenience into managing your everyday work tasks. Whether you want to collaborate with our agency online, quickly access timely news, information and resources, or connect with around 400,000 peers in your industry, this is the place to be. It's easily accessible, hardworking and just one of the many value-added services available to you when you partner with us.



"Our client portal allows us to easily find out what other companies are doing in a variety of situations. I can get answers quickly from other colleagues in the industry; the interactive discussion forum has become my personal sounding board."

■ **Trevor**, Northeast region

Document Posting

- Our document posting capabilities allow a seamless exchange of information sharing from our agency to you, accessible 24/7.

Survey Benchmarking

- Participate in benefit plan and/or P&C program surveys.
- Determine how your plans and programs compare to other employers across the country.

Health Care Reform

- Access valuable health care reform resources, including legislative updates, explanations and timelines for you, plus educational materials for your employees.

Discussion Forum

- Through your client portal's interactive discussion forum, you have access to a vast and knowledgeable network of colleagues from across the country.

Compliance

- Looking for quick answers to tough COBRA, FMLA, health care reform, HIPAA, Medicare Part D and Section 125 questions? Look no further than your client portal!

Documents on Command

- When you need to resource information fast, you have instant access to a library of downloadable health, wellness, HR and compliance articles.

Resource Links

- Useful links to industry-related Web sites are all available from the convenience of your client portal.

Health Newsletters

- Want consumer-based health articles packaged in a professional-looking format... in a flash? No problem! Your client portal supplies you with thi

Broker Advantages

Service	Description
Insurance Market Access	We provide access to virtually all insurance and administration markets.
National Affiliations	In addition to our own talented professionals and specialized value-added services, we have a wealth of resources available to us through several national affiliations.
Strategic Planning	We will develop a customized strategic plan for you that defines objectives and outlines the actions needed to accomplish those goals. Our services ensure an organized, comprehensive approach to fulfilling your benefits needs.
Five-Star Service	We pride ourselves on the level of knowledge and service we bring to our clients. All of our clients are assigned a team of specialists dedicated to serving their needs. Each client accesses our team through a single point of contact, making working with us seamless and easy.
Experience	We have proven dedication and a commitment to excellence in our service to the business community.
Technology	We use leading-edge technology to provide our customers with the latest data analysis, as well as legislative, communication and human resources administration tools.
Actuarial Services	When needed, we employ the services of professional actuaries to assist with calculations critical to your employee benefits plans.
Health Care Reform	Our agency offers up-to-date, easy-to-understand comprehensive health care reform information to help both employers and employees understand the law and its implications.
Legislative Briefs	Our exclusive *Legislative Brief* publication summarizes recent federal legislative developments in insurance and employee benefits, to help you understand laws including COBRA, HIPAA, FMLA, ADA, GINA, Medicare Part D and more.
Client Portal	All of our clients receive access to a personalized website. The site offers resources to help with plan administration, legislative compliance, employee communication and more!
Data Analysis	Using employee claims data from your carrier or TPA, our Internet-based Decision Master® Warehouse system analyzes your data and helps you discover how and where to adjust your plan design to save money. We can even model recommended changes to show you the potential savings.
Custom Communication	We can assist you with all phases of employee communication, from employee meetings to payroll stuffers to informative brochures about employee benefits and wellness.
Human Resources Tools	HRconnection®, a powerful employee communication portal, is available to you. This online tool helps you increase productivity, streamline processes, improve communication and save money for your Human Resources department.
Pharmacy Benefits Services	Through arrangements with two leading pharmacy benefits managers, we have access to national pharmacy networks, significant discounts, pharmacy benefits modeling tools and more.
Voluntary Benefits	We have experienced and highly knowledgeable consultants who can help you with this growing and important area of employee benefits.
Community	When partnering with us, you gain access to professionals from all over the country through the Community section of your client portal. An answer to a problem you have is just an email away.
Benefit Plan Analysis	At Alamo Insurance Group, we see a simplified way for you to approach the benefits plan design process. With PlanAdvisor®, we help you analyze your benefits plan costs against reliable benchmark information, project the impact of medical and dental plan design changes, estimate your renewal costs and streamline the plan selection process for your employees.

55 Flanagan Way, Suite 301, Secaucus, New Jersey
Toll Free Phone: (877) 552-5266 Toll Free Fax: 844-336-9124

SUCCESS STORY SAMPLING

PARTIAL CLIENT LISTING

&

REFERENCES

HACKENSACK BOARD OF EDUCATION:

On July 1, 2020, after successfully completing our first year assignment as Risk Management Consultant which included formation and implementation of a successful "Safety Loss Control & Wellness Committee", a Drug Free Workplace policy, random drug testing, and establishment of a preferred provider workers compensation Physician Panel' Alamo was asked to review and access the benefits program. **Within 60 days we renegotiated the Dental program, significantly reduced premiums, guaranteed rate for two years, and improved benefits**. Guided district thru Chapter 44 Open Enrollment implementation.

HARRISON BOARD OF EDUCATION:

On June 25, 2020, Alamo was simultaneously appointed as Broker of Record and Risk Management Consultant (RMC). Two days after being appointed a severe weather event occurred. **At 4:00 AM, Luis Alamo as RMC personally responded with a full restoration team to mitigate major water damage at three schools. Demonstrative of the value of having a local Broker (RMC).** Alamo negotiated a pro rata return of premium for the Student Accident Insurance for every day during COVID-19.

On the Benefits Division side, Alamo guided the district through Chapter 44 plan change education and open enrollment**, renegotiated the Dental renewal, improving benefits, locking in benefits for two years and substantially reducing premium.**

GUTTENBERG BOARD OF EDUCATION:

On May 1, 2020, Alamo was assigned as Risk Management Consultant and Benefits Broker of Record, and is currently waiting for schools to re-open to assist with Chapter 44 implementation. Risk Management plan includes Safety ad Loss Control & Wellness Committee.

NEWARK PUBLIC SCHOOLS (NPS):

After 22 years under State control, the Elected Board of Education regained autonomy of the school system on July 5th, 2017. On March 1, 2019, after a nationwide search, Alamo Insurance Group was selected and appointed as Broker of Record to the largest school district in the State of New Jersey.

This is a multi-broker assignment designed to identify potential savings to the District's employee benefits program. Alamo led negotiations on the district's Prescription Program. After months of exhaustive, intensive negotiations, which included every possible viable/responsible Prescription Benefits Manager, Alamo presented **savings of over 25% - a value equal to over $14,000,000.00 without compromising benefit levels aka Equal to or Better, and guaranteed rates for 2 years.**

Additionally, Alamo leveraged a 2% reduction in Medical premiums a value that approaches $2,000,000 by enlightening the administrators to the short-term and long-term benefit of a strategy sometime known as bundling.

Total negotiated savings over $16,000,000 in a multiyear contract without compromising benefits.

EDISON BOARD OF EDUCATION (EBOE):

On May 1, 2018, Alamo Insurance Group was selected and appointed as the insurance brokers/consultants for all lines of coverage to the 5th largest school district in the State of New Jersey, Edison Board of Education. **Within 6 weeks of being appointed, through aggressive marketing and negotiations, Alamo delivered to the District a savings of almost $4 million dollars.**

2018 Medical, Prescription, Dental: Alamo's aggressive negotiations for all lines of Employee Benefits coverage yielded a change in carrier and over $3,500,000 in savings, without compromising benefit levels aka Equal to or Better

2018 Property and Casualty: Alamo negotiated a change to a Joint Insurance Fund (JIF) with improved services and limits of insurance. The change yielded over $250,000 in savings.

2019 Medical, Prescription, Dental: Alamo negotiated a return to the original carrier for $100,000 less than the EBOE 2018 renewal without compromising benefits, again aka Equal to or Better.

EBOE Two-year cumulative savings from July 1st 2018 thru June 30th, 2020 approaches $8,000,000.

TOWN OF WEST NEW YORK (WNY):

The Town of West New York is one of our longest standing self-insured accounts. The success story here speaks to our core principles of long-term planning. In a market that has been experiencing increases trending from 8% to as high as 18% for those self-insured, **WNY in 2018 finished the year 4.5% below the 2014 Medical, Prescription, Dental budget, with a total savings of over $5,000,000 for the period.**

Understanding our client's needs, demonstrating excellent market knowledge, and the spirit of innovation, in 2013 Alamo recommended WNY fully insure the town's eldest and most vulnerable population (its Medicare-eligible retirees over age 65). Fully insuring this employee class gave the Town a fixed budget dollar figure and mitigated high level claims potential and catastrophic exposures. We were well ahead of the market, considering the State Health Benefits Plan (SHBP) waited until 2018 to implant a similar plan.

Rx-PBM: -On January 1st, 2020, WNY entered its second year of its second consecutive three-year guaranteed Prescription contract. **For the period of January 1st, 2015 thru December 31st, 2021, WNY will realize a cumulative estimated savings approaching $1,400,000.**

Stop loss: Case by case, Alamo performs careful analyses to assist clients in determining a responsible risk tolerance level --a dollar amount at which point we buy insurance to protect against a catastrophic loss, both on a specific, per member and in aggregate for the entire group. WNY has had five Stop Loss carriers in the last seven years, demonstrative of Alamo's allegiance to our client. **In 2017, WNY Stop Loss carrier paid over $3,500,000 in claims reimbursements. The renewal came in 400% higher than expiring. After aggressive marketing, Alamo renewed the program, thereby mitigating a 400% increase, which translated to a savings in excess of $1,500,000.**

CITY OF HOBOKEN:

In December of 2018, Alamo was appointed to work with the existing Broker to specifically monitor the City Stop Loss insurance.

In December of 2019, Alamo presented negotiations that resulted in a carrier change and overall reduction in program savings of almost $1,700,000.

EAST ORANGE BOARD OF EDUCATION:

The Alamo Insurance Group was selected and appointed as the insurance brokers/consultants through the Fair & Open RFP process for the East Orange Board of Education in July 2011. Within our first 6 months of being appointed, we were able to identify enrollment and eligibility errors to clean up their benefit roster and deliver approximately $400,000 in savings through aggressive marketing and negotiations of their prescription benefits contracts. **Collective Savings 2011 – 2015 were $1,698,752.**

In June of 2015, an election cycle resulted in a change of Board control and Alamo was summarily removed without cause and replaced by a competitor that has to this day been unable to improve on the programs placed by our Group.

RIDGEFIELD BOARD OF EDUCATION (RBOE)

The Alamo Insurance Group was appointed as the insurance brokers/consultants for the Ridgefield Board of Education under an Extraordinary Unspecified Services (EUS) contract in June 2013. We marketed Prescription benefits for 310 active employees. Through aggressive marketing and negotiations of their prescription benefits contracts, a **savings of $390,000 was achieved,** and we were able to negotiate an indexed second year rate cap to provide a guard for any loss ratio spikes.

Ridgefield Board of Education is enjoying its fourth consecutive multi-year contract with Alamo as its Broker/Consultant.

NORTH BERGEN BOARD OF EDUCATION (NB,BOE):

North Bergen Board of Education transitioned out of the State Education Health Benefits Plan (SEHBP) on December 1, 2013 to a private Prescription Benefits Manager. This move resulted in **savings of over $733,520 or -20% for plan year 2014**. For plan year 2015, North Bergen BOE continued to see significant savings with the Rx plan. As compared to the SEHBP Rx, North Bergen Board of Education reaped a **savings of an additional $634,705 or 16% for plan year 2015. The combined savings for the two years was $1,368,225.** This was achieved while maintaining Equal to or Better coverage limits.

Without a day to spare, Alamo returned NBBOE to the State Health Benefits Plan on January 1st, 2016 to take advantage of favorable SHBP rate renewals. We continue to monitor the SHBP on behalf of NB, BOE.

HUDSON COUNTY SCHOOLS OF TECHNOLOGY (HCST):

Alamo Insurance Group successfully transitioned the HCST from the SEHBP to the private marketplace after negotiating a two-year (2014-2015) prescription premium stabilization program, which **saved the Hudson County Schools of Technology (HCST) $425,411**. This was achieved while maintaining Equal to or Better coverage limits. The Schools were transitioned back to the State Health Benefits Educational Fund at the end of the two years smoothly and without disruption.

Without a day to spare, Alamo returned HCST to the State Health Benefits Plan on January 1st, 2016 to take advantage of favorable SHBP rate renewals.

CITY OF NEWARK:

The Alamo Insurance Group was selected and appointed to a co-insurance brokers/consultants' assignment for the City of Newark in January 2007. **Within our first 60 days after being appointed, we were able to identify and deliver savings in excess of $10,000,000 through aggressive negotiations and renegotiations of in-force health benefits contracts.**

Additionally, we conducted an eligibility audit with data supported by the SSA (Social Security Administration) and determined there were in excess of 120 deceased employees/retirees and several non-eligible dependents. This resulted in a significant premium reduction as well as a premium refund. Moreover, this also reduced the pension payment liability.

As the past Insurance Broker/Risk Manager for the City of Newark, Alamo has identified additional areas of savings related to Telecom services and Energy consumption pricing**. We were able to reduce the outcomes in both these areas and present savings of approximately $2,800,000.** Alamo exhibits a holistic approach to Risk Management.

CITY OF PASSAIC:

The Alamo Insurance Group was selected and appointed as the insurance brokers and Risk Management Consultants for the City of Passaic in July 2011. Within 90 days of being appointed, we were able to identify and deliver approximately $300,000 in savings through aggressive negotiations and renegotiations of in-force prescription benefits contracts.

Alamo implemented regular Safety and Loss Control Committee meetings, and after three years, successfully repositioned the City and enter a Joint Insurance Fund (JIF). Prior to Alamo's tenure, the City had been denied entry into every JIF in the State of New Jersey.

DEPTFORD TOWNSHIP SCHOOL DISTRICT:

The Alamo Insurance Group was appointed as the insurance brokers/consultants for the Deptford Township School District in March 2014 via a fair and open bid process. We aggressively marketed the July 1st Medical and Prescription benefits for 530 active employees. After an extensive and intense marketing campaign with skillful negotiations, Alamo was successful in obtaining $1,600,000 in savings for the district's July 1, 2014 renewal.

An election cycle resulted in a change of Board control, and Alamo was summarily removed and replaced by a competitor that has to this day been unable to improve on the programs placed by our Group.

Partial List of Clients Served

PUBLIC SECTOR

BOROUGH OF BOGOTA
BOROUGH OF MOUNT ARLINGTON
BOROUGH OF RIDGEFIELD
BRICK TOWNSHIP HOUSING AUTHORITY
CITY OF HOBOKEN
CITY OF NEWARK
CITY OF PASSAIC
COUNTY OF MERCER
DEPTFORD TOWNSHIP SCHOOL DISTRICT
DOWNE TOWNSHIP
EAST ORANGE BOARD OF EDUCATION
EDISON BOARD OF EDUCATION
GUTTENBERG BOARD OF EDUCATION
HACKENSACK BOARD OF EDUCATION
HARRISON BOARD OF EDUCATION
HOBOKEN HOUSING AUTHORITY
HUDSON COUNTY COMMUNITY COLLEGE
HUDSON COUNTY SCHOOLS OF TECHNOLOGY
IRVINGTON HOUSING AUTHORITY
MADISON HOUSING AUTHORITY
MIDDLETOWN HOUSING AUTHORITY
NEWARK BOARD OF EDUCATION
NEW BRUNSWICK HOUSING AUTHORITY
NEW BRUNSWICK PARKING AUTHORITY
NORTH BERGEN BOARD OF EDUCATION
NORTH BERGEN HOUSING AUTHORITY
NORTH HUDSON REGIONAL FIRE & RESCUE
NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY
PASSAIC VALLEY WATER COMMISSION
PATERSON PARKING AUTHORITY
PHILLIPSBURG HOUSING AUTHORITY
PLAINFIELD HOUSING AUTHORITY
RIDGEFIELD BOARD OF EDUCATION
ROSELLE BOARD OF EDUCATION
SECAUCUS MUNICIPAL UTILITY AUTHORITY
TOWN OF HARRISON
TOWN OF WEST NEW YORK
TOWNSHIP OF EAST HANOVER
TOWNSHIP OF IRVINGTON
TOWNSHIP OF NORTH BERGEN
TOWNSHIP OF WHITE
WEST NEW YORK BOARD OF EDUCATION
WEST NEW YORK HOUSING AUTHORITY

PRIVATE SECTOR

4- CLEANUP INC.
ALLIMAR INC.
ALUM & FERRER
AMERICAN ELECTRIC SUPPLY, INC.
CAREN, INC.
CHAMBLEE'S SQUARE RESTAURANT
COLUMBIA DISTRIBUTORS, INC.
DR. ANTHONY SCARPELLO
DR. ELLEN CUNNINGHAM
EAST HUDSON PRIMARY-CARE, PC.
EL SANDWICH SHOP DBA PIO PIO
ELIZABETH HAND CAR WASH
F&G DISTRIBUTORS
FOX PAN-AMERICAN SPORTS, LLC.
HISPANIC BAR ASSOCIATION OF NEW JERSEY
HOBOKEN DAYCARE, 100
J. HILL CONSTRUCTION
JACKSONVILLE RESTAURANT
JAMES J. BURKE & ASSOCIATES
JUGANDO APRENDDEMOS
LENGDOR INTERNATIONAL, USA
LISSETTE 861 CORP/TA BELLO RESTAURANT
MONTCLAIR NEIGHBORHOOD CHILD CARE CENTER
NEWARK STRATEGY GROUP
NOBLE STRATEGY, LLC
NUTRICENTRO INTERNATIONAL
PELLER & COMPANY
PERU FOODS
ROBINSON AERIAL SURVEY, LLC.
SON CUBANO
SBR REALTY
SOUTH-VIEW CEMETERY
SOWING SEED DAYCARE
VARADERO REALTY
VENTANA RESTAURANT

NON-PROFIT

BRAND NEW DAY
HOSEA FEED THE HUNGRY & HOMELESS
JOSHUA'S CLOSET INTERNATIONAL
LEADERS FOR LIFE
NEWARK NOW
NORTH HUDSON COMMUNITY ACTION CORPORATION
PROMISED LAND BAPTIST CHURCH
SOUTH VIEW CEMETERY
ST JAMES AME CHURCH
URBAN LEAGUE OF ESSEX COUNTY
WARREN COUNCIL OF SENIOR CITIZENS (RX CARDS)
PROMISED LAND BAPTIST CHURCH

NMSDC Certified Supplier
M/SBE Certified
SIC Code 6411

NAICS Code # 524210
DUNS # 825479095

Client References

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(201) 295-2706

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Superintendent
Newark Board of Education
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Mr. Frank Gargiulo
Superintendent
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Executive Director
West New York Housing Authority
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Superintendent
Hackensack Board of Education
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NORTH BERGEN BOARD OF EDUCATION

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HAISSAM JAAFAR
PRESIDENT

SAI RAO
VICE PRESIDENT

HUGO D. CABRERA
BOARD SECRETARY

GEORGE J. SOLTER JR., Ed.D
SUPERINTENDENT

STEVEN P. SOMICK
BUSINESS ADMINISTRATOR

To whom it may concern,

As Superintendent of the North Bergen School district I personally worked with the team from Alamo Insurance Group and oversaw their work on behalf of the district. As our Brokers the Alamo Insurance Group successfully saved the North Bergen School District budget over $1,300,000 in a two year period by negotiating our prescription program outside of the State plan directly with Benecard.

Transitioning out of the State requires a lot of communication and an understanding of the regulations. The Alamo Insurance Group assisted us in assuring the North Bergen Federation of Teachers Unit that their benefits were not being compromised and the new coverage would be at the level of the New Jersey State Health Benefits program or better. The Alamo Insurance Group carefully performed the enrollment process for all staff members, which simultaneously included a dependent verification audit. I viewed the entire process as a success but most impressively was when the Alamo's team identified the exact date to re-enter the Sate without losing a single day or tax payer dollar.

I submit to you my recommendation of Luis Alamo and the entire team for their professionalism, attention to detail, timeliness and dedication. Although we do not require a broker now that we are back in the State Health Benefits Plan and we still retain Alamo to keep close eye on our programs.

Please do not hesitate to contact with any questions or concerns.

Sincerely,

George J. Solter, Jr., Ed. D

Superintendent of Schools

HUDSON COUNTY SCHOOLS OF TECHNOLOGY

HCST

April 13, 2018

To Whom It May Concern:

The Alamo Insurance Group has acted as our Insurance Consultant/Broker for our dental and prescription program for almost a decade. They have always proven to be reliable and attentive to detail.

Perhaps their greatest success was during the 2014/15, 2016/17 school years when they aggressively negotiated our prescription program directly to the private insurance market on our behalf and returned over $425,000 to our budget.

Exiting the Sate Health Benefit Plan for substantial saving proved to be the right decision for our district, but timely reentry was the most crucial part of the process. Alamo carefully watched our program and precisely timed and informed us when it was time to reenter without losing one single day or tax dollar in the private market place.

It is my experience that Alamo is highly service oriented, punctual, and well informed.

It is with great pleasure that I respectfully submit to you my recommendation on behalf of The Alamo Insurance Group. Please feel free to contact me should you have any questions or concerns.

Sincerely,

Frank J. Gargiulo

Frank Gargiulo

Our Mission:
The Hudson County Schools of Technology is a visionary community
that inspires creative independent thinking through diverse learning opportunities

OFFICE OF THE SUPERINTENDENT ● Telephone (201) 662-6700 ● Fax (201) 869-7716 ● www.hcstonline.org
8511 Tonnelle Avenue ● North Bergen, New Jersey 07047

Ridgefield Public Schools

...valuing each and every student

John J. Petrelli
Interim Superintendent of Schools

555 Chestnut Street, Ridgefield, NJ 07657
Phone: 201-945-7747 Fax: 201-945-7830

Floro M. Villanueva Jr
Business Administrator

April 16, 2018

To Whom It May Concern:

Alamo Insurance Group Inc. has been the prescription broker for the Ridgefield Public Schools for six years, and I have had the pleasure of working with Mr. Luis Alamo and Ms. Raquel Cagley for the past 3 years. As a Business Administrator, I am charged with constantly working to find more efficient, cost-effective means of operating the district. By partnering with Alamo insurance, we have kept our prescription budget stable, while offering creative business solutions.

It is with great pleasure that I write this letter of recommendation as they have provided outstanding service to the District for our prescription plan with Benecard. The firm has been available to resolve any issues, worked with me in various faculty meetings to educate our staff on their prescription and health benefits plan, and have demonstrated technical and analytical abilities in negotiating annual renewals with Benecard.

Mr. Alamo and Ms. Cagley are attentive to all details and always fight to resolve issues in favor of their clients.

Should you have any questions, please do not hesitate to contact my office at 201-945-7747, ext 3 then 1.

Respectfully,

Floro M. Villanueva Jr.
Business Administrator/Board Secretary

MANAGEMENT TEAM

ALAMO INSURANCE GROUP INC
Helping Clients Navigate Risk

Luis Alamo

Founder, President & CEO

Since 1994, Luis Alamo has grown Alamo Insurance Group, Inc. from a one-man operation to one of New Jersey's largest minority-owned insurance brokerage firms -- an accomplishment he credits to the Company's intense focus on building both personal and professional relationships with its clients, and to the Group's Mission:

- To meet and surpass our clients' expectations
- To provide quality insurance products and services
- To establish a tradition of professionalism and teamwork
- To leave a philanthropic footprint in every community we serve
- To support and promote the spirit of volunteerism everywhere we go

Luis is a MEL Accredited Risk Manager with more than 20 years' experience in the insurance industry; he possesses deep expertise in life, health, and property/casualty insurance products, as well as risk management consulting services.

As President of Alamo, Luis manages the Company's day-to-day operations and plays an active role in every account. The company has built a reputation as a specialist in turning around poorly performing public sector accounts with high claims frequency. We consistently deliver significant cost savings in a safe work environment through education and training. Creating awareness and accountability for claims dollars in a morale-building, safety first way is the corner stone of our Risk Management practice.

Prior to his career in Insurance, from 1980 to 1994, Luis was responsible for growing his family's designer clothing outlet business, Crisanto's Good Price, Inc. from a $7 MM local operation in Hudson County, NJ to a $20 MM multi-state operation with distribution in Central and South America. He then successfully downsized the business.

Biography: Luis is a first-generation Cuban American exile. He is a graduate of the New York Military Academy and attended the Fashion Institute of Technology. The sudden and violent death of his father prevented him from pursuing a life-long dream of playing college football; and precipitated his involvement in the family business. Luis cherishes the role women have played in molding his life, beginning with his mom, Gloria.

Luis is a recipient of the Continental Newspaper "Big Apple" Man of the Year Award for his widespread involvement in activism and advocacy on behalf of victims of violent crimes families, and community service in the New York/ New Jersey area. Luis has also been awarded Cuban American Man of the Year by Save Latin America, where he has served as a motivational speaker for "Reaching our Dreams", a role model program that serves grammar schools students across the tri-state area.



- Father to Lauren (30) & Luis (26)
- Board Member, State of NJ Public Employees' Occupational Safety & Health Advisory Board (PEOSHA)
- Board Member, North Hudson Community Action Corporation Foundation
- Member, Newark Mayor Corey Booker's Transition Team & Finance Committee
- Member, West New York Mayor Sal Vega's Transition Team & Finance Committee
- Past President of the Latin American Kiwanis Club of North Hudson
- North Bergen Little League Baseball and Pop Warner Football
- Superintendent of Schools Advisory Committee North Bergen, NJ Board of Education
- Reaching our Dreams Volunteer Role Model
- MEL Accredited Risk Manager

<u>Social advocacy:</u>

- Recovery community
- Violent crimes victims
- Minority empowerment
- Immigration
- Mentorship
- Philanthropy
- Volunteerism

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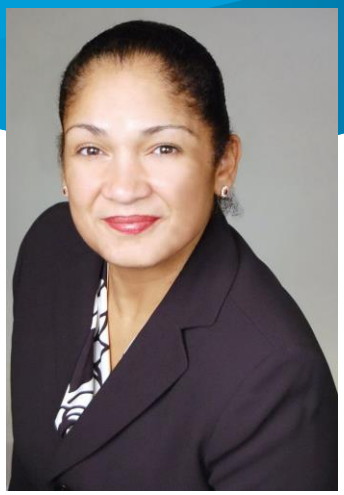
ALAMO INSURANCE GROUP INC

Helping Clients Navigate Risk

Lois Lugo

Operations Manager

As Director of Operations at Alamo Insurance Group, Inc., Lois Lugo is responsible for ensuring that all internal functions of the organization run smoothly. She coordinates all aspects of the new business and renewal processes with our prospects and clients; manages internal Human Resources, Accounting and Finance functions; and serves as liaison to our external Legal and Compliance partners. Her organization skills and service mentality help the agency always emanate professionalism and customer centricity.



Biography: Lois has more than 30 years experience in the insurance and reinsurance industries. She began her reinsurance career as an Accounting Clerk in the corporate finance department of Johnson & Higgins/Marsh & McLennan, where she was responsible for assisting the Corporate Finance Manager. She later progressed into an office management position at the Southern California Physicians Insurance Exchange with involvement in various aspects of the organization, ranging from basic clerical office functions to partaking in major corporate level decisions.

She was also the Lead on the implementation of a satellite office located in Westfield, NJ after the World Trade Center office suffered irreparable damage on September 11, 2001.

Prior to her employment at Alamo Insurance Group, Lois worked as a reinsurance Specialist in the claims division of Gallagher Re., where she primarily handled life, accident, health, and property/casualty claims related to the September 11, 2001 terrorist attacks. Lois represented the Facilities Department on a cross-functional team tasked with file digitization with the goal of achieving a paperless environment.

She was one of the first students to enroll at the university of Phoenix, Jersey City campus, where she earned a Bachelor's degree in Business Management.

Lois currently resides in Ridgefield, New Jersey with her husband of 18 years, Frank, and her daughter, Jessica.

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ALAMO INSURANCE GROUP INC
Helping Clients Navigate Risk

Raquel Cagley

Senior Vice President, Benefits Division



As Senior Vice President of the Alamo Insurance Group, Inc., Raquel is responsible for day-to-day operations of the company's largest division. With almost 25 years in the field of Employee Benefits, Raquel has directly impacted Alamo Group's rise to its imminent position as the largest Insurance Brokerage of its kind in the State of New Jersey. Raquel and her Team are devoted to finding opportunity in risk. From risk identification and assessment to quantification and prioritization, to risk mitigation and financing — her approach to differentiate the client experience truly lies at the core of the Alamo Insurance Group's Mission:

- To meet and surpass our clients' expectations
- To provide quality insurance products and services
- To establish a tradition of professionalism and teamwork
- To leave a philanthropic footprint in every community we serve
- To support and promote the spirit of volunteerism everywhere we go

Biography: Raquel is a seasoned executive at the top of her field. Prior to joining Alamo Insurance Group, Raquel began her career with Horizon Blue Cross Blue Shield of New Jersey with a proven track record of success. During her tenure with Horizon BCBSNJ, Raquel was promoted five times. She handled large, high profile accounts from New Jersey's Federal Employee Program, with over 100K members, to the largest city in the State of NJ. Raquel attributes her success and growth to her commitment to not only meet but exceed her clients' expectations at every level. The combination of her maniacal focus on results and her analytical nature ensure clients receive cost-saving measures without compromising benefits.

Raquel was born, raised, and currently resides in Newark, NJ with her family. A home-grown product of the Newark Public School system, Raquel's passion for education led her to begin her professional carrier as an educator for the Newark Public Schools before joining Horizon.

Raquel earned her Associates Degree in Arts with honors from Katharine Gibbs College in New York, NY in 1992; and continued her education at Montclair State University with a major in English.

As former Miss Brazil USA, Raquel has served as a judge, dedicated mentor, and role model to young women everywhere, constantly seeking to pay it forward in every way possible.

- Salvation Army - Newark Advisory Board Member
- Newark Parking Authority - Board Member, Chairperson
- Statewide Hispanic Chamber of Commerce of NJ - Member
- Horizon Blue Cross/ Blue Shield Hispanic Affinity Association - Charter Member, Founder
- Reaching Our Dreams - Volunteer, Role Model
- BAUA (Brazilian American United Association) – Former Director
- Ironbound Community Corporation, Member
- MEL Accredited Risk Manager - Public Entity
- Licensed Insurance Professional; Health, Life, Property & Casualty

<u>Social advocacy:</u>

- Mentorship
- Philanthropy/Volunteerism
- Immigration
- Minority empowerment
- Child Advocacy
- Recovery community

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Toll Free Phone: (877) 552-5266 Toll Free Fax: 844-336-9124

ALAMO INSURANCE GROUP INC

Helping Clients Navigate Risk

Katherine Young, CIC

Director of Risk Management Loss Control

As Director of Risk Management Loss Control at Alamo Insurance Group, Inc., Katherine Young, CIC, is responsible for day-to-day risk management/loss control consulting. As a leader, Kathy works closely with Board of Directors, Chairpersons and other committee members to help identify, manage, and measure hazard, operational, pure and strategic risks. Kathy's expertise has helped clients make risk-effective decisions that have created and sustained value, that align with the organizations' goals and objectives year after year.



Biography: Katherine has 30 years of insurance and risk management experience in the areas of property/casualty and employee health benefits, including third-party administration, managed care, loss control and litigation management with an emphasis on public sector clients.

Her past experience at national and mid-size regional third-party administrators and insurance agencies includes the negotiation and placement of traditional and/or excess insurance programs, program design and implementation of self-funded programs, coverage analysis, recommendations and claims evaluations, and overall client account management.

Katherine is a past member of the Certified Insurance Counselor (CIC) Board of Trustees and Education Committee, Company Liaison Committee of the Professional Insurance Agents organization of New Jersey, and a current member of the National Alliance for Insurance Education and Research Society of CIC.

She earned an A.A.S. (Associates Applied Science degree) in Business from Union College, in 1978. Additionally, Katherine received her CIC designation in 1992, and participates in annual continuing education courses to maintain her professional designation and State of New Jersey Banking & Insurance continuing education requirements.

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ALAMO INSURANCE GROUP INC

Helping Clients Navigate Risk

Jasmine Brascom

Account Executive

Jasmine Brascom, Certified Commercial Insurance Service Representative (CISR), leads the day-to-day operations of our Risk Management Consulting and Property & Casualty division. She is responsible for continuously improving our client experience and customer satisfaction via timely and accurate responses to their needs. Jasmine works closely with division lead, Katherine Young, and Founder Luis Alamo in the implementation of Risk Management strategies designed to proactively increase safety in the workplace. Jasmine brings unique insight to the risks and hazards inherent to the urban landscape, specializing in tracking trends in claims by frequency and severity. By applying detailed analytics and core risk management principals, Jasmine often identifies and creates awareness before accidents occur. Jasmine is passionate about mitigating risk, and believes training and education are the keys to achieving measurable year-over-year improvements.



Biography: Prior to joining Alamo Insurance Group, Jasmine began her insurance career with Frank Petronella State Farm Agency. She worked very closely with the new agency's owner to help build the book of business. Here she learned the importance of building relationships through helping prospects and clients coordinate the best protection plans for their needs.

After five years, Jasmine moved to Brown and Brown Metro as an Assistant Commercial Lines Account Manager, where she found a deeper love for the insurance industry. After just one year with Brown and Brown, realizing that education would be critical to her success, Jasmine embarked on the journey to obtain her CISR, and later her Chartered Property Casualty Underwriter (CPCU) designation. Jasmine displayed her trailblazer mentality by coordinating a learning platform for assistants who wanted to pursue different career paths within the organization. Jasmine strives to "live a life that feels good on the inside, not just one that looks good on the outside". This principle acts as a guide to overcome obstacles that exist for all women, especially women of color. She has always valued the presence of strong women in her life, women in leadership which is one of the reasons why she chose Alamo Insurance Group. Today, Jasmine has a vital leadership role in an organization already primarily led by women.

Growing up and living in Newark, New Jersey, she has set out to continue to change old narratives similar to how her greatest role model -- her mother, Valerie -- once did. Valerie showed her that it is possible to grow both professionally and personally; to thrive; to be important; and to dream big. Now she takes time to mentor other young women on these same lessons. After all, it is imperative to have a sense of community and to pay it forward.

Jasmine plans to also achieve her Associate Risk Manager/Public Entity (ARM-P) designation, for as strongly she believes it is important to be at the top of her game in the insurance industry, she feels it is even more important to be a good person. Jasmine is confident she is growing into exactly who she believed she would become.

55 Flanagan Way, Suite 301, Secaucus, New Jersey
Toll Free Phone: (877) 552-5266 Toll Free Fax: 844-336-9124

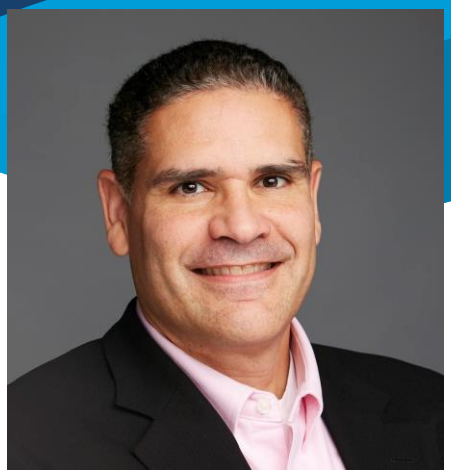
ALAMO INSURANCE GROUP INC

Helping Clients Navigate Risk

Enrique “Kiki” Urquiola

Director of Marketing & Customer Satisfaction

Our newest team member. Enrique, or “Kiki” as he is better known by Luis and his other childhood friends, recently joined Alamo after a long, successful career, primarily with large Fortune 500 corporations. Given his extensive experience and network, Enrique will be instrumental in continuing to grow Alamo’s public and private sector clientele. Among his many responsibilities will be the optimization of customized, client-enabled technology -- including employer portals and other tools -- to facilitate consistent, cross-channel communications among employers and their employees, critical to today’s ever-evolving virtual workplace.



Biography: Born in Havana, Cuba, Enrique immigrated to the US with his family in 1970. Raised by two dentists, Manuel and Angela, with his brothers, Javier and Jorge, he grew up in heavily Latinx West New York, NJ. He attended nearby Columbia University, where he earned his BA in Economics and Spanish.

Enrique started his career at American Express, and attributes much of his marketing savvy to the 11 years he dedicated to nurturing one of the preeminent financial services brands in the world -- whether working on pre-approved credit card direct mail, the company’s well-known Membership Rewards loyalty program, or helping to launch its online brokerage unit.

Later from 2001 to 2005, he worked at JP Morgan Chase and TIAA-CREF, where he continued to hone his database and email marketing skills. He was then recruited to join the interactive services division of the data-driven marketing company, Epsilon, where he served as Director, Client Services & Business Development from 2005 to 2008. In addition to behemoth Citigroup, the account management team he oversaw managed the likes of Walt Disney, Target, General Motors, and Purina. Enrique then decided to join Ogilvy & Mather, where he provided customer communications strategies and expert channel and loyalty advice to the agency’s extensive blue-chip clients from 2008 through 2012.

Longing for a return to greater end-to-end ownership, Enrique joined the luxury hotel representative company, The Leading Hotels of the World. From 2012 to 2018, he managed a team responsible for integrated customer communications across multiple channels and functions. Prior to joining Alamo in January 2021, Enrique served as an agent and advisor for New York Life Insurance Company. It had been especially fulfilling to return to financial services and to serve his community by helping individuals and businesses create, build, and preserve wealth.

- Dedicated husband to high school sweetheart, Cristy Ramirez, since 1990.
- Doting father to three beautiful young women: Rebecca (29), Alexandra (27), and Sofia (20)
- School Advisory Board Member: Academy of Our Lady of Mount Carmel in Tenafly, NJ
- Member: Livingston chapter of Lions Club, International
- Volunteer alumni interviewer: Columbia University
- License Insurance Professional: Health and Life in several states
- Investment Company/Variable Contracts Products Limited Representative: Series 6 and 63

55 Flanagan Way, Suite 301, Secaucus, New Jersey
Toll Free Phone: (877) 552-5266 Toll Free Fax: 844-336-9124

ALAMO INSURANCE GROUP INC

Helping Clients Navigate Risk

Sawyer Warzybuk

Junior Analyst

We at the Alamo Insurance Group are thrilled to welcome our newest team member. Sawyer, who works closely with our Director of Marketing & Customer Satisfaction, Enrique Urquiola, and our Senior Vice President of Benefits, Raquel Cagley, will be instrumental in helping our clients leverage content, tools, and capabilities available through our technology platform. She brings a uniquely attractive combination of strong analytic and interpersonal skills. Clients are sure to agree that Sawyer's positive, youthful, and adaptable energy is infectious.



Biography: Born and raised in New Jersey, Sawyer grew up in a small town within the countryside of the state. One of her favorite quotes is:

> "What you think, you become. What you feel, you attract.
> What you imagine, you create." - Buddha

This principle reminds her to always stay positive; she emphasizes that kindness and optimism are crucial to connecting with clients and to building lasting relationships.

Sawyer is new to the insurance industry, having previously worked as a middle school teacher and in analytics within the technology industry. Sawyer attributes her quick thinking and flexibility to having worked in the school systems, where she was bounced from class to class, teaching all different ages and learning abilities. While working as a data analyst for a computer solutions company, Sawyer was able to hone another extremely valuable skill: analyzing and interpreting complex data compilations, and translating the findings into easy-to-understand spreadsheets and presentations.

Sawyer graduated from Rider University in 2017 with a Bachelor's Degree in Mathematics and a minor in Business Administration and Finance. She is currently studying for her Association of the Society of Actuaries (ASA) designation to pursue her goal of becoming an actuary. She has a very promising career ahead.

55 Flanagan Way, Suite 301, Secaucus, New Jersey
Toll Free Phone: (877) 552-5266 Toll Free Fax: 844-336-9124

RESPONDENT INFORMATION

FIRM SUBMITTING QUALIFICATION STATEMENT

The name of the firm submitting the Qualification Statement and key contact information is as follows:

Corporate Offices:

Alamo Insurance Group	
55 Flanagan Way Secaucus, NJ 07094 *(Mailing address)*	
(201) 295-9044 Telephone	(877) 55-ALAMO (25266) Toll-Free
(844) 336-9124 Facsimile	Email: info@alamoinsurance.net
www.alamoinsurance.net	

Alamo Offices/Locations:

Secaucus, NJ
Hudson County

Manahawkin, NJ
Ocean County

Key Contact Persons:

Luis Alamo, ARM, President *Email: lalamo@alamoinsurance.net*	*Lois Lugo, ARM, Director of Operations* *llugo@alamoinsurance.net*
Raquel Cagley, Senior Vice President of Benefits Division *Email: rcagley@alamoinsurance.net*	*Katherine Young, CIC, Vice President of Risk Management & Loss Control* *Email: kyoung@alamoinsurance.net*
Enrique Urquiola, Director of Marketing & Customer Satisfaction *Email: eurquiola@alamoinsurance.net*	*Jasmine Brascom, CISR, Account Executive* *Email: jbrascom@alamoinsurance.net*
Sawyer Warzybuk, Junior Analyst *Email: sgayzybuk@alamoinsurance.net*	

Account will be managed by:

Katherine Young, CIC
Vice President of Risk Management & Loss Control
Email: kyoung@alamoinsurance.net

Raquel Cagley
Senior Vice President of Benefits Division
Email: rcagley@alamoinsurance.net

DESCRIPTION OF BUSINESS ORGANIZATION

The names and business addresses of all Principals of the firm of Alamo Insurance Group, Inc., are as follows:

Principal of the firm of Alamo Insurance Group, Inc.

Luis Alamo, President (100% Ownership)

Corporate Offices:

Alamo Insurance Group	
55 Flanagan Way Secaucus, NJ 07094 *(Mailing address)*	
(201) 295-9044 Telephone	(877) 55-ALAMO (25266) Toll-Free
(201) 295-8997 Facsimile	Email: info@alamoinsurance.net
www.alamoinsurance.net	

Alamo Insurance Group, Inc. is a solely-owned Corporation owned 100% by Luis Alamo, President, and is not a subsidiary of any other company.

The number of years Alamo Insurance Group, Inc. has been in business is twenty three (23) years; for the first seven (7) years prior to incorporating the company traded as Luis Alamo Insurance Services.

The number of years Alamo Insurance Group, Inc., has been in business under the current management is twenty three (23) years.

Alamo Insurance Group, Inc. is in compliance with all applicable Affirmative Action requirements (see evidence of compliance included in the Attachments section).

There have been no judgments against Alamo Insurance Group, Inc. within the last five years.

Alamo Insurance Group, Inc. has not nor is in any bankruptcy or re-organization proceedings within the last ten years.

Alamo Insurance Group, Inc. has not been reprimanded, censured, or suspended for ethics violations by any licensing board.

Alamo Insurance Group, Inc. has not been reprimanded, suspended, or prohibited from doing business with any insurance carrier.

Alamo Insurance Group, Inc. has had no involvement in adverse cases and/or lawsuits against the **TOWNSHIP OF WEST ORANGE** in the last five years.

Alamo Insurance Group provides full and free access to those records maintained with respect to the insured, as well as other books, records, and information reasonably related to the scope of services provided by the Alamo Insurance Group, Inc. to the insured, all to the extent permitted by state and Federal law.

No one at the Alamo Insurance Group, Inc. and/or any of their immediate family members is currently or has ever been an employee of the **TOWNSHIP OF WEST ORANGE**.

Alamo Insurance Group, Inc. normally employs non-union employees. Alamo currently employs:

- 6 licensed W-2 associates
- 2 non-licensed W-2 administrative staff
- 2 licensed 1099 associates
- 3 Licensed Interns

Copies of our state licenses are included in the Attachments section.

Our Business Registration Certificate is included in the Attachments section.

MBE Certified
SBE Certified
NMSDC Certified
SIC Code 6411
NAICS Code # 524210
DUNS # 825479095

Corporate Philanthropy

The primary focus of Alamo's philanthropic efforts is education - supporting the educational achievement of young people and helping to develop our future workforce. In addition, our corporate giving efforts also address the unique cultural, community development and human services needs of the many diverse communities that comprise Alamo's national footprint. In each market region, Alamo leadership works with community leaders and organizations to identify the areas where our charitable giving can have the greatest impact.

In leveraging Alamo's talent and resources through our community involvement programs, we strive to facilitate meaningful change in our world. Alamo's support for programs promoting education and diversity has deepened through our emphasis on increasing educational support, racial and ethnic health equity, while continuing to strive to advance education and diversity as an engine for change, and as a tool for increasing opportunity.

It's our mission to create opportunities so people can live better. We consider it our responsibility to make a positive impact in the communities we serve. One community at a time.

Examples of awards and initiatives that demonstrate Alamo's commitment to education and diversity include:

EDUCATION WORKSHOP GRANTS

LearnDoEarn offers unique motivational curriculum, games, and activities that help middle and high school students of all abilities understand exactly what they need to do to build the academic and behavioral foundations they will need for success in college and/or work. LearnDoEarn can be used to:

- Improve student academic success
- Increase interest in STEM courses and careers
- Improve motivation and attitude
- Ensure employability

LearnDoEarn is the only program that uses the inherent authority of the business community as future employers to create a clear roadmap for students, detailing the rigorous courses they should take, the grades they should earn, the amount of homework they should do, and the behaviors they should acquire and practice. LearnDoEarn makes students *want* to work harder.

COLLEGE SCHOLARSHIPS

Relevant and responsive to our global economy, Alamo Insurance Group consistently contributes to the following to raise funds for scholarships and grants to educate the best and the brightest among us despite their financial challenges. At Alamo we believe it's important to support the educational efforts of the next generation of professionals who will keep our nation competitive and secure our future.

- United Negro College Fund (UNCF)
- National Forum for Black Public Administrators (NFBPA)
- National Association for the Advancement of Colored People (NAACP)

Please note that members of Alamo's executive team are individual donors as well as members of the organizations noted above. Further members of the Alamo team serve in other appointed and elected positions related to education and diversity in their respective communities.

ASSOCIATIONS & AFFILIATIONS

Alamo Insurance Group is a proud supporter and sponsor of numerous organizations supporting the communities which we serve in a number of different ways.

Not only do we actively participate on Advisory Boards related to Human Resources/Benefits, Commercial Insurance and Underwriting focused associations, Alamo Insurance Group proudly sponsors and speaks at numerous Industry events. Please see below a brief list of the Associations and Advisory Boards to which we belong:

FEE PROPOSAL

BROKER/CONSULTANT FEE
for
TOWNSHIP OF WEST ORANGE

Description	**Annual Insurance Broker/Consultant Fee***
Professional Insurance Broker/Consultant Fee… ***RFQ: Insurance Broker Services***	**No Cost to the Township** Alamo Insurance Group is compensated by the carrier(s) and/or fund under their standard compensation terms. We are however willing to negotiate compensation terms and conditions with the **Township of West Orange** to provide the greatest benefit to the Township and its taxpayers. **Prescription 3.5% or Premium** **Dental 3% of Premium** **Medical (Self-Insured) 5% of Premium** **Medicare Advantage 5% of Premium** **Municipal JIF 6% of Premium** **Self -Insured Onsite Wellness Program (N/A)** **COBRA Administration (N/**A)

*Alamo Insurance Group, Inc. is looking forward to becoming a long-term partner to the **TOWNSHIP OF WEST ORANGE**; we are flexible in our approach related to compensation and we're willing to further negotiate if necessary, to accommodate the needs of the **TOWNSHIP OF WEST ORANGE** and its taxpayers.

ATTACHMENTS

Qualification Statement

Request for Proposals for Insurance Broker Services The Township of West Orange is requesting Proposals for Insurance Broker Services for the calendar year January 1, 2021 ending December 31, 2021, in accordance with New Jersey Department of Banking Insurance statutory requirements. The Township of West Orange currently self insured Medical / Prescriptions/ dental/ vision benefits for approximately 300 active employees and retirees. Proposals submission must include all of the following:

1. Name of individual approved by the Department of Banking and Insurance.
2. Name, address, phone and fax number of firm (if multiple office sites, list all, and indicate corporate office).
3. Biography or history of the firm.
4. List of principals and/or partners of the firm must have 10 years experience in the field of New Jersey Insurance.
5. List of personnel that would be assigned to West Orange, including a summary of their educations, licenses, qualifications, expertise and experience as it relates to the services the Township requires.
6. List of References from at least three municipalities for which firm has provided similar services, including name, address, phone and contact information.
7. Provide prior experience, if any, the firm may have in providing services to the Township of West Orange, and in what capacity.
8. List of municipalities currently under contract with the firm
9. Copy of current Certificate of Insurance for Professional Liability Coverage.
10. Cost proposal for all services needed – See Below

Fees will be derived from the insurance carriers who directly compensate named brokers of record and/or Risk Manager designations based on % of Premium, a Per Member Per Month (PMPM) charge or as defined by the respondent.

Benecard Prescription

% of Premium	or	PMPM	or	Other
3.5%				

Delta Dental

% of Premium	or	PMPM	or	Other
3%				
%				

Self-Insured Medical

% of Premium	or	PMPM	or	Other
3.5%				

Medicare Advantage

% of Premium	or	PMPM	or	Other
5%				

Municipal Joint Insurance Fund

% of Premium	or	PMPM	or	Other

6%				

Self-Insured Medical Onsite Wellness Program (If Any Charge)

% of Premium	or	PMPM	or	Other
N/A %				

All COBRA Administration (If Any Charge)

% of Premium	or	PMPM	or	Other
N/A %				

REQUIRED EVIDENCE
AFFIRMATIVE ACTION REGULATIONS N.J.S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, *et seq.,* and N.J.A.C,. 17:27 within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.
Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.
The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?

Yes _____ (If yes, submit a copy of such approval.) No X.

2. Do you have a State Certificate of Employee Information Report approval?

Yes X (If yes, submit a copy of such approval.) No _____.

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, *et seq.,* and agrees to furnish the required documentation pursuant to the law.

COMPANY: Alamo Insurance Group, Inc. NAME: Luis Alamo

SIGNATURE: _____ TITLE: President

NOTE: A **bid must be rejected as non-responsive if a Bidder fails to comply with requirements of** N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than *the* recipient of the bid and will not be communicated *to any* person prior to the official opening of the bid.

B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.

C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder.

(Signature) _____

Subscribed and sworn to

Before me this day September 8th of 20 21

AFFIANT Lois Lugo

NOTARY PUBLIC OF New Jersey

MY COMMISSION EXPIRES: 2025

STATE OF NEW JERSEY NOTARY PUBLIC

LOIS LUGO
NOTARY PUBLIC OF NEW JERSEY
COMMISSION # 2393856
MY COMMISSION EXPIRES 3/4/2025

INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.
The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

PROFESSIONAL LIABILITY INSURANCE
Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

Acknowledgement of Insurance *Requirement:*

Alamo Insurance Group, Inc.



(Signature)

September 8, 2021

(Date)

Luis Alamo , President

(Printed Name and Title)

This form must be completed, signed and returned with RFQ.

STOCKHOLDER DISCLOSURE CERTIFICATION

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned. X

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned. _____

PLEASE CHECK TYPE OF BUSINESS ORGANIZATION:

Partnership ____ Limited Partnership ____ Limited Liability Corp ____

Corporation X Sole Proprietorship ____ Limited Liability Partnership ___

Subchapter S Corp ____

PLEASE CHECK APPROPRIATE BOXES AND SIGN BELOW

Name: Luis Alamo

Home Address: 8200 Boulevard East

North Bergen, NJ 07047

Stockholders

Name: _____

Home Address: _____

_____

Name_____

Home Address: _____

_____

_____ Luis Alamo, President

Owner or Representative Signature Print Name & Title

NOTORY PUBLIC

Sworn before me this 8th day of September 20 21.

STATE OF NEW JERSEY NOTARY PUBLIC

LOIS LUGO
NOTARY PUBLIC OF NEW JERSEY
COMMISSION # 2393856
MY COMMISSION EXPIRES 3/4/2025

NON-CONFLICT OF INTEREST CERTIFICATION

REQUEST FOR QUALIFICATIONS FOR PROPOSALS

FOR

Insurance Broker Services

(Title of RFQ)

The undersigned certifies to the Township of West Orange, County of Essex, State of New Jersey that in performing services to the Township he/she is aware of no circumstance that would constitute a conflict of interest, financial or otherwise, between him/her (or his/her firm) and the interests of the Township.

The undersigned certifies that he/she has made a search of his/her firm's client base and has executed this certification subsequent to such search.

The undersigned acknowledges this a continuing certification, and shall remain in effect for the term of the services contained in the solicited request for qualifications. I certify that the foregoing statements made by me are true and accurate to my personal knowledge; I am making this certification in good faith. I am aware that if any of the foregoing statements made by me are false, the Board is free to terminate any professional service agreement entered into with the undersigned and/or his or her firm.

Certifying Official:

PRINT NAME: Luis Alamo

SIGNED BY: _____

TITLE: President

Political Contribution Disclosure Statement Pursuant to Chapter 2, Section 68 of the Revised General Ordinances of the Township of West Orange

Pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange, please set forth below all political contributions in cash or in kind of two hundred ($200.00) dollars or more made within five (5) years of the date of acceptance of a proposal for a negotiated contract with the Township of West Orange, or within five (5) years of the notice of award for a bid contract with the Township of West Orange, either directly or indirectly, by the individuals or any of the principals of the business entity completing this form or by the business entity itself, to any elected official of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office.

The current elected officials of the Township include the following: Mayor Robert D. Parisi; Councilwoman Susan McCartney; Councilwoman Cindy Matute Brown; Council Woman Tammy Williams; Councilman Bill Rutherford; and Councilwoman Michelle Casalino.

Name of Contributor	Amount	Recipient of Contribution	Contribution Date
Please see the attached C.271 Forms			

If you have NOT made any contributions within the scope of Section 2-68.1, as set forth above, please indicate here _____.

I hereby certify under penalty of perjury that the information provided herein is true and accurate to the best of my knowledge, information and belief.

Signature _____

Print Name: Luis Alamo

Company: Alamo Insurance Group, Inc.

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	The Alamo Insurance Group, Inc.		
Address:	55 Flanagan Way		
City:	Secaucus	State: NJ	Zip: 07094

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature	Luis Alamo Printed Name	President Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
The Alamo Insurance Group, Inc.	Brian Stack Civic Association	01/27/2017	$1,000.00
	Friends of Joe Scarpa	02/07/2017	300.00
	Committee to Re-Elect Vincent Prieto	02/15/2017	500.00
	Committee to Re-Elect Robert D. White	02/16/2017	1,000.00
	Democratic Committee of Bergen County	02/16/2017	300.00
	Team Guttenberg	03/09/2017	500.00
	Bogota Republican Club	03/15/2017	300.00
	Friends of Hector Lora	03/15/2017	300.00
	Ridgefield Democratic Victory	03/24/2017	250.00
	Lagana For Assembly	03/29/2017	500.00
	Caridad Rodriguez for Freeholder	03/29/2017	200.00
	Election Fund of Aimee Deguise	03/30/2017	200.00
	Committee to Elect Angelica Jimenez	04/11/2017	300.00
	Alex Mendez for Mayor	04/21/2017	1,000.00
	Fulop for Mayor 2017	04/26/2017	250.00
	Friends of E. Junior Maldonado	05/10/2017	250.00
	Roque for Mayor 2019	05/10/2017	2,500.00
	Victory 2017	05/10/2017	300.00

☑ Check here if the information is continued on subsequent page(s)

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
The Alamo Insurance Group, Inc.	Napolitano and Mitchell for Council	05/10/2017	$100.00
	Team Guttenberg	06/13/2017	300.00
	Gopal for Senate	06/15/2017	1,000.00
	Election Fund of Tom DeGise 2019	06/22/2017	500.00
	Ridgefield Democratic Victory	06/22/2017	500.00
	Committee to Re-Elect Vincent Prieto	06/28/2017	500.00
	Stack For Senate	07/26/2017	500.00
	Friends of Joe Scarpa	07/26/2017	300.00
	Mike DeFusco for Hoboken Mayor	08/09/2017	300.00
	Murphy for Governor	08/11/2017	4,300.00
	Team Guttenberg	09/06/2017	500.00
	Elect David Gierek to Township Council	10/03/2017	500.00
	N. B Democratic Committee	10/03/2017	2,000.00
	Committee to Elect Zammatore & Velez	10/12/2017	300.00
	Napolitano and Mitchell for Council	10/12/2017	500.00
	Committee to Elect Zammatore & Velez	10/12/2017	300.00
	Committee to Elect Zammatore & Velez	10/17/2017	300.00
	Melham for Belleville	10/17/2017	300.00
	Friends of Mayor James J. Fife	10/17/2017	300.00
	Martin & Kreibich for Glen Rock Council	10/17/2017	300.00
	Arvin Amatorio for Council	10/24/2017	300.00
	Rafael Marte for Council	10/24/2017	300.00
	Committee to Elect Angelica Jimenez	10/24/2017	300.00

☐ Check here if the information is continued on subsequent page(s)

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Alamo Insurance Group, Inc.		
Address:	55 Flanagan Way		
City:	Secaucus	State: NJ	Zip: 07094

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature	Luis Alamo Printed Name	President Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Tanelli For Freeholder	1/30/18	$ 300.00
	Friends of Anthony Vainieri	2/14/18	350.00
	Gopal for Senate	2/20/18	1,000.00
	Lagana For Assembly	2/27/18	300.00
	New Jersey Democratic State Committee	2/28/18	5,000.00
	Germain Ortiz for Freeholder	3/5/18	300.00
	Team Guttenberg	3/8/18	500.00
	Melham Team for Belleville	3/13/18	1,000.00
	Committee to Re-Elect Anibal Ramos	3/14/18	500.00

☐ Check here if the information is continued on subsequent page(s)

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Committee to Elect Angelica Jimenez	3/14/18	250.00
	Caridad Rodriguez for Freeholder	4/18/18	300.00
	Nick Sacco for Senate	4/19/18	1,125.00
	Melham Team for Belleville	4/30/18	1,000.00
	Ridgefield Democratic Victory	5/11/18	1000.00
	Victory 2018	5/17/18	500.00
	Committee to Elect Angelica Jimenez	5/17/18	1,000.00
	WNY Stability 19	6/19/18	500.00
	Lagana For Senate	8/22/18	500.00
	Team Guttenberg	9/13/18	500.00
	Your Children's Future	9/18/18	1,000.00
	Frank X. Schillari for Sheriff	9/19/18	100.00
	BRCC 2018	9/19/18	300.00
	Ridgefield Democratic Victory 2018	9/27/18	500.00
	N.B. Democratic Municipal Committee	10/3/18	1,500.00
	Nick Sacco for Senate	10/3/18	1,500.00
	N.B. Democratic Municipal Committee	10/3/18	1,500.00
	Election Fund of Victor Cirilo	10/17/18	250.00
	Committee to Elect Yampaglia, Massa & Papile	10/18/18	300.00
	Paterson Now	10/19/18	10,000.00
	Moving New Jersey Forward	10/22/18	1,100.00
	Alex Mendez foundation	11/8/18	1,000.00

☐ Check here if the information is continued on subsequent page(s)

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Alamo Insurance Group, Inc.		
Address:	55 Flanagan Way		
City:	Secaucus	State: NJ	Zip: 07094

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature	Printed Name	Title
	Luis Alamo	President

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Democratic Committee of Bergen County	1/24/19	$ 3 ,000.00
	Election Fund of Luis A. Quintana for Councilman at Large	1/28/19	300.00
	Antoine For Mayor	2/1/19	1,000.00
	Team Guttenberg	2/13/19	350.00
	Ridgefield Democratic Victory	3/8/19	1,000.00
	New Beginnings WNY	3/8/19	1,000.00
	Committee to Elect Shayvonne Anderson	3/26/19	299.00
	Committee to Re-Elect Otavio "Tave" Padilla	4/2/19	299.00
	North Bergen Democratic Committee	4/9/19	2,500.00
	New Beginnings WNY	4/11/19	1,000.00
	Committee to Re-Elect Robert D. White	4/11/19	500.00
	New Beginnings WNY	4/23/19	1,000.00
	Ramos for Council	4/30/19	200.00
	Nick Sacco for Mayor	5/1/19	1,000.00
	New Beginnings WNY	5/2/19	1,000.00
	THE ELECTION FUND OF LUIS	5/2/19	300.00
	Friends of E. Junior Maldonado	5/2/19	200.00

☑ Check here if the information is continued on subsequent page(s)

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Vendor Name:

Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Germaine Ortiz For Freeholder	5/7/19	$ 300.00
	Lavarro For Councilman	5/7/19	300.00
	Renee for Neptune City Mayor	5/17/19	300.00
	Team Guttenberg	6/5/19	500.00
	Committee to Elect M. Teresa Ruiz	6/11/19	1,000.00
	The Election fund of Luis Quintana	6/18/19	1,000.00
	Bogota's Progressive Choice	7/8/19	900.00
	Ridgefield Democratic Victory	7/8/19	600.00
	Committee to Re-Elect Anibal Ramos,	7/9/19	2,000.00
	Team Baraka	7/10/19	1,000.00
	Belleville Victory 2022	7/24/19	300.00
	Victory 2020	8/15/19	2,000.00
	Election Fund of Tom DeGise 2019	9/19/19	500.00
	Caridad Rodriguez for Freeholder	9/23/19	500.00
	Team Guttenberg	9/26/19	500.00
	North Bergen Democratic Committee	10/1/19	2,000.00
	Nick Sacco for Mayor	10/1/19	2,000.00
	Better Bellville	10/18/19	900.00
	Weehawken & You Action Committee	10/21/19	500.00
	West New York Democratic Committee	10/30/19	2,000.00
	Ridgefield Democratic Victory 2019	10/30/19	500.00
	Bogota's Progressive Choice	10/31/19	900.00
	Election Fund of Shanique Speight	11/13/19	1,000.00
	Newark North Ward Democratic Com.	12/11/19	500.00

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C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

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Signature	Printed Name	Title
	Luis Alamo	President

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

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Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Friends of Anthony Vainieri	02/04/2020	500.00
	Team Guttenberg	02/11/2020	500.00
	Election Fund of Brendan Gill	06/25/2020	2,600.00
	Nicolas Chiaravalloti for Assembly	08/11/2020	500.00
	Saddle Brook First	08/26/2020	1,000.00
	Labrosse Team	09/29/2020	1000.00
	Napolitano and Foster for Council	09/30/2020	600.00
	Team Irvington Strong 2022	10/15/2020	2500.00
	Forward Bergenfield	10/15/2020	1,000.00
	Victory 2020	10/20/2020	3,000.00
	Scutari for Senate	10/20/2020	1,000.00
	Nick Sacco for Senate	10/27/2020	2,000.00

□ Check here if the information is continued on subsequent page(s)

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

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Signature	Printed Name	Title
	Luis Alamo	President

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than $300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

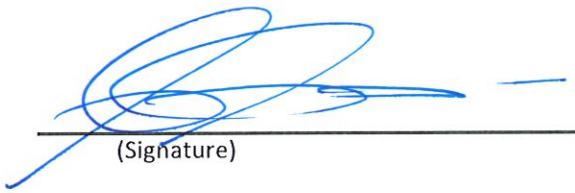
☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
Alamo Insurance Group, Inc.	Labrosse Team Election Fund	04/14/2021	$12,000.00
	Nick Sacco for Senate	04/23/2021	2,000.00
	Team Guttenberg	04/23/2021	1,000.00
	New Beginnings WNY	05/11/2021	2,500.00
	Gopal for Senate	05/26/2021	1,000.00
	Victory 2021	06/17/2021	2,000.00

☐ Check here if the information is continued on subsequent page(s)

ACKNOWLEDGEMENT OF CORRECTIONS, ADDITIONS AND DELETIONS FORM

I, Luis Alamo of the firm Alamo Insurance Group, Inc. hereby acknowledge that any corrections, additions and/or, deletions have been initialed and dated in this Submission Package.



(Signature)

September 8, 2021

(Date)

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: Alamo Insurance Group, Inc.

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

☒ Is not providing goods or services of $20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and

☒ Is not a financial institution that extends $20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN
You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____ Relationship to Proposer: _____
Description of Activities: _____
_____
Duration of Engagement: _____ Anticipated Cessation Date: _____
Proposer Contact Name: _____ Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Luis Alamo Signature: _____
Title: President Date: September 8, 2021

TOWNSHIP OF WEST ORANGE

CHECKLIST

PROFESSIONAL SERVICE TITLE: Insurance Broker Services

SUBMISSION DATE:

The following items are required to be **included** with the sealed submission:

	INITAL
Qualification Statement	LA
Non-Collusion Affidavit	LA
Disclosure of Ownership Form	LA
Insurance Requirement Acknowledgement Form	LA
Mandatory Equal Employment Opportunity Notice Acknowledgement	LA
Copy of your Business Registration Certificate as issued by the State of New Jersey, Department of Treasury, Division of Revenue	LA
Acknowledgement of Corrections, Additions or Deletions Form	LA
Non- Conflict of Interest Declaration	LA
Political Disclosure Certification	LA
Iranian Disclosure Statement	LA

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	THE ALAMO INSURANCE GROUP INC
Trade Name:	
Address:	55 FLANAGAN WAY SECAUCUS, NJ 07094-3447
Certificate Number:	1091797
Effective Date:	September 28, 2004
Date of Issuance:	September 29, 2014

For Office Use Only:

20140929141606073

Certification 36606

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-MAR-2019 to 15-MAR-2026

THE ALAMO INSURANCE GROUP, INC.
55 FLANAGAN WAY
SECAUCUS NJ 07094

ELIZABETH MAHER MUOIO
State Treasurer

State of New Jersey

License No: 219483

NPN: 7491911

Department of Banking and Insurance

ALAMO INSURANCE GROUP INC,THE

55 FLANAGAN WAY
SECAUCUS NJ 07096

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Personal Lines; Property	06/01/2020	05/31/2022

The department maintains an informative website at www.dobi.nj.gov. Please visit this web page for valuable information and forms necessary to maintain compliance with licensing requirements.

Department Contact Information
web site: www.dobi.nj.gov
phone: (609) 292-4337
fax: (609) 984-5263

The request for any change of license information must be sent to the Department within 30 days of the change.
Make any checks and/or money orders payable to: **STATE OF NEW JERSEY, GENERAL TREASURY**
Mailing Address: Department of Banking and Insurance
20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

ALAMO INSURANCE GROUP INC,THE
P.O. BOX 7355
NORTH BERGEN NJ 07047

State of New Jersey

License No: 9610254

NPN: 7270040

Department of Banking and Insurance

LUIS ALAMO

55 FLANAGAN WAY STE 301
SECAUCUS NJ 07094-3447

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Personal Lines; Property	01/01/2020	12/31/2021

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20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

LUIS ALAMO
THE ALAMO INSURANCE GROUP, INC
PO BOX 7355
NORTH BERGEN NJ 07047-1055

State of New Jersey

License No: 1191245

NPN: 11537764

Department of Banking and Insurance

LOIS LUGO

55 FLANAGAN WAY
SECAUCUS NJ 07094-3447

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
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LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Property	05/01/2020	04/30/2022

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Department Contact Information
web site: www.dobi.nj.gov
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20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

LOIS LUGO
503 RIDGEFIELD TERRACE
RIDGEFIELD NJ 07657

State of New Jersey

License No: 8035946 NPN: 2015852

Department of Banking and Insurance

KATHERINE YOUNG

137 EILEEN LANE
MANAHAWKIN NJ 08050

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Personal Lines; Property	05/01/2020	04/30/2022

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Department Contact Information
web site: www.dobi.nj.gov
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fax: (609) 984-5263

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Mailing Address: Department of Banking and Insurance
20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

State of New Jersey

License No: 9953717

NPN: 5732796

Department of Banking and Insurance

RAQUEL D CAGLEY

RAQUEL CAGLEY
72 SAINT FRANCIS ST
NEWARK NJ 07105-3517

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES

This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Property	04/01/2020	03/31/2022

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20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

RAQUEL D CAGLEY
72 ST FRANCIS
NEWARK NJ 07105

State of New Jersey

License No: 1562969 NPN: 17399508

Department of Banking and Insurance

JASMINE BRASCOM

ALAMO INSURANCE GROUP, INC.
55 FLANAGAN WAY
SECAUCUS NJ 07094-3447

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Casualty; Life; Property	01/01/2021	12/31/2022

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Department Contact Information
web site: www.dobi.nj.gov
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Mailing Address: Department of Banking and Insurance
20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

JASMINE BRASCOM
ALAMO INSURANCE GROUP, INC.
55 FLANAGAN WAY
SECAUCUS NJ 07094-3447

State of New Jersey

License No: 1686266 NPN: 18940636

Department of Banking and Insurance

ENRIQUE URQUIOLA

NEW YORK LIFE INSURANCE CO.
379 THORNALL STREET
8TH FLOOR
EDISON NJ 08837

IS DULY LICENSED WITH THE FOLLOWING LICENSE TYPE(S) AND AUTHORITIES
This insurance license is valid and shall remain in effect unless revoked or suspended provided that the fee set forth in N.J.A.C. 11:17-2.12 is paid and renewal requirements set forth in N.J.A.C. 11:17-2.5, including continuing education requirements for resident individuals, are met by the license expiration date. A renewal notice will be mailed to the licensee mailing address approximately 30 days prior to the license expiration date.

LICENSE TYPE	LINES OF AUTHORITY	EFFECTIVE DATE	EXPIRATION DATE
Insurance Producer	Accident & Health or Sickness; Life; Variable Life and Variable Annuity	08/01/2020	07/31/2022

The department maintains an informative website at www.dobi.nj.gov. Please visit this web page for valuable information and forms necessary to maintain compliance with licensing requirements.

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Mailing Address: Department of Banking and Insurance
20 West State Street
P.O. Box 327
Trenton, NJ. 08625-0327

ENRIQUE URQUIOLA
87 HICKORY AVENUE
BERGENFIELD NJ 07621

State of New Jersey

PHIL MURPHY
Governor

SHEILA OLIVER
Lt. Governor

DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE & ENTERPRISE SERVICES
P.O. BOX 026
TRENTON, NJ 08625-034
PHONE: 609-292-2146 FAX: 609-984-6679

ELIZABETH MAHER MUOIO
State Treasurer

APPROVED

under the
Small Business Set-Aside Act

This certificate acknowledges THE ALAMO INSURANCE GROUP INC as a Category 2 approved Small Business (SBE) that has met the criteria established by N.J.A.C. 17:13 and/or 17:14..

This registration will remain in effect for three years. Annually the business must submit, not more than 60 days prior to the anniversary of the registration notice, an annual verification statement in which it shall attest that there is no change in the ownership, revenue eligibility or control of that business.

If the business fails to submit the annual verification statement by the anniversary date, the SBE registration will lapse and the business SBE status will be revoked in the New Jersey Selective Assistance Vendor information (NJSAVI) database that lists registered Small businesses.If the business seeks to be registered again, it will have to reapply and complete a new application

Peter Lowicki
Deputy Director

Issued: 4/19/2021
Certification Number: A0149-45

Expiration: 4/19/2024

THIS CERTIFIES THAT

Alamo Insurance Group, Inc. (The)

NMSDC
National Minority Supplier Development Council

* Nationally certified by the: **NEW YORK & NEW JERSEY MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 524210

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

09/22/2020	NY03519
Issued Date	**Certificate Number**

Adrienne Trimble

10/22/2021	Terrence Clark
Expiration Date	**Terrence Clark, President & CEO**

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: http://nmsdc.org

Certify, Develop, Connect, Advocate.

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®

NAMIC INSURANCE COMPANY, INC.

NAMIC Professional Liability Insurance Program

Underwritten by United Specialty Insurance Company, a Delaware Stock Insurer, hereafter called the "Insurer"

INSURANCE AGENTS AND BROKERS PROFESSIONAL LIABILITY INSURANCE

DECLARATIONS

THIS IS A CLAIMS MADE AND REPORTED POLICY - PLEASE READ CAREFULLY

1. NAMED INSURED (Address, City, State, Zip):
The Alamo Insurance Group, Inc.
55 Flanagan Way
Secaucus, NJ 07094
Account Number: A11291

2. POLICY PERIOD:
FROM 8/31/2021 TO 8/31/2022 12:01 A.M.
Standard Time at Address Stated in Item 1.
POLICY NO: NMCUE00492721
RENEWAL POLICY: NMCUE00470420

3. LIMITS OF LIABILITY:
$5,000,000 each **CLAIM**, subject to
$5,000,000 in the aggregate for all **CLAIMS** for the **POLICY PERIOD**.

4. DEDUCTIBLE:
$10,000 each **CLAIM**, subject to
$30,000 in the aggregate for all **CLAIMS** for the **POLICY PERIOD**.

5. PENDING OR PRIOR LITIGATION DATE: SEE ENDORSEMENT

6. PRIOR ACTS DATE: SEE ENDORSEMENT

7. PREMIUM

Premium:	$29,299.00
Total Taxes, Fees, & Charges:	$1,464.95
Total:	$30,763.95

8. TAXES, FEES, & CHARGES:
Surplus Lines Tax: $1,464.95

9. POLICY AND ENDORSEMENTS ATTACHED AT INCEPTION:
A&B-P (01/18)
1 NIC-E-114 (01/18) 2 NIC-EAA-774 (07/15) 3 NIC-E-725 (07/15) 4 SNC-IL-0719-TOES-US-E
5 UTS-9 NJ (10/19)

10. NOTICE OF CLAIM SHOULD BE SENT TO:
NAMIC Insurance Company, Inc. Phone: (317) 875-5250 Fax: (317) 872-5636
Post Office Box 68700
Indianapolis, Indiana 46268

These declarations, the completed signed Application with submissions, Policy and Endorsements shall constitute the contract between the Insurer and the Insured.

Policy Issuance Date: 8/30/2021
Print Date: 8/30/2021

A&B-D (5-13)

Coalition Insurance Solutions, Inc.
NJ License No. 1648368
1160 Battery Street, Suite 350
San Francisco, CA 94111
Producer Code: 1035616
Transaction number: H0695-21-01017

BINDER: COALITION CYBER POLICY (FORM SP 14 798 0419)

Named Insured:
The Alamo Insurance Group Inc
55 Flanagan Way
Secaucus, NJ 07094

Producer:
Sayata US Insurance Services, Inc.
Sayata US Insurance Services, Inc.
177 Huntington Avenue
Suite 1703
Boston, MA 02115

This certifies that, pending issuance of insurance filing policy number **C-4MQ8-068406-CYBER-2021** *in the form described below, Coalition Insurance Solutions ("Coalition") is hereby binding the coverage described as follows:*

Please be advised that compliance with applicable laws and payment of taxes and fees is the responsibility of the Producer or the insured. As the surplus lines broker, it is your responsibility to comply with current state surplus lines stamping requirements prior to releasing the insurance contract to an insured and all other surplus lines laws.

Please be advised that coverage for the above account is bound subject to all of the terms and conditions provided below.

This binder may be canceled at any time during the binder period by the Named Insured by giving written notice of cancellation to Coalition. This binder shall terminate automatically at its expiration as noted in the outlined terms.

If, subsequent to issuance of this binder, and prior to the effective date of the insurance contract, there is a material change in the condition of the Named Insured or if any notice of claim or circumstance giving rise to a claim is reported prior to the effective date of the insurance contract then the Named Insured must notify Coalition. Coalition reserves the right to rescind this binder as of its effective date or to modify the final terms and conditions of the coverage upon review of the information.

A short-rate premium charge will be made for this binder unless an insurance contract is issued by Coalition or Coalition rescinds this binder.

Filing Policy No.	C-4MQ8-068406-CYBER-2021
Binder Period (this binder may be extended only in writing from Coalition)	From: September 01, 2021 (Effective Date) To: September 12, 2021 (Expiration Date) *Both dates at 12:01 AM at the Named Insured's address above.*
Policy Period (Policy issuance is subject to the Conditions below)	From: September 01, 2021 (Effective Date) To: September 01, 2022 (Expiration Date) *Both dates at 12:01 AM at the Named Insured's address above.*

Policy Premium

Premium without TRIA	$2,851.15
TRIA Premium	$2.85
Policy Premium	**$2,854.00**

Premium: $2854.00
SL Taxes: $ 142.70

Aggregate Policy Limit of Liability $2,000,000

Coalition Insurance Solutions, Inc.
NJ License No. 1648368
1160 Battery Street, Suite 350
San Francisco, CA 94111
Producer Code: 1035616
Transaction number: H0695-21-01017

Coverage under this policy is provided only for those Insuring Agreements for which a limit of liability appears below. If no limit of liability is shown for an Insuring Agreement, such Insuring Agreement is not provided by this policy. The Aggregate Policy Limit of Liability shown above is the most the Insurer(s) will pay regardless of the number of Insured Agreements purchased.

THIRD PARTY LIABILITY COVERAGES

Insuring Agreement		Limit/Sub-Limit	Retention/Sub-Retention
A.	NETWORK AND INFORMATION SECURITY LIABILITY	$2,000,000	$2,500
B.	REGULATORY DEFENSE AND PENALTIES	$2,000,000	$2,500
C.	MULTIMEDIA CONTENT LIABILITY	$2,000,000	$2,500
D.	PCI FINES AND ASSESSMENTS	$2,000,000	$2,500

FIRST PARTY LIABILITY COVERAGES

Insuring Agreement		Limit/Sub-Limit	Retention/Sub-Retention
E.	BREACH RESPONSE	$2,000,000	$2,500
F.	CRISIS MANAGEMENT AND PUBLIC RELATIONS	$2,000,000	$2,500
G.	CYBER EXTORTION	$2,000,000	$2,500
H.	BUSINESS INTERRUPTION AND EXTRA EXPENSES	$2,000,000	$2,500 i. Waiting period: 8 hours ii. Enhanced waiting period: 8 hours
I.	DIGITAL ASSET RESTORATION	$2,000,000	$2,500
J.	FUNDS TRANSFER FRAUD	$250,000	$12,500

Coverage by Endorsement		Limit/Sub-Limit	Retention/Sub-Retention
	REPUTATION REPAIR[1]	$2,000,000	$2,500
CR.	COMPUTER REPLACEMENT	$2,000,000	$2,500
SF.	SERVICE FRAUD	$100,000	$2,500
BI/PD1.	BODILY INJURY AND PROPERTY DAMAGE – 1ST PARTY	$250,000	$2,500
BI/PD3.	BODILY INJURY AND PROPERTY DAMAGE – 3RD PARTY	$250,000	$2,500
	POLLUTION[2]	$250,000	$2,500
RHL.	REPUTATIONAL HARM LOSS	$1,000,000	Waiting period: 14 days
	BREACH RESPONSE SEPARATE LIMIT Limit is separate from and in addition to the Aggregate Policy Limit of Liability	$2,000,000	$2,500

Pre-Claim Assistance $710

Pre-claim assistance is a benefit included as part of the premium. See Section V. CLAIMS PROCESS, PRE-CLAIM ASSISTANCE of the Policy for more details.

[1] REPUTATION REPAIR ENDORSEMENT amends F. CRISIS MANAGEMENT AND PUBLIC RELATIONS; use of this limit reduces limit for F.
[2] POLLUTION ENDORSEMENT amends A. NETWORK AND INFORMATION SECURITY LIABILITY (if selected) and B. REGULATORY DEFENSE AND PENALTIES (if selected); use of this limit reduces the limit for A. and B.

Coalition Insurance Solutions, Inc.
NJ License No. 1648368
1160 Battery Street, Suite 350
San Francisco, CA 94111
Producer Code: 1035616
Transaction number: H0695-21-01017

Insurers and Quota Share Percentage

Insurer	Policy No.	Quota Share % of Loss	Quota Share Limit of Liability	Premium
North American Capacity Insurance Company	CCP1030164-00	45.0%	$900,000	$1,284.30
Arch Specialty Insurance Company	CCP1030164-00	30.0%	$600,000	$856.20
Peleus Insurance Company	CCP1030164-00	25.0%	$500,000	$713.50

Retroactive Date Full prior acts coverage

Continuity Date September 01, 2021

Endorsements and Forms Effective at Inception

DECLARATIONS	SP 14 797 0221
COALITION CYBER POLICY	SP 14 798 0419
QUOTA SHARE ENDORSEMENT	SP 15 629 0218
SERVICE OF SUIT ENDORSEMENT	SP 14 927 0219
BODILY INJURY AND PROPERTY DAMAGE ENDORSEMENT – 1ST PARTY	SP 14 799 1117
BODILY INJURY AND PROPERTY DAMAGE ENDORSEMENT – 3RD PARTY	SP 14 800 0518
COMPUTER REPLACEMENT ENDORSEMENT	SP 17 514 0419
POLLUTION ENDORSEMENT	SP 14 801 0318
REPUTATION REPAIR ENDORSEMENT	SP 14 802 1117
REPUTATIONAL HARM LOSS	SP 16 383 0718
SERVICE FRAUD ENDORSEMENT	SP 16 183 0518
CAP ON LOSSES FROM CERTIFIED ACTS OF TERRORISM	SP 17 252 0219
DISCLOSURE PURSUANT TO TERRORISM RISK INSURANCE ACT	SP 17 255 0220
BREACH RESPONSE SEPARATE LIMIT ENDORSEMENT	SP 16 296 0618
REGULATORY COVERAGE ENHANCEMENT ENDORSEMENT – CCPA AND GDPR	SP 17 147 1119
COURT ATTENDANCE COST REIMBURSEMENT ENDORSEMENT	SP 16 777 0918
CRIMINAL REWARD COVERAGE	SP 16 670 0818
DUTY TO COOPERATE ENDORSEMENT	SP 17 274 0219
INVOICE MANIPULATION ENDORSEMENT	SP 17 813 0819
MULTI-FACTOR AUTHENTICATION (MFA) RETENTION REDUCTION	SP 17 814 0819
YOUR OBLIGATIONS AS AN INSURED ENDORSEMENT	SP 17 275 0219
PHISHING (IMPERSONATION) AND PROOF OF LOSS PREPARATION EXPENSE ENDORSEMENT	SP 18 435 0720
WRONGFUL COLLECTION EXCLUSION	SP 18 324 0521
$0 RETENTION FOR SERVICES FROM COALITION INCIDENT RESPONSE	SP 18 395 0620

Coalition Insurance Solutions, Inc.
NJ License No. 1648368
1160 Battery Street, Suite 350
San Francisco, CA 94111
Producer Code: 1035616
Transaction number: H0695-21-01017

Conditions:

Issuance of an insurance contract is subject to satisfaction of the following conditions, including payment of premium, which must be fulfilled within 30 business days from the effective date of coverage. If they are not met, then this binder will be null and void ab initio (void from the beginning), insurance coverage will not take effect or bind to the insurance carrier(s), and no insurance contract will be issued.

- **Premium must be paid and sent to Coalition within 30 days of the coverage effective date in order for coverage to be effective. However, payment of premium shall not operate to extend the binding period or nullify the automatic voiding as described above.**
- An authorized representative of the Named Insured signs the application within ten (10) days of the effective date of this binder.

Please note this binder contains only a general description of coverage provided. For a detailed description of the terms, you must refer to the insurance contract itself and the endorsements listed herein.

"This policy is written by a surplus lines insurer and is not subject to the filing or approval requirements of the New Jersey Department of Banking and Insurance. Such a policy may contain conditions, limitations, exclusions and different terms than a policy issued by an insurer granted a Certificate of Authority by the New Jersey Department of Banking and Insurance. The insurer has been approved by the Department as an eligible surplus lines insurer, but the policy is not covered by the New Jersey Insurance Guaranty Fund, and only a policy of medical malpractice liability insurance as defined in N.J.S.A. 17:30D-3d or a policy of property insurance covering owner-occupied dwellings of less than four dwelling units are covered by the New Jersey Surplus Lines Guaranty Fund."

Premium: $2854.00
SL Taxes: $ 142.70

ALAMOIN001 SMACCORMACK

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 7/21/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:	
MacCormack Agency 55 Flanagan Way Secaucus, NJ 07094	PHONE (A/C, No, Ext): (201) 864-3767	FAX (A/C, No):
	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A : The Travelers Companies Inc.	
INSURED	INSURER B : Harleysville Insurance Company of New Jersey	42900
The Alamo Insurance Group, Inc. P.O. Box 7355 North Bergen, NJ 07047	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			6800121C6932042	7/5/2021	7/5/2022	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 300,000
							MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 2,000,000
	POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$ 2,000,000
	OTHER:							$
B	AUTOMOBILE LIABILITY			BA 0000007840AP	9/26/2020	9/26/2021	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
A	X UMBRELLA LIAB X OCCUR			CUP1573Y9312042	7/5/2021	7/5/2022	EACH OCCURRENCE	$ 4,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 4,000,000
	DED X RETENTION $ 5,000							$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N	N/A		UB2J9272402042	7/5/2021	7/5/2022	X PER STATUTE / OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N (Mandatory in NH)						E.L. EACH ACCIDENT	$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Evidence of Insurance

CERTIFICATE HOLDER

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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233-21
September 14, 2021

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 **September 14, 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 to Discuss Contractual Negotiations concerning Crestmont Country Club and Pending Litigation concerning the Downtown Properties, and Related Matters

(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 **September 14, 2021.**

Motion:

Second:

Vote

Aye:

Opposed:

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

Adopted: September 14, 2021

234-21

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH JAMES ABBOTT THE CHIEF OF POLICE FOR THE PERIOD OF JANUARY 1, 2021 THROUGH NOVEMBER 30, 2025

WHEREAS, the Township of West Orange (the "Township") desires to enter into an agreement with Chief of Police James P. Abbott memorializing the terms and condition of his employment for the period of January 1, 2021 through November 30, 2025;

WHEREAS, the terms of which are set forth in the *Agreement between the Township of West Orange and James P. Abbott, Chief of Police* (the "Agreement") attached hereto as Exhibit A;

WHEREAS, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

NOW, THEREFORE, BE IT RESOLVED that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

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

Adopted: September 14, 2021

Exhibit A

234-21

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

POLICE CHIEF JAMES ABBOTT

JANUARY 1, 2021 through NOVEMBER 30, 2025

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RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and James Abbott, hereinafter referred to as the "EMPLOYEE."

WHEREAS, James Abbott has been appointed Chief of Police since January 17, 1997;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

ARTICLE I – EMPLOYMENT

The Township agrees to employ James Abbott as Chief of Police of the Township during good behavior and in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law, subject to the terms and conditions of employment set forth in this agreement.

ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment_A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on November 30, 2025. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

James Abbott, Chief of Police

Attachment A

CHIEF OF POLICE
TERM SHEET FOR EMPLOYMENT CONTRACT

TERM

The term of this agreement shall be from January 1, 2021 through November 30, 2025.

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Chief of Police** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

MONETARY COMPENSATION

a. Base Salary for the **Chief of Police** shall be the same base salary earned by a Deputy Chief of Police plus an additional 24%.

b. Longevity for the **Chief of Police** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Chief of Police** shall be the same Holiday Pay percentage earned by a Deputy Chief of Police

d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Chief of Police** shall be the same as earned by a Deputy Chief of Police

e. The Township will fund a Pensionable deferred compensation salary bi-weekly contribution to a 457-Deferred Compensation account designated by the **Chief of Police** in a prorated amount equal to the IRS Maximum Elective Deferral plus the IRS Maximum Catch Up Deferral for 23 months of the agreement and in an amount equal to the IRS Maximum Special 457(b) Catch Up Deferral, not exceeding an amount equal to two times the IRS Maximum Elective Deferral for 36 months. The **Chief of Police** may select the which contribution level to apply for each month of the contract or limit any portion of this contribution at his sole discretion.

RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Chief of Police** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Chief of Police** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Chief of Police** and his family as of the last date of service to the Township. When **Chief of Police** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Chief of Police** and his Guardian spouse, whichever occurs last.

OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Deputy Chief of Police and/or any subordinate rank will automatically be made available to the **Chief of Police** without further negotiations for the life of this contract once approved by the Mayor.

235-21

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH ANTHONY VECCHIO THE FIRE CHIEF FOR THE PERIOD OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2026

WHEREAS, the Township of West Orange (the "Township") desires to enter into an agreement with Fire Chief Anthony Vecchio memorializing the terms and condition of his employment for the period of January 1, 2021 through December 31, 2026;

WHEREAS, the terms of which are set forth in the *Agreement between the Township of West Orange and Fire Chief Anthony Vecchio* (the "Agreement") attached hereto as Exhibit A;

WHEREAS, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

NOW, THEREFORE, BE IT RESOLVED that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

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

Adopted: September 14, 2021

Exhibit A

235-21

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

FIRE CHIEF ANTHONY VECCHIO

JANUARY 1, 2021 through DECEMBER 31, 2026

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RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Anthony Vecchio, hereinafter referred to as the "EMPLOYEE."

WHEREAS, Anthony Vecchio has been appointed Fire Chief since October 12, 2017;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

ARTICLE I – EMPLOYMENT

The Township agrees to employ Anthony Vecchio as Fire Chief of the Township during good behavior and in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law, subject to the terms and conditions of employment set forth in this agreement.

ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment_A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on December 31, 2026. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

Fire Chief Anthony Vecchio

Attachment A

FIRE CHIEF
TERM SHEET FOR EMPLOYMENT CONTRACT

TERM

The term of this agreement shall be from January 1, 2021 through December 31, 2026.

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Fire Chief** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

MONETARY COMPENSATION

a. Base Salary for the **Fire Chief** shall be the same base salary earned by a Deputy Fire Chief plus an additional 24%.

b. Longevity for the **Fire Chief** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Fire Chief** shall be the same Holiday Pay percentage earned by a Deputy Fire Chief

d. EMT Stipend, Clothing Allowance and College Credit for the **Fire Chief** shall be the same as earned by a Deputy Fire Chief

e. The Township will fund a Pensionable deferred compensation salary bi-weekly contribution to a 457-Deferred Compensation account designated by the **Fire Chief** in a prorated amount equal to the IRS Maximum Elective Deferral plus the IRS Maximum Catch Up Deferral for 36 months of the agreement and in an amount equal to the IRS Maximum Special 457(b) Catch Up Deferral, not exceeding an amount equal to two times the IRS Maximum Elective Deferral for 36 months. The **Fire Chief** may select the which contribution level to apply for each month of the contract or limit any portion of this contribution, at his sole discretion.

RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Fire Chief** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Fire Chief** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Fire Chief** and his family as of the last date of service to the Township. When **Fire Chief** qualifies for Medicare, benefits will become secondary to Medicare while his Spouse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Fire Chief** and his Guardian spouse, whichever occurs last.

OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Deputy Fire Chief and/or any subordinate rank will automatically be made available to the **Fire Chief** without further negotiations for the life of this contract once approved by the Mayor.

236-21

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH THE DEPUTY CHIEF OF POLICE MATTHEW FEULA FOR THE PERIOD OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2025

WHEREAS, the Township of West Orange (the "Township") desires to enter into an agreement with Deputy Chief of Police Matthew Feula memorializing the terms and condition of his employment for the period of January 1, 2021 through December 31, 2025;

WHEREAS, the terms of which are set forth in the *Agreement between the Township of West Orange and Deputy Chief of Police Matthew Feula* (the "Agreement") attached hereto as Exhibit A;

WHEREAS, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

NOW, THEREFORE, BE IT RESOLVED that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

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

Adopted: September 14, 2021

Exhibit A

236-21

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

DEPUTY CHIEF OF POLICE MATTHEW FEULA

JANUARY 1, 2021 through DECEMBER 31, 2025

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RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Matthew Feula, hereinafter referred to as the "EMPLOYEE."

WHEREAS, Matthew Feula has been appointed Deputy Chief of Police since April 24, 2014;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

ARTICLE I – EMPLOYMENT

The Township agrees to employ Matthew Feula as Deputy Chief of Police of the Township during good behavior and in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law, subject to the terms and conditions of employment set forth in this agreement.

ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment_A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on December 31, 2025. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

Deputy Chief of Police Matthew Feula

Attachment A

DEPUTY CHIEF OF POLICE FEULA
TERM SHEET FOR EMPLOYMENT CONTRACT

TERM

The term of this agreement shall be from January 1, 2021 through December 31, 2025.

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Feula** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

MONETARY COMPENSATION

a. Base Salary for the **Deputy Chief of Police Feula** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Feula** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Feula** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Deputy Chief of Police Feula** shall be the same as earned by a Police Captain.

RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Feula** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date

of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Feula** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Feula** and his family as of the last date of service to the Township. When **Deputy Chief of Police Feula** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Feula** and his Guardian spouse, whichever occurs last.

OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Feula** without further negotiations for the life of this contract once approved by the Mayor.

237-21

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYMENT AGREEMENT WITH THE DEPUTY CHIEF OF POLICE MICHAEL KEIGHER FOR THE FOR THE PERIOD OF JANUARY 1, 2021 THROUGH DECEMBER 31, 2025

WHEREAS, the Township of West Orange (the "Township") desires to enter into an agreement with Deputy Chief of Police Michael Keigher memorializing the terms and condition of his employment for the period of January 1, 2021 through December 31, 2025;

WHEREAS, the terms of which are set forth in the *Agreement between the Township of West Orange and* Deputy *Chief of Police Michael Keigher* (the "Agreement") attached hereto as Exhibit A;

WHEREAS, the Mayor has reviewed the terms of the Agreement and deemed them to be acceptable;

NOW, THEREFORE, BE IT RESOLVED that the Mayor is hereby authorized and directed to execute, on behalf of the Township, the Agreement in substantially the form annexed hereto as Exhibit A and the Township Clerk be and is hereby authorized to attest to the Mayor's signature.

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

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

Adopted: September 14, 2021

Exhibit A

237-21

AGREEMENT

between the

TOWNSHIP OF WEST ORANGE

and

DEPUTY CHIEF OF POLICE MICHAEL KEIGHER

JANUARY 1, 2021 through DECEMBER 31, 2025

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RECITALS

This AGREEMENT made as of the ___th day of _____, _____, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Michael Keigher, hereinafter referred to as the "EMPLOYEE."

WHEREAS, Michael Keigher has been appointed Deputy Chief of Police since October 8, 2019;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

ARTICLE I – EMPLOYMENT

The Township agrees to employ Michael Keigher as Chief of Police of the Township during good behavior and in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law, subject to the terms and conditions of employment set forth in this agreement.

ARTICLE II – MANAGEMENT RIGHTS

The Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement

.

ARTICLE III – RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the Employee has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

ARTICLE IV – WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect toa specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

ARTICLE V – COMPENSATION

The Employee shall be entitled to compensation as set forth in the Term Sheet annexed hereto as **Attachment A**.

.

ARTICLE VI – HEALTH BENEFITS

The Employee shall be entitled to health benefits as set forth in the Term Sheet annexed hereto as **Attachment A**.

ARTICLE VII – MISCELLANEOUS

Any rights set forth in the Term Sheet annexed hereto as **Attachment_A** and not specifically referenced in this Agreement are hereby incorporated by reference as if set forth herein.

ARTICLE VIII – RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

ARTICLE IX – DURATION OF AGREEMENT

This Agreement shall become effective on January 1, 2021 and shall terminate on December 31, 2025. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this __th day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a Municipal Corporation in the County of Essex, State of New Jersey

_____ _____

ROBERT D. PARISI, MAYOR

ATTEST:

_____ _____

Deputy Chief Michael Keigher

Attachment A

DEPUTY CHIEF OF POLICE KEIGHER
TERM SHEET FOR EMPLOYMENT CONTRACT

TERM

The term of this agreement shall be from January 1, 2021 through December 31, 2025.

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Deputy Chief of Police Keigher** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in said Agreement as if set forth herein at length.

MONETARY COMPENSATION

a. Base Salary for the **Deputy Chief of Police Keigher** shall be the same base salary earned by a Police Captain plus an additional 24%.

b. Longevity for the **Deputy Chief of Police Keigher** shall be paid consistent with the Township's Policy and Procedure Manual in effect as of the signing of this agreement.

c. Holiday Pay percentage for the **Deputy Chief of Police Keigher** shall be the same Holiday Pay percentage earned by a Police Captain.

d. Police Officer Annual Stipend, Clothing Allowance and College Credits for the **Deputy Chief of Police Keigher** shall be the same as earned by a Police Captain.

RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Keigher** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date

of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Deputy Chief of Police Keigher** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Deputy Chief of Police Keigher** and his family as of the last date of service to the Township. When **Deputy Chief of Police Keigher** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Deputy Chief of Police Keigher** and his Guardian spouse, whichever occurs last.

OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Police Captain and/or any subordinate rank will automatically be made available to the **Deputy Chief of Police Keigher** without further negotiations for the life of this contract once approved by the Mayor.

238-21
September 14, 2021

RESOLUTION

WHEREAS, from 2016 through 2021, there were five hundred and three (503) traffic-related injuries and five (5) traffic-related fatalities suffered within the Township of West Orange (the "Township"); and

WHEREAS, in 1997 Sweden adopted the first Vision Zero policy which was a strategy to eliminate all traffic-related deaths and serious injuries, while increasing safety, health, and mobility for all; and

WHEREAS, the Vision Zero Network was created to foster the expansion of such goals and policies internationally and within the United States, including 32 cities within the United States; and

WHEREAS, the Vision Zero policy includes the following five (5) core principles: (i) municipalities can prevent traffic deaths; (ii) human error is inevitable; (iii) municipalities can prevent serious injuries; (iv) the entire system, not individual actors, is responsible for safety; and (v) deaths and serious injuries are more expensive than saving lives and preventing serious injuries; and

WHEREAS, these goals and policies have been known collectively as "Vision Zero" and are based on the guiding principle that deaths and injuries caused by traffic crashes should be treated as a public health problem that can be eliminated through better planning, not as an inevitable by-product of a vehicle-based transportation system; and

WHEREAS, the Vision Zero Network and Vision Zero New Jersey Alliance encourages municipalities to adopt achievable goals to prevent traffic-related injuries and fatalities; and

WHEREAS, the successful implementation of a Vision Zero campaign will require coordination and cooperation between various departments of the Township and community organizations within the Township; and

WHEREAS, the Township can build on the positive initiatives, including initiatives implemented in cooperation with the West Orange Pedestrian Safety Advisory Board; and

WHEREAS, Township seeks to express its support of the policies and principles of Vision Zero and to take the initial steps toward reaching the goals of Vision Zero; and

WHEREAS, the Township seeks to establish a Vision Zero Task Force to research and study the policies that have been adopted as part of Vision Zero to determine which policies are viable and beneficial for the Township; and

WHEREAS, the Vision Zero Task Force shall be established to formulate a Vision Zero Plan to include recommendations for review and adoption by the Township Council towards achieving the goals of Vision Zero.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township hereby expresses its support of the policies and principles of Vision Zero and supports the efforts to reach the goals of Vision Zero; and be it further

RESOLVED that the Township hereby establishes a Vision Zero Task Force; and it is further

RESOLVED that the Vision Zero Task Force shall:

1. Publish a Vision Zero Action Plan by September 2022 which shall provide policymakers with a comprehensive proposal to eliminate traffic fatalities and severe injuries on West Orange roadways by a target date. The Vision Zero Action Plan shall include the following:

a. Comprehensive crash data including cause, location, frequency, and severity of injuries throughout our community;

b. A range of concrete and specific improvements to our roadway design standards, traffic signal policies, street lighting policies, enforcement activities, and other items as further research may dictate;

c. Both short-term and long-term data-driven strategies complete with measurable goals and follow-up metrics to monitor the progress of implementation as well as document the effectiveness of the improvements;

d. Recommendations of initiatives, policies, resolutions, and ordinances for adoption for the Township;

2. Solicit information and input for the Vision Zero Action Plan from the public;

3. Report quarterly on the Task Force's findings and progress; and

4. Provide information to the public regarding data gathered by the Task Force, the progress of the Task Force's efforts, and the Task Force's findings and recommendations.

RESOLVED that the Vision Zero Task Force shall include the following members:

1. A member appointed by the Mayor of the Township of West Orange;

2. The entire membership of the West Orange Pedestrian Safety Advisory Board;

3. Two (2) members of West Orange Township Council;

4. A member designated by the Public Works Director & County Engineer for the County of Essex;

5. One (1) representative from the Department of Health & Welfare, to be appointed by said Department;

6. One (1) representative from West Orange Department of Senior Services and/or the Senior Livability Initiative, to be appointed by said Department(s);

7. One (1) representative from the Nikhil Badlani Youth Advisory Board, to be appointed by said organization;

8. One (1) representative from the Nikhil Badlani Foundation to be appointed by said organization;

9. One (1) representative from EZ Ride Transportation Management Association, to be appointed by said association;

10. One (1) representative from the West Orange Fire Department; and

11. One (1) representative from the West Orange Environmental Commission; and be it further

RESOLVED, that the Vision Zero Task Force shall remain in effect until such time as the Action Plan has been completed and presented to the Mayor and Council for consideration.

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

Adopted: September 14, 2021

239-21
September 14, 2021

RESOLUTION

WHEREAS, on July 13, 2021, the Township Council for the Township of West Orange (the "Township") adopted resolution 188-21 authorizing the establishment of a Taskforce and Advisory Committee regarding Cannabis Businesses for the Township (the "Taskforce"); and

WHEREAS, the Taskforce was established as 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 Township's Ordinance governing Cannabis businesses within the Township; and

WHEREAS, the Taskforce was framed to include seven (7) members including: (i) the Police Chief for the West Orange Police Department; (ii) a member of the Township Council designated as the Char of the Taskforce; (iii) a second member of the Township Council; (iv) a resident serving on the Township's Economic Development Commission; (v) a resident serving on the West Orange Planning Board or the West Orange Zoning Board of Adjustment; (vi) a resident serving on the Downtown West Orange Alliance; and (vii) a resident selected by the Mayor of the Township; and

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township hereby authorizes and affirms the appointments to the Taskforce as follows:

(i) Police Chief James P. Abbott;

(ii) Council President Cindy Matute-Brown, Taskforce Chair;

(iii) Councilwoman Michelle Casalino, Township Council;

(iv) John Wayman Henry, III, West Orange Economic Development Commission;

(v) Jonathan Redwine, West Orange Zoning Board of Adjustment;

(vi) Abdur Yasin, Downtown West Orange Alliance; and

(vii) Abdur Moore, Township Mayor's Appointment

(collectively the "Appointees") and it is further

RESOLVED that the Appointees shall serve for a term to expire on December 31, 2022 consistent with Resolution 188-21.

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

Adopted: September 14, 2021

240-21
September 14, 2021

A RESOLUTION ACCEPTING A GRANT FROM THE HAZARDOUS DISCHARGE SITE REMEDIATION FUND PUBLIC ENTITY PROGRAM THROUGH THE NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY AND THE NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION

WHEREAS, on July 13, 2021, the Township of West Orange (the "Township") adopted Resolution 179-21 authorizing retention of Matrix New World to prepare and submit an application for grant funds from Hazardous Discharge Site Remediation Fund, Public Entity Grant Program (the "HDSRF Program") through the New Jersey Department of Environmental Protection (the "DEP") and the New Jersey Economic Development Authority (the "EDA") for Remedial Investigation of the property at 8-10 Central Avenue, Block 9, Lot 32 on the Township Tax Map (the "Biddleman Property"); and

WHEREAS, the EDA has awarded a grant of $195,126 for the HDSRF Program and requires that the Township review and execute a Grant Agreement (the "Agreement"), annexed hereto as Exhibit **"A"** to finalize the award of the grant funds.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township accepts the grant award of $195,126 from the HDSRF Program to fund the Remedial Investigation for the Biddleman Property; and be it further

RESOLVED, that Mayor Robert D. Parisi is hereby authorized to execute the Grant Agreement and any and all grant documents as an authorize representative thereunder, as the representative for the Township; and be it further

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

RESOLVED, that a comprehensive plan in the form of the Redevelopment Plan exists specifically for the redevelopment of the area surrounding the Biddleman Property, including the Biddleman Property, within a three-year period from the completion of the remediation of the Biddleman Property; and be it further

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

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

Adopted: September 14, 2021

Exhibit “A”

HAZARDOUS DISCHARGE SITE REMEDIATION
PUBLIC ENTITY GRANT AGREEMENT

CHECKLIST FOR COMPLETING AND SUBMITTING CLOSING DOCUMENTS

1. Obtain a resolution or ordinance adopted by Public Entity substantially in the form attached to the HDSRF Grant Agreement as Schedule D (The "Resolution" or "Ordinance"). Have the Resolution or Ordinance certified by an Authorized Representation of the Public Entity.

2. Enter into contract(s) for the performance of the project. If the project entails only one of the following activities: preliminary assessment, site investigation, remedial investigation or remedial action, then the contract(s) must provide for the performance of the entire project. If the project entails two or three of such activities, then the contract must provide for the performance of at least the first such activity.

3. Have the Authorized Representative designated in the Resolution or Ordinance execute each of the three originals of the Grant Agreement on the page and at the place indicated and have the Grant Agreements attested by an official authorized to attest such documents.

4. Fill in and complete the information required on the original of Schedule C of the Grant Agreement, entitled "Certification of Awarded Contracts," which have been provided in your packet, and have the Authorized Representative execute and date same. Attach copies to Schedule C of the contracts that have been awarded. See item 2 above.

5. Complete and submit Schedule E -Public Entity Project Status Summary no later than **December 31st of each year until completion of the Project. (Refer to Section 4.1 B of the Grant Agreement and Schedule E for details)**

6. Obtain and attach a copy of the deed, or other evidence of site control, or tax certificates to the project, as the case may be.

7. Obtain and attach a copy of the Tax Clearance Certificate for the Grantee, issued by the New Jersey Division of Taxation, not more than 180 days old as of the date of closing. This Grant shall not close unless the Authority is in satisfactory receipt of the Tax Clearance Certificate.

8. Enclose in one overnight mail package and send to the Authority the following:

   1) all three originals of the signed and attested Grant Agreement (included in the transmittal email;
   (2) a copy of the certified resolution or ordinance of the Public Entity;
   (3) the original of the executed Schedule C
   (including resolutions awarding contracts); and
   (4) evidence of site control, if applicable.

CLOSING INSTRUCTIONS AND REQUIREMENTS
HDSRF PUBLIC ENTITY GRANT AGREEMENT

Set forth below are instructions and requirement for closing on your Hazardous Discharge Site Remediation Public Entity Grant (the "HDSRF Grant"), along with descriptions of the closing documents.

General Closing Procedures

Attached in this packet for execution by the public entity receiving an HDSRF grant are is the HDSRF Grant Agreement (the "Grant Agreement").

In order to close on its HDSRF Grant, the public entity must complete and execute these documents, obtain evidence of site control of the project ("Evidence") if applicable, and then submit such documents to the Authority at the same time, in the same package. Please note that if the public entity fails to submit all the required documents at the same time they will be returned without review by the Authority, which may delay or jeopardize closing on the grant.

If and when all the documents, including a valid Tax Clearance Certificate and Evidence, if applicable, are submitted to the Authority, they will be reviewed by the Authority and its counsel. Provided they are found to be in proper form and order, the Authority will execute the Grant Agreement and return a fully executed original to you. Upon such mailing, closing shall be complete.

These closing documents are to be executed by an official of the public entity who has been authorized by the public entity resolution or ordinance (see Schedule D of Grant Agreement for Sample) to execute same on its behalf (the "Authorized Representative").

DESCRIPTION OF CLOSING DOCUMENTS AND INSTRUCTIONS FOR COMPLETING SAME

[ ] The Grant Agreement

The Grant Agreement governs the rights and duties of the parties with respect to your HDSRF Grant. The provisions of this Grant Agreement have been standardized to apply to all public entity grantees under this program and are not negotiable. Please review the Grant Agreement carefully in consultation with your counsel. If acceptable, have the Authorized Representative execute and acknowledge three (3) originals on page 12, Schedules C & D.

[ ] **SCHEDULE A**: **Project Description**

This document describes the project in respect to the grant amount, DEP's cost estimates, project scope, your legal name and address and other material information. You are not required to execute this document, but please review it for accuracy. (Please note that the disbursement check will be made out and mailed to name and address of the Grantee indicated on this Schedule A).

[ ] SCHEDULE B: Project Completion Certificate and Calculation of Unexpended Proceeds Form

If the project/activity has been completed, this Schedule must be submitted with the Grant Agreement.

This is the form that certifies to the Authority that the project has been completed in accordance with the requirements of the Grant Agreement. The attached original of this Schedule B must be executed by the Authorized Representative and submitted to the Authority within 10 days after the project has been completed. You will note that Schedule B includes the Calculation of Unexpended Proceeds Form. This Unexpended Proceeds Form must be filled out completely and accurately. **We strongly recommend that you immediately notify your contractor of this requirement as soon as possible so that it can assist you in completing Schedule B accurately.**

[ ] SCHEDULE C: Certification of Awarded Contracts

This document is a certification by the public entity of the award contracts for the project. Originals of this document must be executed by the Authorized Representative and returned with the Grant Agreement. Please note that copies of each awarded contract and of your resolution authorizing the award of same are to be attached by you to this Schedule C.

In addition, if the project includes more than one phase and you have not yet contracted out for all of them, then you must complete and submit to the Authority a separate Schedule C for each phase of the project as subsequently awarded.

DESCRIPTION OF CLOSING DOCUMENTS AND INSTRUCTIONS FOR COMPLETING SAME (CON'T.)

[ ] SCHEDULE D: Resolution

Schedule D contains a sample resolution for adoption by the public entity accepting the grant award and designating the Authorized Representative or Representatives that can execute the closing documents**.** The resolution must include:

1. the name of the program ("Hazardous Discharge Site Remediation Fund, Public Entity Grant Program"),
2. the amount of the grant, and
3. identity of the Authorized Representative who can execute the Grant Agreement and Schedules.

[ ] **SCHEDULE E: Public Entity Project Status Summary Annual** *submission until completion.*

Grantee must submit to the Authority a completed Schedule E attached hereto, no later than December 31st of each year until completion of the Project. Please be advised that grant proceeds related preliminary assessment or site investigation of a contamination site must be expended within two (2) years after the date of the award; and remedial investigation of a contaminated site shall be expended within five (5) years after the date of the award.

NOTE: FAILURE TO EXPEND AN AWARD OF FINANCIAL ASSISTANCE OR A GRANT FROM THE REMEDIATION FUND WITHIN THE TIME LIMITS SET FORTH HEREIN SHALL RESULT IN CANCELLATION OF THE AWARD.

[ ] Proof of Site Control

As required by law, the public entity must provide proof to the Authority it holds a tax sale certificate for the project property; or has acquired it through foreclosure or other similar means; or has passed a resolution or ordinance or other appropriate document to acquire the property, by voluntary conveyance for the purpose of redevelopment. To do so, you must enclose as part of the closing documents a certified copy of the public entity title or tax sale certificate or resolution acquiring the project property. (not applicable to projects in the Brownfield Development Areas or projects for recreation and conservation or for affordable housing.)

[ ] **Tax Clearance Certificate**

Tax Clearance Certificates are issued by the Division of Taxation. To apply to receive a Tax Clearance Certificate, a Grantee must complete and submit the Application for Business Assistance Tax Clearance to the Division of Taxation. The Authority requires a valid Tax Clearance Certificate no more than 180 days old on file with the Authority at the time of closing or the Grant shall not close.

Grants may only be awarded for real property on which there has been a discharge or a suspected discharge of a hazardous substance or hazardous waste.

NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY

HAZARDOUS DISCHARGE SITE REMEDIATION PUBLIC ENTITY GRANT AGREEMENT

Prod-00258071
Township of West Orange
Project Site: Biddelman Inc (Former)
Grant Award: Up to $195,126

HAZARDOUS DISCHARGE SITE REMEDIATION
PUBLIC ENTITY GRANT AGREEMENT

GRANT AGREEMENT (the "Agreement") made and entered into by and between the New Jersey Economic Development Authority, a body corporate and politic constituting an instrumentality of the State of New Jersey (the "Authority") and Township of West Orange, a New Jersey public entity (the "Grantee").

BACKGROUND STATEMENT

Pursuant to the provisions of Brownfields and Contaminated Site Remediation Act, N.J.S.A. 58:10B-1, et seq., amending the Industrial Site Recovery Act, P.L. 1993, c.139, as amended from time to time (the "Act"), and pursuant to the regulations promulgated by the Authority thereunder, N.J.A.C. 19:31-8.1, et seq.(the "Regulations"), the Authority, in concert with the New Jersey Department of Environmental Protection (the "Department" or "DEP"), administers a financing program under which it makes grants from monies in the Hazardous Discharge Site Remediation Fund (the "Fund") to public entities for real property: 1) on which they hold a tax sale certificate; 2) that they have acquired through foreclosure or other similar means; or 3) that they have acquired, or have passed a resolution or ordinance or other appropriate document to acquire, by voluntary conveyance for the purpose of redevelopment. The site control requirement does not apply to projects located in a brownfield development area or projects seeking approval for remedial action matching grants for recreation and conservation or for affordable housing. The grant monies are used to fund all or a portion of the costs of performing preliminary assessments, site investigations, remedial investigations and/or remedial actions on such real properties. Notwithstanding the above, no grant shall be awarded: unless the public entity has adopted by ordinance or resolution a comprehensive plan specifically for the development or redevelopment of contaminated or potentially contaminated real property in that municipality or can demonstrate to the Authority that a realistic opportunity exists that the subject real property will be developed or redeveloped within a three-year period from the completion of the remediation.

Grants may only be awarded for real property on which there has been a discharge or suspected discharge of a hazardous substance or hazardous waste.

By Resolution adopted on May 12, 2021 (the "Resolution"), the Authority approved the award of a grant to Grantee in the amount of up to $195,126 (the "Grant") for the Remedial Investigation along with report preparation of the Biddelman Inc (Former) (the "Project").

1. THE GRANT

1.1. The Grant

The Authority agrees, upon the terms and subject to the conditions set forth herein, to make the Grant to the Grantee for the purposes set forth herein. The Grantee agrees to accept the Grant upon the terms and subject to the conditions set forth herein and pursuant to the Act and Regulations promulgated thereunder, and to use the proceeds of the Grant to finance the cost of the Project. The Grantee will only use the Grant for the purposes outlined in Schedule A for which the Grant was made and will adhere to all terms and conditions of the Grant Agreement and to the Act and the Regulations promulgated thereunder.

1.2. Term of Agreement

This Agreement and the respective obligations of the parties hereto shall be in full force and effect from the date hereof until the completion of the Project and all unused funds, if any, have been returned to the Authority in accordance with Section 4.1 & Schedule B, unless sooner terminated pursuant to the provisions of this Agreement. Notwithstanding the foregoing, the representations and covenants of Grantee in Sections 4.2 (Indemnification), 4.4 (Subrogation of Rights) and 5.2(c) (Agreement to Pay Attorneys' Fees and Expenses) of this Agreement shall survive expiration of the term or early termination of this Agreement.

2. GRANTEE REPRESENTATIONS

2.1. Organization of Grantee

The Grantee is a public entity of the State of New Jersey having the full legal right and authority to perform all of the undertakings of this Grant, to receive the Grant made hereunder, to execute and deliver this Agreement and to undertake and complete the Project.

2.2. Authorization of Documents

The execution, delivery and performance by the Grantee of this Grant Agreement and any other documents executed in connection with the making of this Grant:

A. have been duly authorized by the Grantee and duly executed, attested and delivered by authorized officers of the Grantee, and all proceedings of the Grantee's governing body authorizing the Grantee to enter into this Grant Agreement have been duly and lawfully adopted in accordance with applicable law;

B. do not and will not conflict with or violate any provision of law, any order of the court, or other agency of government;

C. do not and will not result in the creation or imposition of any lien, charge, or encumbrance of any nature other than any lien, charge or encumbrance which may be imposed on project site in connection with the awarding of this grant; and

D. do not and will not result in the breach of the terms, conditions or provisions of any corporate restrictions or any evidence of indebtedness, agreement or instrument of whatever nature to which the Grantee is now a party or by which it is bound or constitute a default under any of the foregoing.

2.3. Site Control, Eligibility

Grantee represents that, as of the date of this Agreement:

A. It either 1) holds a tax sale certificate on the Project Site; 2) acquired title to the Project Site through foreclosure or other similar means; or 3) acquired title to the Project Site, or passed a resolution, ordinance or other appropriate document to acquire title to the Project Site, through voluntary conveyance for the purpose of redevelopment. (Not applicable to projects in brownfield development areas or projects for recreation and conservation or for affordable housing.)

B. There has been a discharge or there is a suspected discharge of a hazardous substance or hazardous waste on the Project Site.

C. It has adopted by ordinance or resolution a comprehensive plan specifically for the development or redevelopment of contaminated or potentially contaminated real property in its municipality or can demonstrate to the Authority that a realistic opportunity exists that the Project Site will be developed or redeveloped within a three-year period from the completion of the remediation. Evidence of the foregoing is set forth in Schedule D (in the event a resolution was adopted).

2.4. Pending Litigation

No litigation of any nature is now pending or threatened to restrain, enjoin, or invalidate the execution of this Agreement or the performance by Grantee of its covenants and obligation thereunder.

2.5. No Defaults

The Grantee is not presently in breach or default in any material respect in the performance, observance, or fulfillment of any of the obligations, covenants or conditions contained in any agreement or instrument to which it is a party or is otherwise bound.

2.6. Important Inducement

The availability of the Grant by the Authority as provided herein has been an important inducement to the Grantee to undertake the Project.

2.7. Use of Grant Monies

The Grant monies received by Grantee pursuant to this Agreement shall be used and applied by Grantee solely for the purpose of performing preliminary assessments, and/or site investigations, and/or remedial investigations and /or remedial actions on the Project Site in accordance with the scope of work approved by DEP.

It is specifically understood and agreed that funds approved for performing preliminary assessments and/or site investigations shall be expended within two (2) years after the date of the award; and funds approved for remedial investigation shall be expended within five (5) years after the date of the award. Failure to expend an award of financial assistance or a grant from the remediation fund within the prescribed time limits shall result in cancellation of the award. For the purposes of this Agreement, expended monies shall mean any grant funds disbursed by Grantor to Grantee for the Project Site in accordance with the scope of work approved by DEP.

2.8. Compliance with Act and Regulations

As of the date hereof, Grantee is in full compliance with all the terms, conditions and requirements of the Act and the Regulations.

2.9. Verification of Project Description

The description and summary of the Project as set forth in Schedule A hereof is true, complete and correct.

2.10. Licenses and Consents

All state, federal and county governmental consents, licenses, and approvals necessary or required to prosecute the Project to completion have been obtained and are in full force and effect.

2.11. Full Disclosure

All representations, statements, and warranties of the Grantee set forth in its application to the Department or any documents delivered to the Department or the Authority by the Grantee in connection with the Grant: (i) are true, correct and complete; (ii) do not contain any untrue statement of material fact; and (iii) contain all material facts necessary to make the statements contained therein not misleading or

incomplete. If at any time prior to the expiration or earlier termination of this Agreement, the Grantee becomes aware of any facts, occurrences, information, statements, or events that render any of the foregoing representations or covenants herein made untrue or materially misleading or incomplete, the Grantee shall immediately notify the Authority in writing of such facts, occurrences, information, statements or events.

2.12. Authorized Representative

Any certification or other document that Grantee is required to execute and submit to the Authority pursuant to the terms of this Agreement shall be executed by a duly Authorized Representative.

3. DISBURSEMENT OF THE GRANT

3.1. Conditions Precedent to Disbursements

A. Disbursement of Grant funds shall be subject to satisfaction of the following conditions precedent:

(1) approval by the Department of the work activities covered by such contracts, the cost of such work activities, and the amount of the Grant monies to be disbursed;

(2) approval by the Department of all previously performed work with respect to which Grant monies have already been disbursed to Grantee; and

3) any applicable requirements under the Act or Regulations promulgated thereunder.

B. Notwithstanding the foregoing: (1) no disbursement shall be made at any time that an Event of Default, as defined under Section 5.1, has occurred and is continuing under this Agreement; (2) Grantee's right to disbursement of Grant monies pursuant to this Section 3.1 shall be subject to any approvals required by the Department of the contract or contracts for which the requisition of Grant monies has been submitted; and (3) if the contract or contracts described in Schedule C includes work or activities outside the scope of the Project, then the Grant monies disbursed shall only be in the amount of the contract(s), or a portion thereof, representing the activities falling within approved scope of Project, as determined by the Department in its discretion.

3.2. Delivery of Documents

All documents required to be submitted to the Authority as a condition precedent to disbursement of the Grant shall be furnished to the Authority at its office at the address set forth in Section 6.2.

3.3. Disbursement of Grant Monies

The Authority shall, after receipt of all documents completed and, in the form required, disburse the Grant monies by check via U.S. certified return receipt mail to the Grantee at the address of the Grantee set forth on Schedule A.

4. COVENANTS OF THE GRANTEE

4.1. Project Completion; Repayment of Unexpended Proceeds

A. Within ten (10) business days of completion of the Project, the Grantee shall submit to the Authority Schedule B, "Project Completion Certificate" and the "Calculation of Unexpended Proceeds Form", which shall be completed and executed by Grantee, together with a check payable to the Authority in the amount of any such unexpended proceeds.

B. The Grantee shall submit to the Authority a completed Schedule E attached hereto no later than December 31st of each year until completion of the Project.

4.2. Indemnification

To the fullest extent permitted by law, the Grantee will indemnify, defend and hold harmless the Department and the Authority and their respective members, officers, employees and agents ("Indemnified Party") against any and all liability, loss, cost, damage, claims, judgment or expense of any kind the Indemnified Party may incur by reason of any claim, suit or action based upon personal injury, death or damage to property arising out of the Grantee's construction, acquisition, installation, operation, or ownership of the Project or Project Site or arising or purportedly arising from this Grant Agreement or any transaction contemplated thereunder.

4.3. Diligent Prosecution

Grantee shall diligently prosecute the Project to completion and shall cause such Project to be performed in a worker-like fashion.

4.4. Subrogation of Rights

To the extent provided in the Act, the Grantee subrogates to the Department all rights it has or may have to recover Remediation Costs, as defined in the Act and Regulations, from the discharger or other liable parties. Grantee covenants that it has not relinquished, impaired, or waived, and shall not relinquish, impair or waive any right to recover the costs of remediation against any insurance carrier, discharger or person in any way responsible for a hazardous substance pursuant to N.J.S.A 58:10-23.11(g).

4.5. Compliance; Inspection

Grantee agrees that is shall provide to the Authority and the Department, as necessary or upon request, evidence that the Grant is being spent for the purpose for which it was made and evidence that it is adhering to all of the terms and conditions of the Agreement, the Act and Regulations. Grantee further agrees that it shall provide to the Authority, the Department, and their agents, access at reasonable times to the Project Site to determine compliance with the terms and conditions of the Agreement.

4.6. No Assignment

Grantee agrees that it shall not assign this Agreement, nor the Grant made hereunder, for any reason without the prior written consent of the Authority.

5. DEFAULT

5.1. Event of Default

Any one or more of the following events shall constitute an event of default of the Grantee hereunder (an "Event of Default"):

A. Except as otherwise provided herein, failure of the Grantee to comply with any terms, covenants, promises or conditions set forth in this Agreement within thirty (30) days after

notice of such failure shall be given to the Grantee by the Authority. If the failure of a condition is of such a nature that it cannot be corrected within thirty days of receiving notice, it shall not constitute an Event of Default if: (1) corrective action capable of remedying such failure in the sole opinion of the Authority is instituted by the Grantee within said thirty (30) day period and diligently pursued until the failure is corrected in the sole opinion of the Authority; and (2) the Grantee shall have certified to the Authority prior to the end of said thirty (30) day period and the Authority in its sole discretion agrees that said failure is such that it can be corrected, but not within said thirty (30) day period.

B. Any representation or warranty made by the Grantee herein, or in any report, certificate, or financial statement furnished in connection with this Agreement, or any of the Schedules attached hereto, shall prove to have been false, incorrect, or misleading in any material respect on the date as of which made.

C. The occurrence of an Event of Default under any other agreement entered into by the Authority and the Grantee or any other agreement entered into by the Department and the Grantee with respect to this Grant.

D. The Grantee is in violation of an administrative or judicial order, judgment, or consent agreement regarding violation or threatened violation of an environmental law regarding the Project Site, unless the violation, fee, penalty or assessment is currently being contested by the Grantee in a manner prescribed by law or unless the violation resulted from a lack of sufficient money to perform the required remediation activities.

E. The Grantee violates the provisions of a duly recorded Deed Restriction in the case of a grant for remedial action for a project involving the redevelopment of contaminated property for recreation or conservation purposes.

F. The Grantee fails to expend funds approved to perform preliminary assessments and/or site investigations within two (2) years after the date of the award; and/or the Grantee fails to expend funds approved for remedial investigation within five (5) years after the date of the award, no further moneys will be disbursed and the award cancelled.

5.2. **Remedies**

A. Available Remedies

Upon the occurrence of an Event of Default, the Authority may exercise one or more of the following remedies:

(i) terminate the Grant Agreement;

(ii) require the return of all unspent proceeds of the Grant and the repayment of all proceeds of the Grant spent by the Grantee, such repayment to be made within 10 days after receiving notice of the default from the Authority;

(iii) avail itself of all other legal or equitable remedies provided in law or equity. This includes, without limitation, the right to obtain injunctive relief or specific performance. If injunctive relief is sought, Grantee waives the requirement of posting bond.

B. No Remedy Exclusive

No remedy herein conferred or reserved by the Authority is intended to be exclusive of any other available remedy or remedies, but each and every such remedy shall be

cumulative and shall be in addition to every other remedy given under this Agreement. No delay or omission to exercise any right or power occurring upon any default shall impair any such right or power nor shall same be construed to be a waiver thereof, but any such right or power may be exercised from time to time as often as deemed expedient. In order to entitle the Authority to exercise any remedy reserved to it in this section, it shall not be necessary to give notice, other than such notice specifically required in Section 5 hereof.

C. Agreement to Pay Attorneys' Fees and Expenses

In the event the Grantee should default under any of the provisions of this Agreement and the Authority shall employ attorneys or incur other expenses for the collection of payments due or to become due or for the enforcement of any obligation on the part of the Grantee herein contained, the Grantee agrees that it will, on demand, pay to the Authority the reasonable attorneys' fees and other expenses incurred by the Authority whether or not a lawsuit is brought.

D. No Additional Waiver Implied by One Waiver

In the event any agreements contained in this Agreement should be breached by any party and thereafter waived by any other party, such waiver shall be limited to the particular breach so waived and shall not be deemed to waive any other breach hereunder.

6. MISCELLANEOUS

6.1. Limitation of Liability of Authority

In the event of default, there shall be no other recourse for damages by the Grantee against the Authority, its officers, members, agents and employees, or any of the property now or hereafter owned by it or them.

6.2. Notices

Notice hereunder shall be given in writing by personal service, by recognized overnight mail service or by certified or registered mail, return receipt requested.

If to the Authority: New Jersey Economic Development Authority
36 West State Street
PO Box 990
Trenton, New Jersey 08625-0990
Attention: Underwriting
Re: Hazardous Discharge Site Remediation Public Entity Grant Program

If to the Grantee: As set forth on the attached Schedule A

Notices given by personal service shall be effective upon receipt. Notices given by recognized overnight mail services shall be effective upon receipt. Notices given by mail shall be deemed effective three (3) business days after the date mailed.

6.3. Severability

If any provision hereof is found by a court of competent jurisdiction to be prohibited or unenforceable, it shall be ineffective only to the extent of such prohibition or unenforceable portion, and such prohibition or unenforceable shall not invalidate the balance of such provision to the extent it is not prohibited or unenforceable, nor invalidate the other provisions hereof, all of which shall be liberally construed in order to effect the provisions of this Agreement.

6.4. Applicable Law

This Agreement shall be deemed to be a contract made in New Jersey and governed by New Jersey law.

6.5. Binding Effect

This Agreement shall be binding upon, and shall inure to the benefit of, the parties hereto and their respective successors and assigns, and the terms "Authority" and "Grantee", where the context requires, include the respective successors and assigns of such persons. The DEP shall be deemed a third-party beneficiary of this Agreement.

6.6. Amendments

This Agreement may not be amended except by an instrument in writing signed by the parties.

6.7. No Warranty of Condition or Suitability by Authority

The Authority makes no warranty, either express or implied, as to the condition of the Project or any part thereof or that they will be suitable for the Grantee's purposes or needs. The Grantee acknowledges and agrees that the Authority is not a dealer in property of such kind, and that the Authority has not made, and does not hereby make, any representation or warranty or covenant with respect to the fitness for a particular purpose, condition or suitability of the Project in any respect or in connection with, or for the purposes and uses of the Grantee or its tenants.

6.8. Further Assurances

The Authority and the Grantee shall, from time to time, execute, acknowledge and deliver, or cause to be executed, acknowledged and delivered, such supplements hereto and such further instruments as may be required for carrying out the intention of or facilitating the performance of this Agreement.

6.9. Headings

The captions or headings in this Agreement are for convenience of reference only and shall not control or affect the meaning or construction of any provision hereof.

6.10. Sole Agreement

This contract represents the entire and complete agreement between these parties with respect to the Grant set forth herein.

6.11 Counterparts

This Agreement may be executed simultaneously in several counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument, and may be delivered by telecopier, e-mail, PDF or other facsimile transmission all with the same force and effect as if the same were a fully executed and delivered original manual counterpart.

6.12. Contractual Liability Act

The rights and remedies of the Grantee under this Agreement shall be subject to the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1, et seq., the provisions of which are hereby incorporated herein by reference in their entirety.

6.13 Executed Contract.

Grantee agrees to provide both the Authority (Underwriting, P.O. Box 990, Trenton, New Jersey 08625 and DEP (P.O. Box 413, Trenton, New Jersey 08625) within 120 days of the date of this Agreement, a copy of the executed contract for the scope of work for which this Grant is being made.

6.14 No Assignment

Recipient may not assign or transfer the whole or any part of this Agreement.

6.15 No Third-Party Beneficiaries.

This Agreement has been entered into solely by and among the parties that have executed this Agreement; except as otherwise expressly provided in this Agreement, this Agreement will not be deemed to create any rights in third parties or create any obligations of any party hereto to any such third parties.

6.16 Cross Default

It is specifically understood and agreed that this Grant is cross-defaulted with any other agreement entered into by the Authority and the Grantee or any other agreement entered into by the Department and the Grantee with respect to this Grant.

6.17 Electronic Signature

Electronic signature on this Agreement shall be deemed to be valid execution and delivery as though an original ink. The parties explicitly consent to the electronic delivery of the terms of the transaction evidenced by this Agreement and affirm that their electronic signatures indicate a present intent to be bound by the electronic signatures and the terms of the Agreement. The electronic signature can be done either by ADOBE Acrobat or any other similar signature software that can be used for electronic signatures or by printing, manually signing, and scanning.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, have caused this Agreement to be executed and delivered as of the date and year set forth below.

NEW JERSEY ECONOMIC
DEVELOPMENT AUTHORITY

WITNESS:

_____ By:_____
Arlene M. Clark
Director
Closing Services

Date: _____

[SEAL] TOWNSHIP OF WEST ORANGE

ATTEST:

_____ By:_____
Robert D. Parisi
Mayor

Date: _____

Prod-00258071
Township of West Orange
Project Site: Biddelman Inc (Former)
Grant Award: Up to $195,126

List of Attached Schedules

Schedule A-Project Description

Schedule B-Project Completion Certificate and Calculation of Unexpended Proceeds Form

Schedule C-Certification of Awarded Contracts

Schedule D-Resolution (sample)

Schedule E-Public Entity Project Status Summary

SCHEDULE A

PROJECT DESCRIPTION

HAZARDOUS DISCHARGE SITE REMEDIATION FUND – PUBLIC ENTITY GRANT PROGRAM

IT IS THE RESPONSIBILITY OF THE GRANTEE TO VERIFY THE FOLLOWING INFORMATION.

NJEDA APPLICATION NUMBER: Prod-00258071
Related Application Number: Prod-00188179
NAME OF GRANTEE (RECIPIENT): Township of West Orange**
Authorized Representative (Mayor): The Honorable Robert D. Parisi
Contact: John Sayers
Title: Business Administrator
66 Main Street
West Orange, NJ 07052

Phone Number: (973)325-4160

CONSULTANT FIRM NAME: Matrix New World Engineering
26 Columbia Turnpike
Florham Park, NJ 07932

Phone Number: (973) 240-1800 Fax Number: (973) 240-1818

PROJECT SITE NAME: Biddelman Inc (Former)

County: Essex
Block: 9 Lot: 32

ESTIMATED DEP PROJECT COSTS: **Remedial Investigation:** Up to $195,126

TOTAL COSTS Up to $195,126

TOTAL GRANT AWARD: Up to $195,126

AUTHORIZED USE OF GRANT PROCEEDS:
Finance Preliminary Assessment and/or Site Investigation and/or Remedial Investigation and/or Remedial Action

AUTHORIZED PROJECT DESCRIPTION/SCOPE: Remedial Investigation at the Biddelman Inc (Former) site.
***** Grant Proceeds will be made out & Mailed to the Grantee at this address***

Prod-00258071
Township of West Orange
Project Site: Biddelman Inc (Former)
Grant Award: Up to $195,126

SCHEDULE B

PROJECT COMPLETION CERTIFICATE

The undersigned hereby certifies as follows:

1. I am an Authorized Representative of Grantee, Township of West Orange. I make this statement pursuant to Section 4 of the Agreement, by and between Grantor, the New Jersey Economic Development Authority and Grantee, dated as of [insert same date as date in Agreement]. (All undefined terms used herein shall have the same meaning ascribed to them in the Agreement).

2. The Project was completed as of _____. (date)

3 The Project is being operated as an authorized "Project" under the Act and as substantially as proposed in the Application. The Grant proceeds were used only for the purposes for which the Grant was made, and the Grantee has adhered to all terms and conditions of the Agreement.

4. Enclosed is a check for unexpended Grant proceeds, if any as determined under the attached Calculation of Unexpended Proceeds Form, payable to the Authority in accordance with Section 4.1 of the Agreement.

(Signature): _____

Name (Print):_____

Date:_____ Title:_____

Forward to the NJ Economic Development Authority at the below address the executed Project Completion Certificate along with a check, payable to the NJEDA, for unexpended funds, if any, in the amount calculated on the **CALCULATION OF UNEXPENDED PROCEEDS FORM attached**.

New Jersey Economic Development Authority
Underwriting
Attn: Kathy Junghans, Finance Officer
kjunghans@njeda.com

This Project Completion Certificate may be executed and delivered to the above Finance Officer by email with attached PDF all with the same force and effect as if the same were a fully executed and delivered original.

SCHEDULE B

PROJECT COMPLETION CERTIFICATE (CONT'D.)

CALCULATION OF UNEXPENDED PROCEEDS FORM

DATE PROJECT COMPLETED: _____

The following actual approved project costs have been paid:

NJ DEP Oversight **(actual dollars invoiced)**:	$_____
Preliminary Assessment	$_____
Site Investigation	$_____
Remedial Investigation	$_____
Remedial Action	$_____
Contingency	$_____
Other costs (Itemize)	$ _____

(A) Total Project Costs Paid: $_____

(B) Project Grant Amount (from Schedule A) $_____

Amount to be Remitted *to NJEDA (B) – (A)* **$_____**

Kindly make checks payable to the "New Jersey Economic Development Authority" or "NJEDA" and returned with the Project Completion Certificate. Should you prefer to wire the unexpended funds instead you may do so by using the following instructions:

Wells Fargo Bank, N.A.
1 West State Street
Trenton, NJ 08608

ABA #121 000 248

ACCT # 2100009100456

New Jersey Economic Development Authority
36 West State Street
P.O. Box 990
Trenton, NJ 08625

Re: _____ Fee
(type of fee)

_____ (P_____)
(Project Name) (Project #)

This Project Completion Certificate may be executed and delivered to the above Finance Officer by email with attached PDF all with the same force and effect as if the same were a fully executed and delivered original.

Prod-00258071
Township of West Orange
Project Site: Biddelman Inc (Former)
Grant Award: Up to $195,126

SCHEDULE C
CERTIFICATION OF AWARDED CONTRACTS

The undersigned hereby certifies as follows:

1. I am an Authorized Representative of the Grantee.

2. As of the date noted below, Grantee has awarded contract(s) to the contractors listed below for preliminary assessment (PA), site investigation (SI), remedial investigation (RI), or remedial action (RA) of the "Project" defined in Schedule A of the Agreement.

3. Listed below are the contracts awarded. **Copies of said contracts are attached hereto and made a part of this certification.**

4. Attached hereto are certified copies of each resolution(s) awarding such contract(s).

5. All terms not defined herein shall have the means ascribed to them in the defined in the Agreement, to which this Schedule C is attached, and which was entered into by and between Grantor and Grantee.

Name of Contractor	**Nature of Contract (PA, SI, RI, RA)**	**Date of Contract Award**	**Amount of Contract**
1.			
2.			
3.			
4.			
5.			
----------	----------	**TOTAL**	$

Authorized Representative (Signature):_____
Name(Print):_____
Dated:_____ Title:_____

SCHEDULE D

SAMPLE RESOLUTION

A RESOLUTION ACCEPTING A GRANT FROM THE
HAZARDOUS DISCHARGE SITE REMEDIATION FUND PUBLIC ENTITY PROGRAM
THROUGH THE NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY
AND THE NEW JERSEY DEPARTMENT OF ENVIRONMENTAL PROTECTION

WHEREAS, Township of West Orange has applied for and has been awarded a grant in the amount of up to $195,126 from the Hazardous Discharge Site Remediation Fund Municipal Grant Program through the New Jersey Department of Environmental Protection and the New Jersey Economic Development Authority for Remedial Investigation of the Biddelman Inc (Former) property;

NOW, THEREFORE, BE IT RESOLVED by the governing body of the Township of West Orange that the above referenced grant is hereby accepted and the (Mayor, Administrator, etc.) is hereby authorized to execute grant documents as an authorized representative thereunder, as the representative for the Township of West Orange.

BE IT FURTHER RESOLVED that a comprehensive plan exists specifically for the development or redevelopment of contaminated or potentially contaminated real property in the host municipality or that a realistic opportunity exists that the Project Site will be developed or redeveloped within a three-year period from the completion of the remediation.

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded to the New Jersey Economic Development Authority.

[SEAL] Date Adopted by (Council/Committee):_____

Attest:

_____ _____
Clerk (Council President/Mayor)

SCHEDULE E
Hazardous Discharge Site Remediation Fund (HDSRF)
Public Entity Project Status Summary

Public Entity:_____ Latest Project #:_____

Site Name:_____ Site Location: _____

Size of Site: _____ Current Zoning of Site: _____

Who owns the site: **Public Entity** **Redeveloper** **Private** **Other**

Contact: _____ County: _____

Address:_____

Phone: _____ Fax: _____

Latest Application Closing Date: _____ Total grant funding to date:_____

Has the Preliminary Assessment (PA), Site Investigation (SI) and Remedial Investigation (RI) studies been completed? If not, what is the status of the work?

	Yes	**No**	
PA	__	__	_____
SI	__	__	_____
RI	__	__	_____

Does the site have contamination? **Yes / No** If **yes**, describe_____

_____

Has the site been remediated? **Yes / No** If **no**, when will it be done _____

What are the projected cleanup costs? (Please circle estimated costs)

0-$100,000 **$100,000 -$ 500,000** **$500,000 -$1,000,000** **$1,000,000 & over**

How was the site used previous to contamination? _____

Has the site been redeveloped? **Yes / No** If **yes**, what is the current use? _____

_____

If the site **has not been** redeveloped, what are the plans for redeveloping the site? _____

_____.

TOWNSHIP OF WEST ORANGE

By:_____
Title:
Date:_____

New Jersey Economic Development Authority
Underwriting
Attn: Kathy Junghans, Finance Officer
kjunghans@njeda.com

This Public Entity Project Status Summary may be executed and delivered to the above Finance Officer by email with attached PDF all with the same force and effect as if the same were a fully executed and delivered original.

2021 Budget Amendment #2

241-21
September 14, 2021

BE IT RESOLVED, that the Township Council of the Township of West Orange, on this 14th day of September 2021, that Amendement #2 to the 2021 Local Municipal Budget of the Township of West Orange be and is hereby introduced on first reading and the Township Clerk is directed to read the title thereof in full.

According to NJSA 40A:4-1, since Amendment #2 does not add a new item of appropriation in an amount in excess of 1% of total appropriations, increase or decrease any item of appropriation by more than 10% or increase the amount to be raised by takes by more than 5%, the amendment does not require advertisement or a new public hearing

Copies of Amendment #2 are available in the office of the Business Administrator at the Municipal Building, 66 Main St, during the hours of 8:30 AM to 4:30 PM.

Introduced Budget:

CURRENT FUND - GENERAL REVENUES

	2021 Amended #1	2021 Amended #2	Change
1. Surplus Anticipated	4,206,399.49	4,276,678.57	70,279.08
Total Surplus Anticipated	4,206,399.49	4,276,678.57	70,279.08
Summary of Revenues			
1. Surplus Anticipated (Sheet 4, #1)	4,206,399.49	4,276,678.57	70,279.08
5. Subtotal General Revenues (Items 1, 2, 3 and 4)	31,847,578.86	31,917,857.94	70,279.08
7. Total General Revenues	93,711,554.58	93,781,833.66	70,279.08

CURRENT FUND - GENERAL APPROPRIATIONS

(D) Municipal Debt Service - Excluded from "CAPS"			
Interest on Bonds	923,411.22	993,690.30	70,279.08
(H-2) Total General Appropriations for Municipal Purposes Excluded from "CAPS"	20,058,742.73	20,129,021.81	70,279.08
(O) Total General Appropriations - Excluded from "CAPS"	20,058,742.73	20,129,021.81	70,279.08
(L) Subtotal General Appropriations {Items (H-1) and (O)}	90,183,734.94	90,254,014.02	70,279.08
9. Total General Appropriations	93,711,554.58	93,781,833.66	70,279.08
(D) Municipal Debt Service	8,083,549.93	8,153,829.01	70,279.08
Total General Appropriations	93,711,554.58	93,781,833.66	70,279.08

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

Cindy Matute-Brown
Council President

Adopted: September 14, 2021

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

KAREN J. CARNEVALE, R.M.C. **Township of West Orange**	**CINDY MATUTE-BROWN, Council President** **Township of West Orange**

ADOPTED ON SECOND READING
DATED: September 14, 2021

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

CINDY MATUTE-BROWN, Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS 14th DAY OF September, 2021.

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. 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

_____
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

_____
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 September 14, 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)

_____

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 September 14, 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 September 14, 2021 and was duly published as required by law on September 23, 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)

_____

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.

_____

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	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

2652-21

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.2, RESTRICTED PARKING ZONES, OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion,* **bold type denotes addition):**

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

Residence Address	Side	No. of Spaces	Location
14 Glennon Place	**South**	**1**	**Beginning 219 feet west of the westerly curbline of Sayers Place extended, and extending 22 feet west.**

Section 2. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

Section 3. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 4. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE-BROWN, COUNCIL PRESIDENT

_____

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

Introduced: August 17, 2021

Adopted: September 14, 2021

LEGISLATIVE HISTORY

This Ordinance is in response to a request from a handicapped resident who resides at 14 Glennon Place. By adopting this Ordinance, the Township will establish a handicapped parking stall adjacent to this address. 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.

2653-21

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

WHEREAS, on February 9, 2021, the Township Council of the Township of West Orange, in the County of Essex, New Jersey (the "**Township Council**") adopted Resolution 33-21 authorizing the execution of an Agreement of Sale for the property identified as Block 6, Lot 36.01 on the Township's Tax Map (the "**Property**") whereby the Township of West Orange (the "**Township**") agreed to sell the Property to Tompkins Street Apartments, LLC (the "**Predecessor Entity**") a predecessor to Tompkins Street Apartments Urban Renewal LLC (the "**Entity**"), a New Jersey limited liability company having its principal office at One Parker Plaza, Fort Lee, New Jersey 07024 for the development of a seventeen (17) unit low and moderate income housing development pursuant to N.J.S.A. 40A:12-21(l) of the Local Lands and Buildings Law; and

WHEREAS, on March 23, 2021, the Township Council adopted Resolution 51-21 authorizing the execution of a Redevelopment Agreement between: (i) the Township; (ii) the Alpert Group, LLC (the "**Alpert Group**"); and (iii) Predecessor Entity, an affiliate of the Alpert Group (the "**Redevelopment Agreement**"); and

WHEREAS, the Redevelopment Agreement governed the redevelopment of an area in need of redevelopment which included the properties identified as: (i) Block 9, Lot 36; (ii) Block 7, Lot 22; and (iii) Block 9, Lot 32 on the Township's tax map (the "**Central Valley Redevelopment Area**"); and

WHEREAS, the Redevelopment Agreement contained terms which required the Alpert Group through the Entity to construct a seventeen (17) unit low and moderate income housing development on the Property; and

WHEREAS, Section 4.07(a) of the Redevelopment Agreement set forth the description of the required seventeen (17) unit low and moderate income housing development including: (i) three (3) one-bedroom units; (ii) ten (10) two-bedroom units; and (iii) four (4) three-bedroom units (the "**Affordable Housing Component**" or the "**Affordable Housing Project**"); and

WHEREAS, the Township has included the Affordable Housing Component in its Housing Element and Fair Share Housing Plan (the "**Affordable Housing Plan**") approved by the Superior Court of New Jersey by entry of an Order of Judgment of Compliance and Repose dated March 17, 2021 (the "**Affordable Housing Judgment**") entered in the Township's declaratory judgment action captioned In the Matter of the Application of the Township of West Orange, Docket Number ESX-L-4697-15 (the "**Township's Declaratory Judgment Action**"); and

WHEREAS, on May 4, 2021, the Township Council formally corrected Resolution 33-21 to correct the description of the Property; and

WHEREAS, consistent with Section 4.07(b) of the Redevelopment Agreement, an Affordable Housing Agreement has been prepared which outlines the Entity's obligations as to the marketing, selection of applications, rent and affordability of the Affordable Housing Component consistent with both the Redevelopment Agreement and the Township's Affordable Housing Plan; and

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

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

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

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

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

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

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

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

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

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

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

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

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

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE-BROWN, COUNCIL PRESIDENT

_____

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

Introduced: August 17, 2021

Adopted: September 14, 2021

EXHIBIT A

FORM OF FINANCIAL AGREEMENT

Exhibit “A”

FINANCIAL AGREEMENT FOR
LONG TERM TAX EXEMPTION

by and between

THE TOWNSHIP OF WEST ORANGE, NEW JERSEY

and

TOMPKINS STREET APARTMENTS URBAN RENEWAL LLC

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

W I T N E S S E T H:

WHEREAS, on February 9, 2021, the Township Council adopted Resolution 33-21 authorizing the execution of an Agreement of Sale for the property identified as Block 6, Lot 36.01 on the Township's Tax Map (the "Property") whereby the Township agreed to sell the Property to Tompkins Street Apartments, LLC a predecessor to the Entity (the "Predecessor Entity") for the development of a seventeen (17) unit low and moderate income housing development pursuant to N.J.S.A. 40A:12-21(l) of the Local Lands and Buildings Law; and

WHEREAS, on March 23, 2021, the Township Council adopted Resolution 51-21 authorizing the execution of a Redevelopment Agreement between: (i) the Township; (ii) the Alpert Group, LLC (the "Alpert Group"); and (iii) Predecessor Entity, an affiliate of the Alpert Group (the "Redevelopment Agreement"); and

WHEREAS, the Redevelopment Agreement governed the redevelopment of an area in need of redevelopment which included the properties identified as: (i) Block 9, Lot 36; (ii) Block 7, Lot 22; and (iii) Block 9, Lot 32 on the Township's tax map (the "Central Valley Redevelopment Area"); and

WHEREAS, the Redevelopment Agreement contained terms which required the Alpert Group through the Entity to construct a seventeen (17) unit low and moderate income housing development on the property identified as Block 6, Lot 36.01 on the Township's Tax Map (the "Property"), including the following sections of the Redevelopment Agreement: (i) Section 4.01(a); (ii) Section 4.07; (iii) Section 4.08(b); and (iv) Section 4.10(b); and

WHEREAS, Section 4.07(a) of the Redevelopment Agreement set forth the description of the required seventeen (17) unit low and moderate income housing development including: (i) three (3) one-bedroom units; (ii) ten (10) two-bedroom units; and (iii) four (4) three-bedroom units (the "Affordable Housing Component" or the "Affordable Housing Project"); and

WHEREAS, the Township has included the Affordable Housing Component in its Housing Element and Fair Share Housing Plan (the "Affordable Housing Plan") approved by the Superior Court of New Jersey by entry of an Order of Judgment of Compliance and Repose dated March 17, 2021 (the "Affordable Housing Judgment") entered in the Township's declaratory judgment action captioned In the Matter of the Application of the Township of West Orange, Docket Number ESX-L-4697-15 (the "Township's Declaratory Judgment Action"); and

WHEREAS, on May 4, 2021, the Township Council formally corrected Resolution 33-21 to correct the description of the Property; and

WHEREAS, consistent with Section 4.07(b) of the Redevelopment Agreement, an Affordable Housing Agreement has been prepared which outlines the Entity's obligations as to the marketing, selection of applications, rent and affordability of the Affordable Housing Component consistent with both the Redevelopment Agreement and the Township's Affordable Housing Plan; and

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

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

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

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

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

ARTICLE I- GENERAL PROVISIONS

Section 1.1 Governing Law

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

Section 1.2 General Definitions and Construction

The recitals and Exhibits to this Agreement are hereby incorporated by reference herein as

if set forth at length. Unless specifically provided otherwise or the context otherwise requires, when used in this Agreement, the following terms and phrases shall have the following respective meanings:

i. **Administrative Fee** – Shall have the meaning specified in Section 4.8 hereof.

ii. **Affordable Housing Project** - Shall have the meaning specified in the recitals of this Financial Agreement.

iii. **Agreement or Financial Agreement** – Shall have the meaning specified in the preamble hereof.

iv. **Allowable Net Profit (also referred to as "ANP")** – The amount arrived at by applying the Allowable Profit Rate pursuant to the Exemption Law.

v. **Allowable Profit Rate (also referred to as the "APR")** - The greater of twelve (12%) percent or the percentage per annum arrived at by adding one and one-quarter (1.25%) percent to the annual interest percentage rate payable on the Entity's initial permanent mortgage financing for the Affordable Housing Project. If the initial permanent mortgage is insured or guaranteed by a governmental agency, the mortgage insurance premium or similar charge, if payable on a per annum basis, shall be considered as interest for this purpose. If there is no permanent mortgage financing or if the financing is internal or undertaken by a related party, the APR shall be the greater of twelve (12%) percent or the percentage per annum arrived at by adding one and one-quarter (1.25%) percent to the prevailing per annum interest rate on mortgage financing on comparable residential rental projects within Essex County.

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

vii. **Annual Service Charge (also referred to as the "ASC")** – The total annual amount that the Entity has agreed to pay the Township for municipal services supplied to the Affordable Housing Project, which sum is in lieu of any taxes on the Improvements pursuant to the Exemption Law. The Annual Service Charge shall be calculated pursuant to Article IV hereof.

viii. **Annual Audited Statement** - Shall mean a complete financial statement outlining

the financial status of the Affordable Housing Project, which shall also include a computation of Net Profit, Allowable Net Profit, and Annual Gross Revenue, prepared annually by the Entity's certified public accountant. The contents of each Annual Audited Statement shall be prepared in conformity with Generally Accepted Accounting Principles, the Exemption Law, and this Financial Agreement.

ix. **Applicable Law**: Shall mean any and all federal, state and local laws, rules, regulations, rulings, court orders, statutes and ordinances applicable to the Affordable Housing Project, the Redevelopment Area and the Long-Term Tax Exemption.

x. **Application** – Shall have the meaning specified in the recitals of this Financial Agreement.

xi. **ASC Commencement Date** – The date that a Certificate of Occupancy has been issued with respect to the Affordable Housing Project.

xii. **Certificate of Occupancy** - A temporary or permanent certificate of occupancy issued by the appropriate Township official, pursuant to N.J.S.A. 52:27D-133, authorizing the occupancy of a building or any portion thereof.

xiii. **Commercial Leasehold Improvements** – Shall mean customized modifications made by the Entity to a leased space for the benefit of a commercial tenant. Alterations to the exterior and/or common spaces of the building, or modifications that benefit other tenants in the building shall not be considered Commercial Leasehold Improvements.

xiv. **Commercial Leasehold Improvement Income** – Shall mean the repayment for Commercial Leasehold Improvements. Rental concessions negotiated between a commercial tenant and the Entity shall not be considered Commercial Leasehold Improvement Income and the AGR shall not be reduced by such concessions.

xv. **Council** - Shall have the meaning specified in the recitals of this Financial Agreement.

xvi. **Days** - Whenever the word "Days" is used to denote time, it shall mean calendar days.

xvii. **Debt Service** – The amount required to make annual payments of principal and interest or the equivalent thereof on any construction mortgage, permanent mortgage or other financing including returns on institutional equity financing and market rate related party debt for the Affordable Housing Project for the Exemption Term.

xviii. **Default** - A breach or failure of the Township or the Entity to perform any

obligation imposed by the terms of this Financial Agreement, or under the Exemption Law, beyond any applicable grace or cure periods set forth in this Financial Agreement.

xix. **Effective Date** – The date that this Agreement has been executed by both Parties.

xx. **Entity** – Shall mean the entity specified in the preamble of this Financial Agreement, a qualified urban renewal entity under the Exemption Law. Unless the context provides otherwise, it shall also include any Transferee, which shall also be qualified as an urban renewal entity under the Exemption Law as set forth in Section 8.1 hereof.

xxi. **Excess Net Profits** - The amount of Net Profits that exceeds the Allowable Net Profits (ANP) for the applicable accounting period as determined in accordance with the Exemption Law.

xxii. **Exemption Law** - Shall have the meaning specified in the recitals of this Financial Agreement.

xxiii. **Exemption Term** – The period beginning on the ASC Commencement Date and ending on the Termination Date.

xxiv. **Existing Improvements** – Shall have the meaning specified in Section 4.9 of this Financial Agreement.

xxv. **Existing Member** - Shall mean the Persons owning membership interests in the Enity as of the date of this Agreement, as set forth in Exhibit B annexed hereto.

xxvi. **Improvements** - Shall mean any building, structure or fixture permanently affixed to the Property to be constructed and exempt under this Agreement.

xxvii. **Interest Income** – Shall mean income earned on an intercompany loan between the Existing Members and the Entity, to the extent such income is earned in connection with a loan related to the ownership, operation and management of the Affordable Housing Project.

xxviii. **Land** - The land, but not the Improvements, identified on the official tax map of the Township of West Orange as Block 6, Lot 36.01 identified in the Township tax records, and more particularly described by the metes and bounds description set forth within **Exhibit C** of this Agreement.

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

xxx. **Long-Term Tax Exemption** – The long-term tax exemption granted in accordance with the Exemption Law pursuant to this Financial Agreement.

xxxi. **Minimum Annual Service Charge** – Shall have the meaning specified in the Section 4.3 of this Financial Agreement.

xxxii. **Net Profit** - Annual Gross Revenue (AGR) less all operating and non-operating expenses and costs of the Entity, all determined in accordance with Generally Accepted Accounting Principles and the provisions of the Exemption Law.

xxxiii. **Ordinance** – Shall have the meaning specified in the recitals of this Financial Agreement.

xxxiv. **Otherwise Applicable Taxes** – The amount of total taxes which would be levied against the Property under a traditional tax assessment of the Property.

xxxv. **Party or Parties** – Shall have the meaning specified in the preamble of this Financial Agreement.

xxxvi. **Payment Default** – Shall have the meaning specified in the Section 5.3 of this Financial Agreement.

xxxvii. **Property** – Shall have the meaning specified in the recitals of this Financial Agreement.

xxxviii. **Redevelopment Area** – Shall have the meaning specified in the recitals of this Financial Agreement.

xxxix. **Redevelopment Agreement** - Shall have the meaning specified in the recitals of this Financial Agreement.

xl. **Rental Units** – A unit of space within the Affordable Housing Project designed to be used as a residence or commercial space and made available for rent to the public.

xli. **Secured Party or Secured Parties** – Shall have the meaning defined in Section 8.3(a) of this Financial Agreement.

xlii. **Security Arrangements** – Shall have the meaning defined in Section 8.3(a) of this Financial Agreement.

xliii. **Termination Date** – The earlier to occur of (i) the thirtieth (30th) anniversary date of the ASC Commencement Date; or (ii) such other date as this Financial Agreement may terminate pursuant to the terms hereof or pursuant to Applicable Law.

xliv. **Total Project Cost (also referred to as "TPC")** - The total cost of developing the Affordable Housing Project, as calculated in accordance with Section 3(h) of the

Exemption Law.

xlv. **Township** – Shall have the meaning specified in the preamble of this Financial Agreement.

xlvi. **Transfer** – Shall have the meaning specified in Section 8.1 of this Financial Agreement.

xlvii. **Transferee** – Shall have the meaning specified in Section 8.1 of this Financial Agreement.

ARTICLE II - PROJECT AND PROPERTY

Section 2.1. Township's Findings

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

i. The development and construction of the Affordable Housing Project as set forth in the Redevelopment Agreement and the Affordable Housing Agreement will be beneficial to the overall community; will assist in the Township's compliance with the Affordable Housing Plan as required by the Affordable Housing Judgment entered in the Township's Declaratory Judgment Action; will help revitalize the Property; will improve the quality of life for the community; will serve as a catalyst for further private investment in areas surrounding the Property and will enhance the economic development of the Township.

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

iii. The Property has never generated real estate taxes as it has never been subject to tax assessments. Thus, pursuant to this Financial Agreement, the Affordable Housing Project is projected to generate revenue for the Township in excess of the municipal revenue ever generated for the Property. The Township has determined that the benefits to the Township accruing as a result of the Affordable Housing Project, including the revitalization of the Redevelopment Area, and the generation of low and moderate housing units, will substantially outweigh any costs to the Township resulting from the Long-Term Tax Exemption granted herein.

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

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

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

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

Section 2.2 Approval of Agreement

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

Section 2.3 Approval of the Entity

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

Section 2.4 Development of the Property and Implementation of the Affordable Housing Component

The Entity represents that it will develop and construct the Affordable Housing Project in accordance with the terms of the Redevelopment Agreement and that it will implement the Affordable Housing Component consistent with the Affordable Housing Agreement.

Section 2.5 Entity's Relationship to Property

The Entity is the contract purchase of the Property as of the effective date of this Agreement following execution of the Agreement of Sale consistent with Resolution 33-21 adopted on February 9, 2021 and corrected on May 4, 2021.

ARTICLE III – OWNERSHIP, MANAGEMENT AND CONTROL

Section 3.1 Entity's Representations, Warranties and Covenants

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

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

ARTICLE IV- TAX EXEMPTION

Section 4.1 Duration of Tax Exemption

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

Section 4.2 Calculation of Annual Service Charge

In consideration of the Township granting the Entity the exemption set forth in Section 4.1 of this Financial Agreement, during the Exemption Term, the Entity shall pay to the Township for municipal services supplied to the Affordable Housing Project, as provided in the Exemption Law, an Annual Service Charge which shall be equal to the greater of 6.28% of AGR or the Minimum Annual Service Charge pursuant to Section 4.3 of this Agreement.

Section 4.3 Minimum Annual Service Charge

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

(i)	Years 1 through 15:	No Minimum Annual Service Charge;
(ii)	Years 16 through 21:	20% of the Otherwise Applicable Taxes
(iii)	Years 22 through 27:	40% of the Otherwise Applicable Taxes
(iv)	Years 28 through 29:	60% of the Otherwise Applicable Taxes
(v)	Year 30:	80% of the Otherwise Applicable Taxes

Section 4.4 Land Tax Exemption and Duration.

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

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

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

the In Rem Tax Foreclosure Act, and/or to declare a Default.

Section 4.5 Quarterly Installments

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

Section 4.6 Rights and Obligations Related to Long Term Tax Exemption

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

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

Section 4.7 Remittance to County

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

Section 4.8 Administrative Fee

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

Section 4.9 Payments During Construction

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

Section 4.10 Assessment Issues.

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

and Improvements through an appropriate proceeding.

ARTICLE V- DISPUTE RESOLUTION

Section 5.1 Agreement to Arbitrate

If the Township or the Entity breaches this Financial Agreement, or a dispute arises between the Parties regarding the terms and provisions set forth herein, then the Parties shall submit the dispute to an arbitrator selected by mutual agreement by the Parties and located in the State of New Jersey, to be resolved in accordance with its rules and regulations in such fashion as to accomplish the purposes of the Exemption Law and this Financial Agreement. The costs of arbitration shall be borne equally by the Parties involved in the arbitration. The award rendered by the arbitrator(s) shall be final, and judgment may be entered upon it in accordance with Applicable Law in any court having jurisdiction. Notwithstanding anything to the contrary set forth in this Agreement, and in accordance with Section 4.6(a), above, the Township shall be entitled to collect any overdue payments of Annual Service Charge in the same manner as it collects overdue payments of generally applicable real estate taxes and shall not be required to submit such matters to arbitration.

Section 5.2 Covenant to Make Payments

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

Section 5.3 Notification of Breach Required

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

Section 5.4 Township's Remedies Upon Default

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

Section 5.5 Force Majeure

Neither Party shall be liable to the other for failure to perform its obligations under this Agreement due to causes that are beyond the reasonable control and not substantially due to the fault or negligence of the party seeking to excuse delay or failure of performance of an obligation hereunder by reason thereof, including, but not limited to, declarations of public emergency; acts of nature (as to weather-related events, limited to severe and unusual events or natural occurrences such as hurricanes, tornadoes, earthquakes, and floods); acts of the public enemy; acts of terrorism; acts of war; fire; epidemics; quarantine restrictions; blackouts, power failures, or energy shortages; governmental embargoes; strikes or similar labor action by equipment or material suppliers or transporters, or unavailability of necessary building materials. Notwithstanding the foregoing, the payment of the Administrative Fee, Land Taxes, Annual Service Charge and Minimum Annual Service Charge are Material Conditions of this Agreement which shall not be excused by the occurrence of a Force Majeure event.

ARTICLE VI- LIMITATION ON PROFITS

Section 6.1 Entity's Covenant of Limitation on Profits

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

ARTICLE VII- TERMINATION OF AGREEMENT AND INSPECTIONS

Section 7.1 Voluntary Termination of the Financial Agreement by Entity

Pursuant to the Exemption Law, the Entity or any Transferee may at any time after the expiration of one (1) year from the ASC Commencement Date, notify the Township that, as of a certain date designated in the notice, it relinquishes its status as an urban renewal entity under the Exemption Law and that the Entity, or Transferee, has obtained the consent of the Commissioner of the Department of Community Affairs, if required by Applicable Law. As of that date, all of the obligations and requirements contained in this Financial Agreement shall terminate.

Notwithstanding the foregoing, such relinquishment shall not impact the obligation of the Entity or the Transferee, as applicable, to make payment of any Administrative Fee, Land Taxes, Annual Service Charge, or Minimum Annual Service Charge that has accrued up to and including the date of Termination, or the obligation of the Entity or the Transferee, as applicable, to perform the final accounting required by the Exemption Law and Section 7.2 below.

Section 7.2 Termination and Final Accounting

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

Section 7.3 Taxes After Termination Date

After the Termination Date, the Long-Term Tax Exemption shall expire, and the Property and the Improvements constructed thereupon shall thereafter be assessed and conventionally taxed according to Applicable Law as other real property in the Township.

Section 7.4 Rights of Inspection

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

ARTICLE VIII- SALE OR LEASE OF PROJECT

Section 8.1 Conveyance of Project

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

of Article 3 of the Redevelopment Agreement, to the extent that such provisions apply at the time of Transfer. Upon a Transferee's assumption of the Entity's obligations under this Financial Agreement, the Long-Term Tax Exemption shall continue to the benefit of the Transferee and any of its Transferees.

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

Section 8.2 Obligations of Entity and Transferee After Conveyance

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

Section 8.3 Collateral Assignment

It is expressly understood and agreed that the Entity has the right, to the extent permitted by the Exemption Law and the Redevelopment Agreement, to encumber and/or assign the fee title to the Property and/or Improvements for purposes of (i) financing the design, development and construction of the Affordable Housing Project and (ii) permanent mortgage financing.

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

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

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

ARTICLE IX- ENTITY'S COVENANTS AND REPRESENTATIONS

Section 9.1 Management and Operation

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

Section 9.2 Computation of Gross Revenue

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

Section 9.3 Annual Audit Report

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

Section 9.4 Total Project Cost Audit

Within ninety (90) days after a final Certificate of Occupancy is issued for the Affordable Housing Project, the Entity shall submit to the Mayor and Council, an audit of Total Project Cost, certified as to actual construction costs by the Entity's architect.

ARTICLE X - MISCELLANEOUS PROVISIONS

Section 10.1 Governing Law

This Financial Agreement shall be governed by the provisions of Applicable Law including but not limited to the Exemption Law.

Section 10.2 Oral Representation

Neither Party hereto has made any oral representation that is not contained in this Financial Agreement. This Financial Agreement and the Proejctions, including all of the Exhibits attached and annexed thereto, constitute the entire Financial Agreement by and between the Parties.

Section 10.3 Modification

There shall be no modification of this Financial Agreement except by virtue of a written instrument executed by and between both Parties.

Section 10.4 Notices

All notices required hereunder shall be sent by certified mail, return receipt requested, or by recognized overnight courier, with proof of delivery, or by facsimile transmission or an email transmission (with a hard copy and a transmission confirmation sent by a recognized overnight national carrier service for next business day delivery) addressed as follows:

a) When sent by the Township to the Entity:

Joseph Alpert
c/o The Alpert Group, LLC
1 Parker Plaza
Fort Lee, New Jersey 07024
jalpert884@aol.com

With a copy to:

William C. Sullivan, Jr., Esq.
Scarinci Hollenbeck
1100 Valley Brook Avenue
P.O. Box 790
Lyndhurst, NJ 07071
wsullivan@sh-law.com

b) When sent by the Entity to the Township:

Township of West Orange
66 Main Street
West Orange, New Jersey 07052
ATTN: Mayor Robert D. Parisi

With a copy to:

Richard D. Trenk, Esq., Township Attorney
Trenk Isabel P.C.
290 W. Mt. Pleasant Avenue
Building 3, Suite 2350
Livingston, New Jersey 07039

And to:

Karen J. Carnevale
Office of the Township Clerk
Township of West Orange
66 Main Street
West Orange, New Jersey 07052

In addition, if the Entity delivers formal written notice to the Township in accordance with this Agreement, of the name and address of Entity's mortgagee, then the Township shall provide such mortgagee with a copy of any notice required to be sent to the Entity. Any notice given by an attorney for a party shall be effective for all purposes.

Section 10.5 Severability

If any term, covenant or condition of this Financial Agreement shall be judicially declared to be invalid or unenforceable, the remainder of this Financial Agreement or the application of such term, covenant or condition to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby, and each term, covenant or condition of this Financial Agreement shall be valid and be enforced to the fullest extent permitted by Applicable Law.

If any portion of this Financial Agreement shall be judicially declared to be invalid and unenforceable and provided that a default has not been declared pursuant to this Financial Agreement, the Parties shall cooperate with each other to take the actions reasonably required to restore the Financial Agreement in a manner contemplated by the Parties, including, but not limited to the authorization and amendment of this Financial Agreement in a form reasonably drafted to effectuate the original intent of the Parties.

Section 10.6 Good Faith

The Entity and the Township agree to act in good faith in all of their dealings with each other.

Section 10.7 Certification

The Township Clerk shall certify to the Township Tax Assessor, pursuant to the Exemption Law, that this Financial Agreement entered into by the Township and the Entity has been entered into and is in effect pursuant to the Exemption Law. The delivery by the Township Clerk to the

Township Tax Assessor of a certified copy of the Ordinance shall constitute the required certification. Upon the delivery of the certification as required hereunder, the Township Tax Assessor shall implement the Long-Term Tax Exemption and continue to enforce the Long Term Tax Exemption without further certification by the Township Clerk until the Termination Date. Further, within ten (10) days of the execution of this Financial Agreement, the Township Clerk shall provide a copy of the Financial Agreement and the Ordinance authorizing the same to the Essex County Counsel and the Essex County Chief Financial Officer for informational purposes in accordance with P.L. 2015, c. 247, Section 1, as codified in N.J.S.A. 40A:20-12

Section 10.8 Exhibits

This Financial Agreement in its proposed form appears as an attachment to the Application at **Exhibit A**. This Financial Agreement along with each Exhibit attached and annexed hereto is incorporated into the Application.

Section 10.9 Recording

This Agreement, or a memorandum of this Agreement, may be filed and recorded with the Essex County Clerk by the Entity, and same may be discharged by the Entity or the Township upon the Termination Date.

Section 10.10 Counterparts

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

Section 10.11 Estoppel Certificate

Within thirty (30) days following written request therefor by the Entity, or any mortgagee or other party having an interest in the Affordable Housing Project, the Township shall issue a signed estoppel certificate in reasonable form stating that (i) this Financial Agreement is in full force and effect, (ii) to the best of the Township's knowledge, no default has occurred under this Agreement (nor any event which, with the passage of time and/or the giving of notice would result in the occurrence of a default) or stating the nature of any default, and (iii) stating any such other reasonable information as may be requested.

[Signature Page Follows]

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

TOMPKINS STREET APARTMENTS URBAN RENEWAL, LLC,
a New Jersey limited liability company and
urban renewal entity

Dated: 8/3/21

By: _____
Name: Joseph Alpert
Title: Owner

ACKNOWLEDGEMENT

STATE OF New Jersey)
) SS.:
COUNTY OF Bergen)

Be it remembered that on the 3rd day of August, 2021, Joseph Alpert personally appeared before me, and this person acknowledged under oath, to my satisfaction that:

(a) he is the Owner of Tompkins Street Apartments Urban Renewal, LLC, the limited liability company named as Entity in the attached Financial Agreement;

(b) he is authorized to execute the attached Financial Agreement on behalf of the Entity;

(c) he executed the attached Financial Agreement on behalf of and as the act of the Entity; and

(d) the attached Financial Agreement was signed and made by the Entity as its duly authorized and voluntary act.

FRANCESCA LACATENA - NOTARY PUBLIC
THE GREAT SEAL OF THE STATE OF NEW JERSEY
My Comm. Exp. 09-25-2025

_____
Notary

TOWNSHIP OF WEST ORANGE

Dated: _____ By: _____
Robert D. Parisi, Mayor

APPROVED AS TO FORM AND LEGALITY

_____
Richard D. Trenk, Esq., Municipal Attorney

ATTEST:

_____
Karen J. Carnevale, RMC
Municipal Clerk

Exhibit “**A**”

EXHIBIT A – TO FINANCIAL AGREEMENT
LONG TERM TAX ABATEMENT APPLICATION

Township of West Orange

66 Main St

West Orange, NJ 07052

Long Term Tax Abatement Application

8-10, 18 Central Avenue

Submitted by:

18 Central Avenue Urban Renewal LLC

c/o The Alpert Group

One Parker Plaza

Fort Lee, NJ 07024

II. Developer Identification:

A. Name of Developer Company:

18 Central Avenue Urban Renewal LLC

B. Address:

c/o The Alpert Group
One Parker Plaza
Fort Lee, NJ 07024

C. Contact Numbers:

1. Phone: 201-886-7800
2. Fax: 201-886-7806
3. Email: Joe@TheAlpertGroup.com

D. Federal Tax Identification Number:

86-3092363

E. Disclosure of Ownership:

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

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

F. Certificate of Incorporation:

Please provide a copy of the approved certificate of incorporation of the entity applying for the abatement. Also include a copy of the certificate of approval of the urban renewal entity issued by the NJ Department of Community Affairs. Attach these documents as Exhibit 2.

G. Authorization to Submit Application:

Please provide a certified copy, with company seal, of the company resolution authorizing submission of the application in the form provided as Exhibit 3 of this application.

III. Project Description:

A. Ownership Structure:

_X_ Conventional (Fee Simple) ____Condominium

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

_X_ Residential ____Retail ___Office ___Manufacturing ___Warehousing

___Other (Specify)_____

C. Marketing Expectation:

___For Sale _X_ For Lease

D. Project Location:

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

Address #1: 8-10, 18 Central Avenue

Use additional sheets if necessary

2. Provide all tax lots that comprise the project site:

Block 9 Lots: 32 + 36
Block 7 Lot 22
Use additional sheets if necessary

3. Metes and Bounds Description:

Please attach the metes and bounds description of the project site as Exhibit 4 of this application.

4. Survey:

Please attach survey of the project site as Exhibit 5 of this application. If a survey has not yet been completed, a plotting on the official tax map may be provided at this time. A certified survey will be required prior to execution of any financial agreement.

E. Narrative Description of Project:

Provide a narrative description of the project, including the height and bulk of proposed improvements, type of construction materials to be used and expected square foot area of each proposed use. Include maps, renderings and other graphic materials if available. Attach this description as Exhibit 6 of this application.

F. Current Conditions:

Provide a brief description of any improvements as may be in place currently on the project site and indicate which if any are expected to be reused as part of the project. Attach this description as Exhibit 7 of this application.

G. Site Plan Approval:

Provide a copy of the resolution of the Planning Board providing final site plan approval for the project. Attach the resolution as Exhibit 8 of this application

H. Estimated Project Cost:

Provide a detailed estimate of the projected cost of the project. Attach this estimate as Exhibit 9 of this application.

I. Project Financing Plan:

1. Provide a detailed explanation of the expected method by which the project will be financing, indicating the amount of equity to be contributed and its source, all public loans and/or grants that are to be used and all private sources of capital. Attach this explanation as Exhibit 10 of this application.

2. Private Financing Commitments: Provide certified copies of any and all letters from public or private sources of capital indicating a commitment to make funds available for the project. Attach these letters as Exhibit 11 of this application.

J. Project Schedule:

Attach a detailed schedule of the key milestone dates in the approval and implementation of the project as Exhibit 12 of the application.

K. Statement of Project Benefits:

Provide a detailed analysis of the benefits that would be provided as a result of the implementation of the project. At a minimum, include a projection of the number and type of construction jobs to be created, the number and type of permanent jobs to be created and the amount of municipal revenue to be generated by the project through the payment of taxes, payments-in-lieu of taxes, water and sewer fees and any other municipal payments. Attach the description as Exhibit 13 of the application.

L. Affirmative Action Plan:

Please provide a description of the steps that the project will take to insure compliance with the City's requirements for Affirmative Action and Local Source Hiring. Attach the description as Exhibit 14 of the application.

IV. Abatement Information:

A. Abatement Basis Requested: (check one)

_X_ Annual Gross Revenue (non-condominium) ___Project Cost

___Annual Gross Revenue (Condominium; Imputed debt service method)

B. Term Requested:

30 Years

C. Proposed Rates and Phases:

Starting Year	Ending Year	Rate	Minimum
1	15	10%*	
16	21	10%	AGR or 20% OAT**
22	27	10%	AGR or 40% OAT
28	29	10%	AGR or 60% OAT
30	30	10%	AGR or 80% OAT

* Annual Gross Revenue
** Otherwise Applicable Taxes

D. Form of Financial Agreement:

Attach the proposed form of the financial agreement as Exhibit 15 of the application. Please note that the final financial agreement must include the sealed certification of the project architect as to the final project cost.

V. Representations and Certifications:

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

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

B. The project will conform to all Federal and state laws and to all applicable municipal ordinances.

C. The Developer will comply with the City's requirements regarding affirmative Action and Local Source Hiring.

D. Construction of the project has not commenced as of the time of the submission of this application. Construction of the project shall not commence until after the approval and execution of the financial agreement between City and the Developer.

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

VI. Signatures

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

For the Developer:

4/7/21
Date

Please notarize here or provide attestation and seal of corporate secretary

JOYCE E ATKINSON
ID #2418921
NOTARY PUBLIC
STATE OF NEW JERSEY
My Commission Expires March 22, ~~2017~~ 2022

List of Exhibits

Exhibit #	Description
1	Disclosure of Ownership
2	Certificates of Incorporation and DCA Approval
3	Resolution Authorizing Submission of Application
4	Metes and Bounds Description
5	Survey
6	Narrative Description of Project
7.	Description of Current Conditions
8.	Site Plan Approval Resolution
9	Estimated Project Cost
10	Project Financing Plan
11	Private Financing Commitments
12	Project Schedule
13	Summary of Project Benefits
14	Affirmative Action Plan
15	Form of Financial Agreement

EXHIBIT 1

EXHIBIT 1-C

DISCLOSURE OF OWNERSHIP
(for use by Corporations)

I. Principals (list all owners of 10% or more of stock)

Name	Home Address	Title	%Owned
Joseph Alpert	One Parker Plaza Fort Lee, NJ	Member	50%
Ironstate Holdings LLC		Member	50%
David Barry	50 Washington Street Hoboken, NJ		50%
Michael Barry	50 Washington Street Hoboken, NJ		50%

Name of Corporation

By: _____ 4/7/21
Signature of Officer — Date

Attested by: _____ 4/7/21
Secretary of Corporation — Date

(Affix Corporate Seal)

EXHIBIT 2

NEW JERSEY DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES

CERTIFICATE OF FORMATION

18 CENTRAL AVENUE LLC
0450631129

The above-named DOMESTIC LIMITED LIABILITY COMPANY was duly filed in accordance with New Jersey State Law on 04/06/2021 and was assigned identification number 0450631129. Following are the articles that constitute its original certificate.

1. **Name:**
   18 CENTRAL AVENUE LLC
2. **Registered Agent:**
   JOSEPH ALPERT
3. **Registered Office:**
   C/O THE ALPERT GROUP
   ONE PARKER PLAZA
   FORT LEE, NEW JERSEY 07024
4. **Effective Date of this Filing is:**
   04/06/2021

Signatures:

DAVID J. RITTER, ESQ.
AUTHORIZED REPRESENTATIVE

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal 6th day of April, 2021

Elizabeth Maher Muoio
State Treasurer

Certificate Number : 4133061023
Verify this certificate online at
https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp

NEW JERSEY DEPARTMENT OF COMMUNITY AFFAIRS
DIVISION OF CODES AND STANDARDS
BUREAU OF HOMEOWNER PROTECTION
PO BOX 805
TRENTON, NEW JERSEY 08625-0805

URBAN RENEWAL ENTITIES
DISCLOSURE INFORMATION

Instructions for Completion: You have filed an application for approval of an urban renewal entity pursuant to the Long Term Tax Exemption Law (N.J.S.A. 40A:20-1 et seq.). In order for us to process the application, we require that you provide the following information and forward this form to the above address or fax it to (609)292-2839. This form must be completed prior to Division approval of the entity. If you have any questions, please call Karen Schwacha at (609)984-5831.

Name of Urban Renewal Entity: 18 Central Avenue Urban Renewal LLC

SECTION 1: TYPE OF APPROVAL REQUESTED (check one):

_____ Original certificate (of incorporation, limited partnership, formation, etc.)

__X__ Amendment to original certificate (of incorporation, limited partnership, formation, etc.). Note: In the case of amendments, please forward a copy of original certificate marked "filed, State Treasurer" or "filed, Secretary of State" with this form.

_____ Other (please specify)_____

SECTION 2: PROJECT INFORMATION

Project Name: Selecto Flash Apartments

Project Street Address: 8-10, 18 Central Avenue

Project Block Number(s) 9 Project Lot Numbers 31 + 36

Municipality in which the Project is located West Orange

County in which the Project is located Essex

SECTION 3 (for project listed in **SECTION 2.**)

(Check one)

___1. This project is solely a commercial project (with no housing units) developed in a redevelopment area pursuant to a municipal redevelopment plan.

-next-

URBAN RENEWAL ENTITIES
DISCLOSURE INFORMATION, PAGE 2

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

SECTION 3 (cont.)

X 2. This project consists solely of market rate housing units developed in a redevelopment area pursuant to a municipal redevelopment plan.

NOTE: If you checked 1 or 2, complete **SECTIONS 4, 6, and 7.**

___3. The project consists of low and moderate income housing units, which may include senior citizen low and moderate income housing units.

NOTE: If you checked 3, complete **SECTION 5, 6, and 7.**

___4. This project consists of mixed uses.
Specify type:
___Market rate and low and moderate income housing.
___Commercial and market rate housing.
___Commercial and low and moderate income housing.
___Other (please describe). _____

NOTE: If you checked 4, complete **SECTIONS 4, 5, 6, and 7.**

SECTION 4:REDEVELOPMENT PLAN INFORMATION

Name of Municipal Redevelopment Agency Township of West Orange

Citation of municipal ordinance adopting the redevelopment plan Ordinance 34-2007

For housing projects, complete the following:
Specify type and number of units as applicable:
___Condominium units _____
X Market rate rental 94
___Low and moderate income in mixed use projects _____
___Senior citizen in mixed use projects_____
___Other (please specify)_____
Total number of units 94

SECTION 5: PROJECT FUNDING SOURCES

The low and moderate income housing project will be financed or insured by which of the following (check all applicable):
___ Private funds(Please specify) _____
___ State or Federal financing or insuring agencies (Please specify below)
___Other (Please specify) _____

-next-

URBAN RENEWAL ENTITIES
DISCLOSURE INFORMATION, PAGE 3

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

SECTION 5: PROJECT FUNDING SOURCES (cont.)

State or Federal Financing or Insuring Agencies for the Project (check all that apply):

NJ Department of Community Affairs:
___Neighborhood Preservation Balanced Housing
___Downtown Living Initiative Program
___HOME – Housing Production Investment Fund
___HOME – Neighborhood Preservation
___HOME – Rental Rehabilitation

NJ Housing and Mortgage Finance Agency:
___NJ Community Housing Demo Program (developmental disabilities)
___ NJ Supportive Housing Program
___Shared Residence Rental Housing Program (community residence)
___Transitional Housing Revolving Loan Program
___Multifamily Rental Housing Program
___Public Housing Construction and Permanent Loan Program
___Rental Housing Incentive Finance Fund
___100% Mortgage Program
___Urban Home Ownership Recovery Program
___Low-Income Housing Tax Credit Allocation Program

NJ Redevelopment Authority:
___NJ Urban Site Acquisition Program

US Department of Housing and Urban Development (HUD)
___Section 811 Supportive Housing for Persons with Disabilities
___Section 202 Supportive Housing for the Elderly
___HOPE VI Grants
___HOME Program

US Department of Agriculture
___Rural Resources Administration (formerly Farmers' Home Administration)

___Other (Please specify)_____

List the information of the State or Federal financing or insuring agency's contact person:
Name: _____
Title: _____
Department/Agency: _____
Address: _____
_____
Telephone Number _____

-next-

URBAN RENEWAL ENTITIES
DISCLOSURE INFORMATION, PAGE 4

NAME OF URBAN RENEWAL ENTITY: 18 Central Avenue Urban Renewal LLC

SECTION 6: PROJECT CONSTRUCTION/OWNERSHIP

X 1. The project is new construction.

___2. An existing project is being rehabilitated.
If rehab, specify name of individual, entity, etc. who is the current owner of the project.

___

___3. Ownership of an existing project is being transferred to the new urban renewal entity.
If transfer, specify name of individual, entity, etc. from whom the project is being or has been transferred. ___

Is the transferor entity a limited dividend corporation or association, established pursuant to the Limited Dividend and Nonprofit Housing Corporations and Associations Law, N.J.S.A.55:16-1 et seq.? (yes or no) ___

Is the transferor entity an existing urban renewal entity established pursuant to the Long Term Tax Exemption Law, N.J.S.A. 40A:20-1 et seq.? (yes or no) ___

X 4. Has this project caused or will this project cause displacement of individuals or businesses? (yes or no) No

SECTION 7:CERTIFICATION

NOTE: This certification must be completed by an individual authorized to execute the certificate of incorporation (incorporator), the certificate of limited partnership (general partner), or other similar certificate or statement as may be required by law.

CERTIFICATION

I attest that the information stated herein is truthful and accurate to the best of my knowledge and understand that failure to fully and accurately disclose any information may delay processing the application while the Department investigates the application and project. Further, I understand that any project of the urban renewal entity may be subject to additional Department review and approval, pursuant to the requirements of the Limited Dividend and Nonprofit Corporations or Associations Law, N.J.S.A. 55:16-1 et seq., the Long Term Tax Exemption Law, N.J.S.A. 40A:20-1 et seq., and/or rules governing Limited Dividend and Nonprofit Housing Corporations and Associations and Urban Renewal Entities, N.J.A.C. 5:13-1 et seq.

Sworn to me and subscribed before me this 6th day of (mo/day/year) April 2021

X ___
(authorized individual's signature)

___
(notary public/attorney)

Joseph Alpert
(print name of authorized individual)

Rev. 6/2011

JOYCE E. ATKINSON
Notary Public
New Jersey
My Commission Expires March 22, 2022
License #: 2418921

EXHIBIT 3

EXHIBIT 3

FORM OF CERTIFIED CORPORATE RESOLUTION

PLEASE TAKE NOTICE that a meeting of the Board of Directors of the

18 Central Avenue Urban Renewal LLC was held at 10 A.M. / P.M. on 4/7/21
(Name of Corporation) (Date)

at One Parker Plaza Fort Lee NJ 07024
(Address)

at which time the following RESOLUTION was unanimously adopted:

RESOLVED that this Corporation is authorized to submit an application to the City of Orange Township ("Orange") for the provision of a long term tax abatement.

BE IT FURTHER RESOLVED that if this Corporation's application is accepted by Orange, the President of this Corporation is authorized to execute and deliver on its behalf, a contract with Orange, substantially in the form attached to the application, with such changes thereto as may be negotiated by the parties.

The undersigned Secretary of this Corporation hereby certifies that the foregoing Resolution was lawfully adopted by the Board of Directors of this Corporation on the date set forth above, that the foregoing Resolution is a true, accurate and complete copy of the Resolution so adopted and placed in the Corporation's records, and that they are in full force and effect as of the date hereof.

Secretary 4/7/21
Date

(Affix Corporate Seal)

EXHIBIT 4

NOTICE OF SETTLEMENT

SCHEDULE A
Legal Description

File #: 18-058581-AFW-WC

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE, LYING AND BEING IN THE Township of West Orange, IN THE COUNTY OF Essex, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING IN THE SOUTHERLY LINE OF CENTRAL AVENUE AT A POINT THEREIN DISTANT 125 FEET EASTERLY FROM THE EASTERLY LINE OF VALLEY ROAD; RUNNING THENCE

1) ALONG THE LINE OF SAID CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST 100 FEET; THENCE

2) SOUTH 38 DEGREES 20 MINUTES WEST 216.47 FEET TO THE LINE OF LANDS FRONTING ON MITCHELL STREET; THENCE

3) ALONG THE LINE OF SAID LANDS NORTH 56 DEGREES 27 MINUTES WEST 109.64 FEET; THENCE

4) NORTH 40 DEGREES 41 MINUTES EAST 225.78 FEET TO THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO BEING KNOWN AS TAX LOT 32 IN TAX BLOCK 9 ON THE OFFICIAL TAX MAP OF THE Township of West Orange, Essex COUNTY, STATE OF NJ.

Westcor Land Title Insurance Company

SCHEDULE A
(Continued)
LEGAL DESCRIPTION

File No. **16AFCW-054315**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

PARCEL ONE:

BEGINNING AT A POINT IN THE SOUTHERLY SIDE OF CENTRAL AVENUE DISTANT SOUTHEASTERLY 225 FEET FROM THE EASTERLY SIDE OF VALLEY ROAD; THENCE

(1) ALONG SAID SOUTHERLY LINE OF CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST, 205.66 FEET TO LANDS NOW OR FORMERLY OF BRISTOW; THENCE

(2) ALONG SAID LINE OF LANDS NOW OR FORMERLY OF BRISTOW, SOUTH 38 DEGREES 20 MINUTES WEST, 199.27 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE

(3) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY AND LANDS FRONTING ON MITCHELL STREET, NORTH 56 DEGREES 27 MINUTES WEST, 206.31 FEET; THENCE

(4) NORTH 38 DEGREES 20 MINUTES EAST, 216.47 FEET TO THE AFORESAID SOUTHERLY SIDE OF CENTRAL AVENUE, THE POINT AND PLACE OF BEGINNING.

PARCEL TWO:

BEGINNING AT A POINT IN THE NORTHERLY SIDE OF MITCHELL STREET, DISTANT SOUTHEASTERLY 337.71 FEET FROM THE EASTERLY SIDE LINE OF VALLEY ROAD; THENCE RUNNING

(1) ALONG SAID NORTHERLY SIDELINE OF MITCHELL STREET, SOUTH 54 DEGREES 13 MINUTES EAST, 96.99 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE

(2) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY, NORTH 35 DEGREES 46 MINUTES EAST, 164.70 FEET TO A POINT; THENCE

(3) NORTH 56 DEGREES 27 MINUTES WEST, 95.15 FEET TO A POINT; THENCE

(4) SOUTH 36 DEGREES 27 MINUTES WEST, 161.01 FEET TO THE AFORESAID NORTHERLY SIDE OF MITCHELL STREET, THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 36 IN BLOCK 9 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

Westcor Land Title Insurance Company

SCHEDULE A
(Continued)
LEGAL DESCRIPTION

File No. **16AFCW-054314**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING ON THE SOUTHERLY SIDE OF MITCHELL STREET AT A POINT THEREIN DISTANT 216 FEET 9 INCHES WESTERLY FROM THE CENTER OF THE KEYSTONE OF THE ARC OF THE BRIDGE OVER THE BROOK; THENCE

(1) ALONG SAID MITCHELL STREET, NORTH 53 DEGREES 45 MINUTES WEST, 70 FEET TO THE CORNER OF SAID MITCHELL AND TOMPKINS STREETS; THENCE

(2) ALONG SAID TOMPKINS STREET, SOUTH 36 DEGREES 30 MINUTES WEST, 100 FEET; THENCE

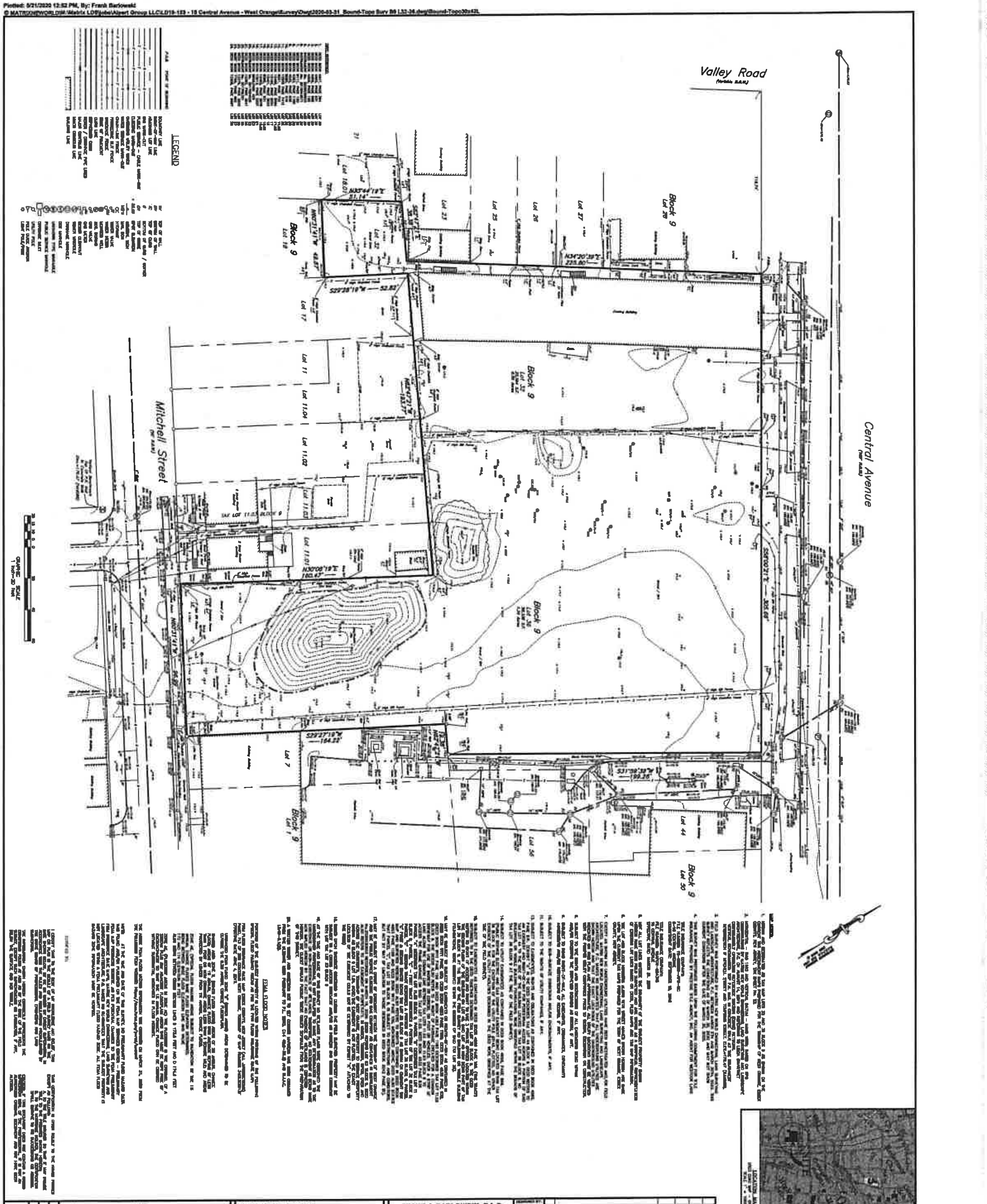
(3) AT RIGHT ANGLES TO SAID TOMPKINS STREET, 53 DEGREES 30 MINUTES EAST, 70 FEET; THENCE

(4) PARALLEL WITH SAID TOMPKINS STREET, NORTH 36 ½ DEGREES EAST, 100 FEET TO THE BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 22 IN BLOCK 7 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

EXHIBIT 5

Plotted: 5/21/2020 12:52 PM, By: Frank Barlowski
© MATRIXNEWORLD\M:\Matrix LD\jobs\Alpert Group LLC\LD19-123 - 18 Central Avenue - West Orange\Survey\Dwg\2020-03-31_Bound-Topo Surv B9 L32-36.dwg\Bound-Topo30x42L



BOUNDARY AND TOPOGRAPHIC SURVEY

TAX LOT 32 BLOCK 9 (8-10 CENTRAL AVENUE)
AND
TAX LOT 36 BLOCK 9 (18 CENTRAL AVENUE)

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

SHEET 1 OF 1

MATRIXNEWORLD
Engineering Progress

Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C.
442 State Route 35, Second Floor
Eatontown, New Jersey 07724

NEW JERSEY CERTIFICATE OF AUTHORIZATION No. 24GA27982500

FRANK J. BARLOWSKI, P.L.S.
NEW JERSEY PROFESSIONAL LAND SURVEYOR
LICENSE NO. 24GS04373500

DATE

NO.	DESCRIPTION	DATE			
	REVISIONS				

EXHIBIT 6

18 Central Avenue
Project Description

The 18 Central Avenue project will create 94 units of new market rate multifamily, rental housing for families.

The 18 Central Avenue project will be located at 8-10, 18 Central Avenue in the City of West Orange in Essex County. Development of the project will contribute to the other revitalization initiatives underway in the surrounding area including the opening and beautification of the East Branch of the Rahway River and redevelopment of the Valley neighborhood as a vibrant mixed-use residential neighborhood and arts district. The site is also ideally situated three blocks from the Highland Rail Station.

The Alpert Group LLC is the developer and property manager for the 18 Central Avenue project. The Alpert Group, LLC is a third generation, family owned and operated full-service real estate management and development company based in Fort Lee. Since it's founding over 40 years ago, the company has developed over 3,000 units in new construction and adaptive reuse housing projects. Currently, The Alpert Group owns and manages a portfolio of over 2,500 units. The Alpert Group has extensive experience working with the requirements of municipal, state, and federal affordable housing programs such as local Affordable Housing Trust Funds, HOME, Section 8 Rehabilitation, and the low income housing tax credit program.

Other development team members for the 18 Central Avenue Project include Kitchen Associates (Architect), Brach Eichler (Attorney), and Monarch Housing Associates (Housing Development Consultant). The project general contractor will be selected through a bidding process.

The 18 Central Avenue Project will entail the adaptive re-use of a vacant light industrial site into 94 high-quality apartments. The housing will be in a newly constructed 5-story building. The development will offer a wide range of apartment types to accommodate singles and families including: 49 one-bedroom units; 44 two-bedroom units; and 1 two-bedroom superintendent's unit. All apartments will have private kitchens and bathrooms, Energy Star appliances (including washing machines and dryers) and window blinds. The development will include on-site parking, elevator service, community room space, security features, and offices for property management functions. The Project will also contain approximately 3,500 square feet of commercial space and 22 parking spaces for municipal use.

A construction start is planned for April 2022 with lease-up of units beginning in December 2023.



01	Central Avenue View
DATE: 8/20/20	K&A#: 18002

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THE ALPERT GROUP LLC IRONSTATE

SELECTO-FLASH
WEST ORANGE, NJ



02	Aerial View
DATE: 8/20/20	K&A#: 18002

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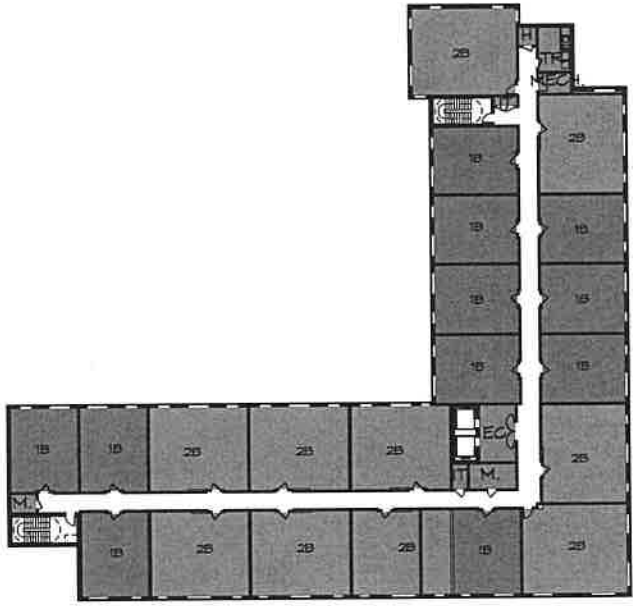
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THE ALPERT GROUP LLC IRONSTATE

SELECTO-FLASH
WEST ORANGE, NJ

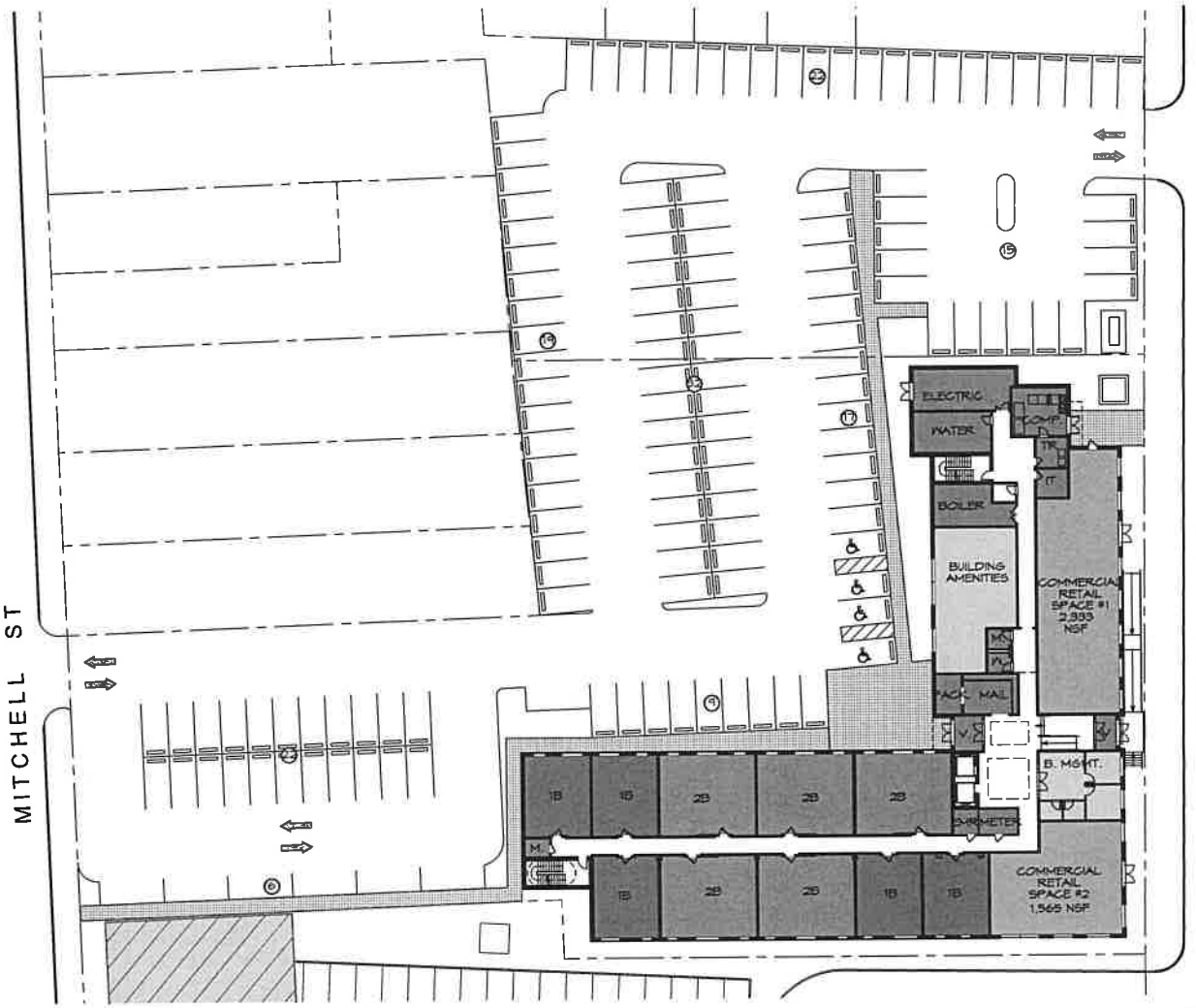
UNIT MIX

FLR.	1 BD	2 BD	TOT.
5	11	10	21
4	11	10	21
3	11	10	21
2	11	10	21
1	5	5	10
TOT.	**49**	**45**	**94**
PARKING SPACES			**143**



2 TYPICAL FLOOR PLAN

SCALE: 1" = 40'



1 FIRST FLOOR PLAN

SCALE: 1" = 40'

1	FIRST & TYPICAL FLOOR PLANS
NORTH	SCALE: 1" = 40' (0, 10FT, 20FT, 40FT)
DATE: 4/10/20	K&A#: 18002

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SELECTO-FLASH
WEST ORANGE, NJ

EXHIBIT 7

Exhibit 7:

The site is currently 2 acres of vacant land

EXHIBIT 8

EXHIBIT 9

Development Budget

Acquisition	$	1,500,000.00
Demolition	$	300,000.00
Residential Structures @ $150/sf	$	16,000,000.00
Surety & Bonding	$	160,000.00
Building Permits	$	100,000.00
Hard Contingency	$	800,000.00
Soft Contingency	$	100,000.00
Appraiser & Market Study	$	15,000.00
Architect	$	705,000.00
Engineer	$	100,000.00
Attorney	$	200,000.00
Cost Certification/Audit	$	20,000.00
Environmental Consultant	$	20,000.00
Testing Engineer	$	25,000.00
Soil Investigation	$	25,000.00
Surveyor	$	25,000.00
Interest	$	1,000,000.00
Points & Bank Fees	$	400,000.00
R.E. Taxes	$	100,000.00
Insurance	$	150,000.00
Title Insurance & Recording	$	100,000.00
FF & E	$	100,000.00
Developer Fee	$	1,000,000.00
Marketing	$	188,000.00
Working Capital	$	300,000.00
Total	$	23,433,000.00

April 7, 2021

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

REF: 18 Central Avenue
Tax Abatement Application

SUB: Estimated Construction Costs

To Whom It May Concern:

I am a licensed architect in the State of New Jersey, engaged by 18 Central Avenue Urban Renewal, LLC to prepare plans and specifications for the development of the 18 Central Avenue project, a 94 unit multi-family housing development.

Although final plans and specifications have not yet been completed, the estimated construction costs for the development of these units are as follows:

Total Construction Cost: $16,000,000.

Sincerely,

Mary M. Johannesen, AIA, LEED AP
Principal
NJ License #AI01218000

Principals
Stephen L. Schoch, AIA, LEED® AP BD+C
Eugene F. Schiavo, AIA, PP, LEED® AP
Mary M. Johannesen, AIA, LEED® AP
Roger Keyser, AIA
Stephen Finkelman, PE, CEM, LEED® AP
Matthew Bartner, AIA, LEED® AP BD+C
Alkesh Taylor, PE, LEED® AP
Claire Van Haren
Keith Peacock, AIA

Senior Associates
Raymond Rebilas, AIA
Milton D. Smith, RA
Susan C. Nurge, AIA, LEED® AP BD+C

Associates
Christopher Panella
Claudia Bitran, AICP, PP
Tammy Schiavo, AIA
Andrea Garland, RA, LEED® AP
Ryan Wolfe, PE
Al DeLuca, RA, LEED® AP
Megan McGinley, AIA, LEED® AP BD+C
Jason M. Lutz, AIA
Nina Simonetti, AIA

Collingswood NJ
756 Haddon Avenue - 08108
Tel: 856.854.1880

On the Web
www.kitchenandassociates.com

Kitchen & Associates
Architecture · Engineering · Planning · Interiors

Founded by Ben & Beth Kitchen - 1971

EXHIBIT 10

Project Financing Plan

Equity	$ 3,433,000
Bank Loan	$20,000,000
Total Development Costs	$23,433,000

EXHIBIT 11

Project Financing Plan

Equity	$ 3,433,000
Bank Loan	$20,000,000
Total Development Costs	$23,433,000

EXHIBIT 12

Exhibit 12:

Project Schedule

Construction Loan Closing	4/22
Construction Commencement	4/22
Construction Completion	12/23

EXHIBIT 13

Summary of Project Benefits

Construction Jobs	
Demolition/Site Work	30
Electricians	21
Plumbers	21
HVAC	15
Carpenters	45
Painters	30
Masonry	45
Miscellaneous	30
Permanent Jobs	
Superintendent	1
Maintenance	2

Real Estate Tax Calculation for Tax Abatement

Unit Type	# of Units	Monthly Rent	Annual Income
1BR	49	$ 1,800.00	$ 1,058,400.00
2BR	44	$ 2,200.00	$ 1,161,600.00
Superintendent	1	$ -	$ -
	94		$ 2,220,000.00
Commercial Income	3,500 sf	$2/sf	$ 84,000.00
Total			$ 2,304,000.00
Less: Vacancy	5%		$ 115,200.00
Annual Gross Revenue			$ 2,188,800.00
Rate	10%		
PILOT			$ 218,880.00

EXHIBIT 14

April 7, 2021

Affirmative Action Plan
Statement of Compliance

The employment policies and practices of Valley Road Residential Urban Renewal, LLC are to recruit and hire employees without discrimination because of race, creed, color or nation origin, and treat them equally with respect to compensation and opportunities for advancement, including upgrading, promotion and transfer.

This company submits this plan to assure compliance with Executive Order No. 11246 and subsequent orders that may pertain to this program and to reaffirm its continued commitment to a program of equal employment opportunity and merit employment policies.

It agrees to assert leadership within the community to put forth the maximum effort to achieve full employment and utilization of the capabilities and production to all our citizens without regard to race, creed, color or nation origin.

This company further recognizes that the effective applicant of a policy of merit employment involves more than a policy statement and will, therefore undertake a program of affirmative action to make known that equal opportunities are available on the basis of individual merit and to encourage all persons seek employment with the company and to strive for advancement on this basis

Managing Member

18 Central Avenue Uran Renewal LLC
c/o The Alpert Group
One Parker Plaza
Fort Lee, NJ 07024

Job Site
8-10, 18 Central Avenue
West Orange, NJ

EXHIBIT 15

Exhibit “**B**”

EXHIBIT B – TO FINANCIAL AGREEMENT
ORDINANCE

Exhibit **“C”**

EXHIBIT C – TO FINANCIAL AGREEMENT
PROPERTY DESCRIPTION

NOTICE OF SETTLEMENT

SCHEDULE A
Legal Description

File #: 18-058581-AFW-WC

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE, LYING AND BEING IN THE Township of West Orange, IN THE COUNTY OF Essex, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING IN THE SOUTHERLY LINE OF CENTRAL AVENUE AT A POINT THEREIN DISTANT 125 FEET EASTERLY FROM THE EASTERLY LINE OF VALLEY ROAD; RUNNING THENCE

1) ALONG THE LINE OF SAID CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST 100 FEET; THENCE

2) SOUTH 38 DEGREES 20 MINUTES WEST 216.47 FEET TO THE LINE OF LANDS FRONTING ON MITCHELL STREET; THENCE

3) ALONG THE LINE OF SAID LANDS NORTH 56 DEGREES 27 MINUTES WEST 109.64 FEET; THENCE

4) NORTH 40 DEGREES 41 MINUTES EAST 225.78 FEET TO THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO BEING KNOWN AS TAX LOT 32 IN TAX BLOCK 9 ON THE OFFICIAL TAX MAP OF THE Township of West Orange, Essex COUNTY, STATE OF NJ.

SCHEDULE A
(Continued)
LEGAL DESCRIPTION

File No. **16AFCW-054315**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

PARCEL ONE:

BEGINNING AT A POINT IN THE SOUTHERLY SIDE OF CENTRAL AVENUE DISTANT SOUTHEASTERLY 225 FEET FROM THE EASTERLY SIDE OF VALLEY ROAD; THENCE

(1) ALONG SAID SOUTHERLY LINE OF CENTRAL AVENUE, SOUTH 51 DEGREES 40 MINUTES EAST, 205.66 FEET TO LANDS NOW OR FORMERLY OF BRISTOW; THENCE

(2) ALONG SAID LINE OF LANDS NOW OR FORMERLY OF BRISTOW, SOUTH 38 DEGREES 20 MINUTES WEST, 199.27 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE

(3) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY AND LANDS FRONTING ON MITCHELL STREET, NORTH 56 DEGREES 27 MINUTES WEST, 206.31 FEET; THENCE

(4) NORTH 38 DEGREES 20 MINUTES EAST, 216.47 FEET TO THE AFORESAID SOUTHERLY SIDE OF CENTRAL AVENUE, THE POINT AND PLACE OF BEGINNING.

PARCEL TWO:

BEGINNING AT A POINT IN THE NORTHERLY SIDE OF MITCHELL STREET, DISTANT SOUTHEASTERLY 337.71 FEET FROM THE EASTERLY SIDE LINE OF VALLEY ROAD; THENCE RUNNING

(1) ALONG SAID NORTHERLY SIDELINE OF MITCHELL STREET, SOUTH 54 DEGREES 13 MINUTES EAST, 96.99 FEET TO LANDS NOW OR FORMERLY MONROE CALCULATING COMPANY; THENCE

(2) ALONG SAID LANDS NOW OR FORMERLY OF MONROE CALCULATING COMPANY, NORTH 35 DEGREES 46 MINUTES EAST, 164.70 FEET TO A POINT; THENCE

(3) NORTH 56 DEGREES 27 MINUTES WEST, 95.15 FEET TO A POINT; THENCE

(4) SOUTH 36 DEGREES 27 MINUTES WEST, 161.01 FEET TO THE AFORESAID NORTHERLY SIDE OF MITCHELL STREET, THE POINT AND PLACE OF BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 36 IN BLOCK 9 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

Westcor Land Title Insurance Company

SCHEDULE A
(Continued)
LEGAL DESCRIPTION

File No. **16AFCW-054314**

ALL THAT CERTAIN LOT, PARCEL OR TRACT OF LAND, SITUATE AND LYING IN THE TOWNSHIP OF WEST ORANGE, COUNTY OF ESSEX, STATE OF NEW JERSEY, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING ON THE SOUTHERLY SIDE OF MITCHELL STREET AT A POINT THEREIN DISTANT 216 FEET 9 INCHES WESTERLY FROM THE CENTER OF THE KEYSTONE OF THE ARC OF THE BRIDGE OVER THE BROOK; THENCE

(1) ALONG SAID MITCHELL STREET, NORTH 53 DEGREES 45 MINUTES WEST, 70 FEET TO THE CORNER OF SAID MITCHELL AND TOMPKINS STREETS; THENCE

(2) ALONG SAID TOMPKINS STREET, SOUTH 36 DEGREES 30 MINUTES WEST, 100 FEET; THENCE

(3) AT RIGHT ANGLES TO SAID TOMPKINS STREET, 53 DEGREES 30 MINUTES EAST, 70 FEET; THENCE

(4) PARALLEL WITH SAID TOMPKINS STREET, NORTH 36 ½ DEGREES EAST, 100 FEET TO THE BEGINNING.

FOR INFORMATIONAL PURPOSES ONLY: ALSO KNOWN AS LOT 22 IN BLOCK 7 ON THE TOWNSHIP OF WEST ORANGE TAX MAP.

2654-21

AN ORDINANCE SUPPLEMENTING CHAPTER 4, AND ESTABLISHING CHAPTER 4, SECTION 40 OF THE GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE, ENTITLED "WEST ORANGE TOWNSHIP CIVILIAN COMPLAINT REVIEW BOARD"

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, in the County of Essex and State of New Jersey that Chapter 4, Section 40 of the Revised General Ordinances of the Township of West Orange is hereby established as follows:

I. PURPOSE

The purpose of this Ordinance is to create a Civilian Complaint Review Board ("CCRB") within the Township of West Orange ("Township") to review complaints concerning police actions to promote unbiased, fair, equitable and just conduct.

II. CHAPTER 4 SHALL BE AND HEREBY IS ESTABLISHED TO READ AS FOLLOWS:

4-40.1 Creation and Composition.

The body will be known as the West Orange Township Civilian Complaint Review Board.

III. CHAPTER 4 SHALL BE AND HEREBY IS ESTABLISHED TO READ AS FOLLOWS:

4-40.2 Appointment of Members; Terms and Meetings.

The Civilian Complaint Review Board shall consist of seven (7) members chosen as follows:

a. Three (3) members shall be selected by the Council as a whole by majority vote;

b. Four (4) members shall be selected by the Mayor;

c. The chair of the Board shall be selected by the Mayor from the seven (7) members;

d. All members shall undergo a criminal history background check. No person shall serve on the CCRB if convicted of a crime or offense as set forth in the Attorney General Guidelines;

e. Prior to serving on the Board, Members shall go through a training process approved by the County Prosecutor's office on the confidentiality of internal affairs records.

f. A quorum of five (5) members must be present to meet;

g. Members shall sign a sworn statement that they will comply strictly to confidentiality policies and agree no social media posts of any kind shall occur during his/her term of service related to the Township;

h. Violations of confidentiality will result in removal from the CCRB and may subject the individual to civil and criminal penalties without indemnification from the Township;

i. No person shall serve on the CCRB if they have a conflict under the Attorney General Guidelines or N.J.S.A. 52:13D-21.2(2)(d) or any other law, regulation or ordinance; and

j. All Board members shall have term limits of four (4) years and may not be reappointed unless a break in service of at least four (4) years occurs.

Terms for Board members shall be four (4) years. Meetings shall take place in a closed session whenever the content of internal affairs are discussed. The review shall take place only in a secure location designated by the Chief of Police or Mayor.

IV. CHAPTER 4 SHALL BE AND HEREBY IS ESTABLISHED TO READ AS FOLLOWS:

4-40.3 Responsibilities.

Board members are entitled to review complaints and present their conclusions to both the Mayor and the Chief of Police ("Chief"). They may also request additional information or clarification regarding the findings or decisions made in the course of the internal affairs investigations, or request that the internal affairs investigation be re-opened. The Board may not override any finding or decision made as a result of the internal affairs process, nor do they have the power to impose discipline, require another official to impose discipline, immunize any person from prosecution or render any finding or decision that requires deference from any other official. They may not commence an investigation of a particular civilian complaint or incident until after any criminal and/or internal affairs investigations have concluded and any resulting discipline has been imposed. Information will be public in thirty (30) days.

VI. 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.

VII. 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.

VIII. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

_____

ROBERT D. PARISI, MAYOR

_____

CINDY MATUTE-BROWN
COUNCIL PRESIDENT

_____

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

INTRODUCED: August 17, 2021

ADOPTED: September 14, 2021

LEGISLATIVE HISTORY

New Jersey Statutes ("N.J.S.") Title 40A. Municipalities and Counties, 40A § 14-118 permits the creation of a Civilian Complaint Review Board by ordinance with its overall beneficial oversight purpose to conduct investigations of police operations and conduct, to delegate powers of inquiry to them as governing bodies deem necessary, and to conduct hearings as authorized by law. This ordinance is designed to increase transparency and build public trust by having citizens of the Township of West Orange review and investigate complaints against members of the police force serving within the municipality in order to prevent future instances of discriminatory behavior, unwarranted searches and arrests, and other wrongful conduct.

The Ordinance does **not** permit the CCRB to have subpoena power. In Fraternal Order of Police, Newark Lodge No. 12 v. City of Newark, A-15-19 (083197) (August 19, 2020), the New Jersey Supreme Court overturned the portion of Newark's ordinance which delegated subpoena power to the CCRB. The Court specifically held that the New Jersey State Legislature "would have to act in order for the City to have the ability to confer subpoena power on its CCRB." Id. at 51.

2655-21

AN ORDINANCE AMENDING CHAPTER 2, SECTION 15.3 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (DEPARTMENT OF FIRE - COMPOSITION)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 2 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 composition of the West Orange Fire Department for a limited duration of time by increasing the number of Deputy Chiefs from six to seven on a temporary basis. This increase shall run from the effective date of this ordinance until either: (i) December 31, 2021; or (ii) upon the expiration of the Eligibility List issued by the Civil Service Commission on October 17, 2018 under Title Code 01506, Symbol PM2646V whichever occurs later.

II. CHAPTER 2, SECTION 15.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

2-15.3 Composition.

From the effective date of this section until: (i) December 31, 2021; or (ii) upon the expiration of the Eligibility List issued by the Civil Service Commission on October 17, 2018 under Title Code 01506, Symbol PM2646V whichever occurs later, the Fire Department shall consist of a Director, a Chief, seven Deputy Chiefs, 26 Captains, and such other Firefighters as have been hereto authorized or may hereafter be authorized in the Municipal Budget.

Beginning on: (i) December 31, 2021; or (ii) the expiration of the Eligibility List issued by the Civil Service Commission on October 17, 2018 under Title Code 01506, Symbol PM2646V whichever occurs later, the Fire Department shall consist of a Director, a Chief, six Deputy Chiefs, 26 Captains, and such other Firefighters as have been hereto authorized or may hereafter be authorized in the Municipal Budget.

The decrease to the maximum number of Deputy Chiefs effected by the Subsection above shall not affect any individual who has already achieved the rank of Deputy Chief when such decrease becomes operative.

One member of the West Orange Fire Department shall be designated, pursuant to the applicable State Statutes and Administrative Regulations as the "Fire Official."

III. 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.

IV. 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.

V. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

_____
ROBERT D. PARISI, MAYOR

_____
CINDY MATUTE BROWN
COUNCIL PRESIDENT

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

INTRODUCED: August 17, 2021

ADOPTED: September 14, 2021

Legislative History

The purpose of this ordinance is to update the composition of the West Orange Fire Department for a limited duration of time by increasing the number of Deputy Chiefs from six to seven on a temporary basis. This increase shall run from the effective date of this ordinance until either: (i) December 31, 2021; or (ii) upon the expiration of the Eligibility List issued by the Civil Service Commission on October 17, 2018 under Title Code 01506, Symbol PM2646V whichever occurs later.

2656-21

AN ORDINANCE ADOPTING FOURTH AMENDED DOWNTOWN REDEVELOPMENT PLAN

WHEREAS, pursuant to the Local Redevelopment and Housing Law (*N.J.S.A.* 40A:12A-1, *et seq.),* the Township Council (the "Township Council") of the Township of West Orange (the "Township"), acting by resolution, determined that the Downtown Redevelopment Area was an "area in need of redevelopment" in accordance with *N.J.S.A.* 40A:12A-6(b); and

WHEREAS, on February 9, 2003 the Township Council approved an Ordinance adopting a redevelopment plan for the Downtown Redevelopment Area (the "Original Redevelopment Plan"); and

WHEREAS, The Original Redevelopment Plan has been amended by "Amendments to Downtown Redevelopment Plan," the "First Amendment," adopted August 15, 2006, the "Second Amendment," adopted March 6, 2007, and the "Third Amendment," adopted in 2010; and

WHEREAS, while some redevelopment has occurred, a large portion of the Downtown Redevelopment Area has remained stagnant and undeveloped for many years; and

WHEREAS, pursuant to a redevelopment agreement with the Township, the Township designated a redeveloper to redevelop a portion of the Downtown Redevelopment Area; and

WHEREAS, although the redeveloper has completed the construction of *Edison Lofts,* even through numerous amendments to the redevelopment agreement over the past has approximately twelve (12) years, the redeveloper has failed to undertake further residential development of the Downtown Redevelopment Area as required by the redevelopment agreement; and

WHEREAS, in May 2021, the Township declared the redeveloper in default of the redevelopment agreement and, as a result of the redeveloper's inability to cure such defaults, terminated the redevelopment agreement on June 28, 2021; and

WHEREAS, the Township is exploring other potentially more viable and feasible development alternatives for the Downtown Redevelopment Area; and

WHEREAS, the Mayor and Council authorized and directed Phillips Preiss Grygiel Leheny Hughes LLC ("Phillips Preiss"), Planning and Real Estate Consultants, to prepare an amendment to the Redevelopment Plan for the Downtown Redevelopment Area; and

WHEREAS, Phillips Preiss prepared a draft redevelopment plan, entitled *Fourth Amendment to Downtown Redevelopment Plan, Township of West Orange, New Jersey*, dated August 2021 (the "Fourth Amended Redevelopment Plan"); and

WHEREAS, pursuant to *N.J.S.A.* 40A:12A-7, prior to adoption of an ordinance adopting a redevelopment plan, the governing body must refer the redevelopment plan to the Planning Board for comments and recommendations; and

WHEREAS, upon introduction of this Ordinance, the Fourth Amended Redevelopment Plan shall be referred to the Planning Board for comments and recommendations, including a determination as to the consistency of the Fourth Amended Redevelopment Plan with the Township Master Plan and identification of any provisions of the Fourth Amended Redevelopment Plan that it deems to be inconsistent with the Master Plan; and

WHEREAS, the Mayor and Council shall not adopt this Ordinance until it has received comments and recommendations from the Planning Board or until forty-five (45) days have lapsed since referring the Fourth Amended Redevelopment Plan to the Planning Board, whichever occurs first; and

WHEREAS, the Mayor and Council have reviewed and considered the Fourth Amended Redevelopment Plan and have considered the comments and recommendations of the Planning Board, which included a determination that the Fourth Amended Redevelopment Plan was consistent with the Township Master Plan; and

WHEREAS, the Mayor and Council accepted the Planning Board's recommendation to remove cannabis-related uses from Main Street Subdistrict (MSS) but determined that cannabis-related uses should be permitted in the Historic District (HD); and

WHEREAS, the Council approved by a vote of the full majority of its authorized membership to approve the Fourth Amended Redevelopment Plan and set forth its reasons on the record, which shall also be reflected in the minutes of the September 14, 2021 meeting, for its determination with respect to the Planning Board's recommendation, pursuant to N.J.S.A. 40A:12A-7(e); and

WHEREAS, the Mayor and Council wish to adopt the Fourth Amended Redevelopment Plan.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Council of the Township of West Orange that the Fourth Amended Redevelopment Plan is hereby adopted; and

BE IT FURTHER ORDAINED that the Fourth Amended Redevelopment Plan shall supersede existing zoning for the Downtown Redevelopment Area and that the Township Zoning Ordinance District Map is hereby, and shall be, amended to specifically designate the Downtown Redevelopment Area zoning as set forth in the Fourth Amended Redevelopment Plan.

Introduced: August 17, 2021

Adopted: September 14, 2021

TOWNSHIP OF WEST ORANGE

ATTEST:

By:_____
Robert D. Parisi, Mayor

_____
Karen J. Carnevale, RMC,
Township Clerk

#12487894.1
#12488429.1

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, or his/her designee, 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 that shall be strictly limited to employees hired prior to January 1, 2021. 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 or their surviving spouses eligible to receive limited post-employment health benefits shall be maintained.

SECTION 7. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this ordinance are, to the extent of such inconsistency, hereby repealed.

SECTION 8. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

_____
ROBERT D. PARISI, MAYOR

_____
CINDY MATUTE-BROWN, COUNCIL PRESIDENT

Introduced: May 18, 2021

Adopted:

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

_____
Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

Added	Update for inclusion in Municipal Budget	
	Municipal Department Head/Information Technology/Recycling Coordinator/Clean Community Coordinator	
Adjust	Tax Collector	Correct to reflect NewSalary after a Retirement
Correction	Firefighter with EMT	Stipend mis-applied
Adjust	Various Positions	Minimum Salaries to reflect market conditions - 60-65% of Max from as little as 25% of Max
Correction	Fire Deputy Chief with EMT and Fire Official	Correct calculation error

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	46,537	51,708	56,879	62,049	67,220	72,391	77,562	6	5,171	1,820	25.57	42.62
AU10010	1.50%	1/1/2022	6/30/2022	47,235	52,483	57,732	62,980	68,228	73,477	78,725	6	5,248	1,820	25.95	43.26
AU10010	1.50%	7/1/2022	12/31/2022	47,944	53,271	58,598	63,925	69,252	74,579	79,906	6	5,327	1,820	26.34	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	43,124	47,916	52,708	57,499	62,291	67,083	71,874	6	4,792	1,820	23.69	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	57,334	63,704	70,075	76,445	82,816	89,186	95,557	6	6,370	1,820	31.50	52.50
AU10020	1.50%	1/1/2022	6/30/2022	58,194	64,660	71,126	77,592	84,058	90,524	96,990	6	6,466	1,820	31.97	53.29
AU10020	1.50%	7/1/2022	12/31/2022	59,067	65,630	72,193	78,756	85,319	91,882	98,445	6	6,563	1,820	32.45	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	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10030	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10030	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	44.74
Administrative Clerk/HR Coordinator															
AU10040	1.50%	1/1/2015	12/31/2015	18,270	27,459	36,648	45,837	55,027	64,216	73,405	6	9,189	1,820	10.04	40.33
AU10040	2.00%	1/1/2016	12/31/2016	18,635	28,433	38,231	48,029	57,827	67,625	77,423	6	9,798	1,820	10.24	42.54
AU10040	2.00%	1/1/2017	12/31/2017	19,008	29,002	38,996	48,990	58,984	68,977	78,971	6	9,994	1,820	10.44	43.39

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	0.00%	1/1/2018	12/31/2018	19,008	29,002	38,996	48,990	58,984	68,977	78,971	6	9,994	1,820	10.44	43.39
AU10040	1.00%	1/1/2019	12/31/2019	19,198	29,292	39,386	49,480	59,573	69,667	79,761	6	10,094	1,820	10.55	43.82
AU10040	1.50%	1/1/2020	6/30/2020	19,486	29,731	39,977	50,222	60,467	70,712	80,957	6	10,245	1,820	10.71	44.48
AU10040	1.50%	7/1/2020	12/31/2020	19,778	30,177	40,576	50,975	61,374	71,773	82,172	6	10,399	1,820	10.87	45.15
AU10040	1.50%	1/1/2021	6/30/2021	20,075	30,630	41,185	51,740	62,295	72,850	83,404	6	10,555	1,820	11.03	45.83
AU10040	1.50%	7/1/2021	12/31/2021	50,793	56,437	62,081	67,724	73,368	79,012	84,655	6	5,644	1,820	27.91	46.51
AU10040	1.50%	1/1/2022	6/30/2022	51,555	57,284	63,012	68,740	74,469	80,197	85,925	6	5,728	1,820	28.33	47.21
AU10040	1.50%	7/1/2022	12/31/2022	52,329	58,143	63,957	69,771	75,586	81,400	87,214	6	5,814	1,820	28.75	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	41,858	46,509	51,160	55,811	60,462	65,112	69,763	6	4,651	1,820	23.00	38.33
AU10050	1.50%	1/1/2022	6/30/2022	42,486	47,207	51,927	56,648	61,369	66,089	70,810	6	4,721	1,820	23.34	38.91
AU10050	1.50%	7/1/2022	12/31/2022	43,123	47,915	52,706	57,498	62,289	67,081	71,872	6	4,791	1,820	23.69	39.49
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	50,818	56,465	62,111	67,758	73,404	79,051	84,697	6	5,646	1,820	27.92	46.54
AU10060	1.50%	1/1/2022	6/30/2022	51,581	57,312	63,043	68,774	74,505	80,237	85,968	6	5,731	1,820	28.34	47.24
AU10060	1.50%	7/1/2022	12/31/2022	52,354	58,172	63,989	69,806	75,623	81,440	87,257	6	5,817	1,820	28.77	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	34,431	38,256	42,082	45,908	49,733	53,559	57,385	6	3,826	1,820	18.92	31.53
AU10070	1.50%	1/1/2022	6/30/2022	34,947	38,830	42,713	46,596	50,479	54,362	58,245	6	3,883	1,820	19.20	32.00
AU10070	1.50%	7/1/2022	12/31/2022	35,471	39,413	43,354	47,295	51,236	55,178	59,119	6	3,941	1,820	19.49	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	43,363	48,181	52,999	57,817	62,635	67,453	72,271	6	4,818	1,820	23.83	39.71
AU10080	1.50%	1/1/2022	6/30/2022	44,013	48,904	53,794	58,684	63,575	68,465	73,355	6	4,890	1,820	24.18	40.31
AU10080	1.50%	7/1/2022	12/31/2022	44,673	49,637	54,601	59,565	64,528	69,492	74,456	6	4,964	1,820	24.55	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	37,596	41,774	45,951	50,128	54,306	58,483	62,660	6	4,177	1,820	20.66	34.43
AU10090	1.50%	1/1/2022	6/30/2022	38,160	42,400	46,640	50,880	55,120	59,360	63,600	6	4,240	1,820	20.97	34.95
AU10090	1.50%	7/1/2022	12/31/2022	38,733	43,036	47,340	51,643	55,947	60,251	64,554	6	4,304	1,820	21.28	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	53,209	59,121	65,034	70,946	76,858	82,770	88,682	6	5,912	1,820	29.24	48.73
AU10100	1.50%	1/1/2022	6/30/2022	54,007	60,008	66,009	72,010	78,011	84,011	90,012	6	6,001	1,820	29.67	49.46
AU10100	1.50%	7/1/2022	12/31/2022	54,817	60,908	66,999	73,090	79,181	85,272	91,362	6	6,091	1,820	30.12	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	46,803	52,003	57,203	62,404	67,604	72,804	78,005	6	5,200	1,820	25.72	42.86
AU10110	1.50%	1/1/2022	6/30/2022	47,505	52,783	58,061	63,340	68,618	73,896	79,175	6	5,278	1,820	26.10	43.50
AU10110	1.50%	7/1/2022	12/31/2022	48,217	53,575	58,932	64,290	69,647	75,005	80,362	6	5,357	1,820	26.49	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	65,787	73,097	80,406	87,716	95,025	102,335	109,645	6	7,310	1,820	36.15	60.24
AU10120	1.50%	1/1/2022	6/30/2022	66,774	74,193	81,612	89,032	96,451	103,870	111,289	6	7,419	1,820	36.69	61.15
AU10120	1.50%	7/1/2022	12/31/2022	67,775	75,306	82,836	90,367	97,898	105,428	112,959	6	7,531	1,820	37.24	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	79,566	88,406	97,247	106,088	114,928	123,769	132,610	6	8,841	1,820	43.72	72.86
AU10130	1.50%	1/1/2022	6/30/2022	80,759	89,733	98,706	107,679	116,652	125,626	134,599	6	8,973	1,820	44.37	73.96
AU10130	1.50%	7/1/2022	12/31/2022	81,971	91,079	#####	109,294	118,402	127,510	136,618	6	9,108	1,820	45.04	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	46,767	51,963	57,159	62,356	67,552	72,748	77,945	6	5,196	1,820	25.70	42.83
AU10140	1.50%	1/1/2022	6/30/2022	47,468	52,742	58,017	63,291	68,565	73,839	79,114	6	5,274	1,820	26.08	43.47
AU10140	1.50%	7/1/2022	12/31/2022	48,180	53,534	58,887	64,240	69,594	74,947	80,300	6	5,353	1,820	26.47	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	47,638	52,931	58,224	63,517	68,810	74,103	79,396	6	5,293	1,820	26.17	43.62
AU10150	1.50%	1/1/2022	6/30/2022	48,352	53,725	59,097	64,470	69,842	75,215	80,587	6	5,372	1,820	26.57	44.28
AU10150	1.50%	7/1/2022	12/31/2022	49,078	54,531	59,984	65,437	70,890	76,343	81,796	6	5,453	1,820	26.97	44.94
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	44,807	49,786	54,764	59,743	64,722	69,700	74,679	6	4,979	1,820	24.62	41.03
AU10160	1.50%	1/1/2022	6/30/2022	45,479	50,533	55,586	60,639	65,692	70,746	75,799	6	5,053	1,820	24.99	41.65
AU10160	1.50%	7/1/2022	12/31/2022	46,162	51,291	56,420	61,549	66,678	71,807	76,936	6	5,129	1,820	25.36	42.27

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	32,253	35,837	39,420	43,004	46,587	50,171	53,755	6	3,584	1,820	17.72	29.54
AU10170	1.50%	1/1/2022	6/30/2022	32,737	36,374	40,011	43,649	47,286	50,924	54,561	6	3,637	1,820	17.99	29.98
AU10170	1.50%	7/1/2022	12/31/2022	33,228	36,920	40,612	44,304	47,996	51,688	55,379	6	3,692	1,820	18.26	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	30,298	38,897	47,496	56,095	64,693	73,292	81,891	6	8,599	1,820	16.65	45.00
AU10180	1.50%	7/1/2021	12/31/2021	49,872	55,413	60,954	66,496	72,037	77,578	83,119	6	5,541	1,820	27.40	45.67
AU10180	1.50%	1/1/2022	6/30/2022	50,620	56,244	61,869	67,493	73,117	78,742	84,366	6	5,624	1,820	27.81	46.36
AU10180	1.50%	7/1/2022	12/31/2022	51,379	57,088	62,797	68,505	74,214	79,923	85,632	6	5,709	1,820	28.23	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	54,052	60,058	66,064	72,070	78,075	84,081	90,087	6	6,006	1,820	29.70	49.50
AU10190	1.50%	1/1/2022	6/30/2022	54,863	60,959	67,055	73,151	79,247	85,343	91,438	6	6,096	1,820	30.14	50.24
AU10190	1.50%	7/1/2022	12/31/2022	55,686	61,873	68,061	74,248	80,435	86,623	92,810	6	6,187	1,820	30.60	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	55,962	62,180	68,398	74,616	80,834	87,053	93,271	6	6,218	1,820	30.75	51.25
AU10200	1.50%	1/1/2022	6/30/2022	56,802	63,113	69,424	75,736	82,047	88,358	94,670	6	6,311	1,820	31.21	52.02
AU10200	1.50%	7/1/2022	12/31/2022	57,654	64,060	70,466	76,872	83,278	89,684	96,090	6	6,406	1,820	31.68	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	62,148	69,053	75,958	82,863	89,769	96,674	103,579	6	6,905	1,820	34.15	56.91
AU10210	1.50%	1/1/2022	6/30/2022	63,080	70,089	77,098	84,106	91,115	98,124	105,133	6	7,009	1,820	34.66	57.77
AU10210	1.50%	7/1/2022	12/31/2022	64,026	71,140	78,254	85,368	92,482	99,596	106,710	6	7,114	1,820	35.18	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	66,475	73,861	81,247	88,633	96,019	103,405	110,791	6	7,386	1,820	36.52	60.87
AU10215	1.50%	1/1/2022	6/30/2022	67,472	74,969	82,465	89,962	97,459	104,956	112,453	6	7,497	1,820	37.07	61.79
AU10215	1.50%	7/1/2022	12/31/2022	68,484	76,093	83,702	91,312	98,921	106,530	114,140	6	7,609	1,820	37.63	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	46,393	51,547	56,702	61,857	67,012	72,166	77,321	6	5,155	1,820	25.49	42.48
AU10344	1.50%	1/1/2022	6/30/2022	47,089	52,321	57,553	62,785	68,017	73,249	78,481	6	5,232	1,820	25.87	43.12
AU10344	1.50%	7/1/2022	12/31/2022	47,795	53,106	58,416	63,727	69,037	74,348	79,658	6	5,311	1,820	26.26	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	37,305	41,450	45,595	49,740	53,885	58,030	62,175	6	4,145	1,820	20.50	34.16
AU10345	1.50%	1/1/2022	6/30/2022	37,864	42,072	46,279	50,486	54,693	58,900	63,107	6	4,207	1,820	20.80	34.67
AU10345	1.50%	7/1/2022	12/31/2022	38,432	42,703	46,973	51,243	55,513	59,784	64,054	6	4,270	1,820	21.12	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	49,373	54,859	60,345	65,830	71,316	76,802	82,288	6	5,486	1,820	27.13	45.21
AU10230	1.50%	1/1/2022	6/30/2022	50,113	55,682	61,250	66,818	72,386	77,954	83,522	6	5,568	1,820	27.53	45.89
AU10230	1.50%	7/1/2022	12/31/2022	50,865	56,517	62,168	67,820	73,472	79,124	84,775	6	5,652	1,820	27.95	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	35,330	39,255	43,181	47,106	51,032	54,957	58,883	6	3,926	1,820	19.41	32.35
AU10240	1.50%	1/1/2022	6/30/2022	35,860	39,844	43,828	47,813	51,797	55,782	59,766	6	3,984	1,820	19.70	32.84
AU10240	1.50%	7/1/2022	12/31/2022	36,397	40,442	44,486	48,530	52,574	56,618	60,662	6	4,044	1,820	20.00	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	48,066	53,406	58,747	64,087	69,428	74,769	80,109	6	5,341	1,820	26.41	44.02
AU10250	1.50%	1/1/2022	6/30/2022	48,787	54,207	59,628	65,049	70,469	75,890	81,311	6	5,421	1,820	26.81	44.68
AU10250	1.50%	7/1/2022	12/31/2022	49,518	55,020	60,522	66,024	71,526	77,028	82,531	6	5,502	1,820	27.21	45.35
											0				
Deputy Municipal Court Administrator-															
AU10260	0.00%	1/1/2018	12/31/2018	19,008	28,673	38,338	48,004	57,669	67,334	76,999	6	9,665	1,820	10.44	42.31
AU10260	1.00%	1/1/2019	12/31/2019	19,198	28,960	38,722	48,484	58,245	68,007	77,769	6	9,762	1,820	10.55	42.73
AU10260	1.50%	1/1/2020	6/30/2020	19,486	29,394	39,303	49,211	59,119	69,027	78,936	6	9,908	1,820	10.71	43.37
AU10260	1.50%	7/1/2020	12/31/2020	19,778	29,835	39,892	49,949	60,006	70,063	80,120	6	10,057	1,820	10.87	44.02
AU10260	1.50%	1/1/2021	6/30/2021	20,075	30,283	40,491	50,698	60,906	71,114	81,321	6	10,208	1,820	11.03	44.68
AU10260	1.50%	7/1/2021	12/31/2021	20,376	30,737	41,098	51,459	61,820	72,180	82,541	6	10,361	1,820	11.20	45.35
AU10260	1.50%	1/1/2022	6/30/2022	20,682	31,198	41,714	52,231	62,747	73,263	83,779	6	10,516	1,820	11.36	46.03
AU10260	1.50%	7/1/2022	12/31/2022	51,022	56,691	62,360	68,029	73,698	79,367	85,036	6	5,669	1,820	28.03	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	37,688	41,876	46,064	50,251	54,439	58,627	62,814	6	4,188	1,820	20.71	34.51
AU10490	1.50%	1/1/2022	6/30/2022	38,254	42,504	46,755	51,005	55,256	59,506	63,756	6	4,250	1,820	21.02	35.03
AU10490	1.50%	7/1/2022	12/31/2022	38,828	43,142	47,456	51,770	56,084	60,399	64,713	6	4,314	1,820	21.33	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	33,477	37,196	40,916	44,636	48,355	52,075	55,795	6	3,720	1,820	18.39	30.66
AU10270	1.50%	1/1/2022	6/30/2022	33,979	37,754	41,530	45,305	49,081	52,856	56,632	6	3,775	1,820	18.67	31.12
AU10270	1.50%	7/1/2022	12/31/2022	34,489	38,321	42,153	45,985	49,817	53,649	57,481	6	3,832	1,820	18.95	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	38,571	42,857	47,143	51,428	55,714	60,000	64,285	6	4,286	1,820	21.19	35.32
AU10280	1.50%	1/1/2022	6/30/2022	39,150	43,500	47,850	52,200	56,550	60,900	65,250	6	4,350	1,820	21.51	35.85
AU10280	1.50%	7/1/2022	12/31/2022	39,737	44,152	48,568	52,983	57,398	61,813	66,228	6	4,415	1,820	21.83	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	36,873	40,970	45,067	49,164	53,261	57,358	61,455	6	4,097	1,820	20.26	33.77
AU10290	1.50%	1/1/2022	6/30/2022	37,426	41,584	45,743	49,901	54,060	58,218	62,377	6	4,158	1,820	20.56	34.27
AU10290	1.50%	7/1/2022	12/31/2022	37,987	42,208	46,429	50,650	54,871	59,091	63,312	6	4,221	1,820	20.87	34.79
											0				
Electrical Inspector															
AU10300	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10300	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10300	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10300	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10300	1.50%	1/1/2021	6/30/2021	49,145	54,606	60,067	65,527	70,988	76,448	81,909	6	5,461	1,820	27.00	45.00
AU10300	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10300	1.50%	1/1/2022	6/30/2022	50,631	56,256	61,882	67,508	73,133	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10300	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,810	68,520	74,230	79,940	85,650	6	5,710	1,820	28.24	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	50,432	56,035	61,639	67,243	72,846	78,450	84,053	6	5,604	1,820	27.71	46.18
AU10310	1.50%	1/1/2022	6/30/2022	51,188	56,876	62,564	68,251	73,939	79,626	85,314	6	5,688	1,820	28.13	46.88
AU10310	1.50%	7/1/2022	12/31/2022	51,956	57,729	63,502	69,275	75,048	80,821	86,594	6	5,773	1,820	28.55	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	45,185	50,206	55,226	60,247	65,268	70,288	75,309	6	5,021	1,820	24.83	41.38
AU10320	1.50%	1/1/2022	6/30/2022	45,863	50,959	56,055	61,151	66,247	71,342	76,438	6	5,096	1,820	25.20	42.00
AU10320	1.50%	7/1/2022	12/31/2022	46,551	51,723	56,896	62,068	67,240	72,413	77,585	6	5,172	1,820	25.58	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	41,260	45,845	50,429	55,014	59,598	64,183	68,767	6	4,584	1,820	22.67	37.78
AU10330	1.50%	1/1/2022	6/30/2022	41,879	46,533	51,186	55,839	60,492	65,146	69,799	6	4,653	1,820	23.01	38.35
AU10330	1.50%	7/1/2022	12/31/2022	42,508	47,231	51,954	56,677	61,400	66,123	70,846	6	4,723	1,820	23.36	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	47,036	52,262	57,488	62,715	67,941	73,167	78,393	6	5,226	1,820	25.84	43.07
AU10340	1.50%	1/1/2022	6/30/2022	47,741	53,046	58,351	63,655	68,960	74,264	79,569	6	5,305	1,820	26.23	43.72
AU10340	1.50%	7/1/2022	12/31/2022	48,458	53,842	59,226	64,610	69,994	75,378	80,763	6	5,384	1,820	26.63	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	47,036	52,262	57,488	62,715	67,941	73,167	78,393	6	5,226	1,820	25.84	43.07
AU10350	1.50%	1/1/2022	6/30/2022	47,741	53,046	58,351	63,655	68,960	74,264	79,569	6	5,305	1,820	26.23	43.72
AU10350	1.50%	7/1/2022	12/31/2022	48,458	53,842	59,226	64,610	69,994	75,378	80,763	6	5,384	1,820	26.63	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	43,469	48,299	53,129	57,959	62,789	67,619	72,449	6	4,830	1,820	23.88	39.81
AU10360	1.50%	1/1/2022	6/30/2022	44,121	49,024	53,926	58,829	63,731	68,633	73,536	6	4,902	1,820	24.24	40.40
AU10360	1.50%	7/1/2022	12/31/2022	44,783	49,759	54,735	59,711	64,687	69,663	74,639	6	4,976	1,820	24.61	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	49,139	54,599	60,059	65,518	70,978	76,438	81,898	6	5,460	1,820	27.00	45.00
AU10370	1.50%	7/1/2021	12/31/2021	49,876	55,418	60,959	66,501	72,043	77,585	83,127	6	5,542	1,820	27.40	45.67
AU10370	1.50%	1/1/2022	6/30/2022	50,624	56,249	61,874	67,499	73,124	78,749	84,373	6	5,625	1,820	27.82	46.36
AU10370	1.50%	7/1/2022	12/31/2022	51,383	57,093	62,802	68,511	74,221	79,930	85,639	6	5,709	1,820	28.23	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	30,590	33,989	37,388	40,787	44,186	47,585	50,984	6	3,399	2,080	14.71	24.51
AU10380	1.50%	1/1/2022	6/30/2022	31,049	34,499	37,949	41,399	44,849	48,298	51,748	6	3,450	2,080	14.93	24.88
AU10380	1.50%	7/1/2022	12/31/2022	31,515	35,016	38,518	42,020	45,521	49,023	52,524	6	3,502	2,080	15.15	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	42,380	47,089	51,798	56,506	61,215	65,924	70,633	6	4,709	1,820	23.29	38.81
AU10390	1.50%	1/1/2022	6/30/2022	43,016	47,795	52,575	57,354	62,134	66,913	71,693	6	4,780	1,820	23.63	39.39
AU10390	1.50%	7/1/2022	12/31/2022	43,661	48,512	53,363	58,214	63,066	67,917	72,768	6	4,851	1,820	23.99	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	45,185	50,206	55,226	60,247	65,268	70,288	75,309	6	5,021	1,820	24.83	41.38
AU10410	1.50%	1/1/2022	6/30/2022	45,863	50,959	56,055	61,151	66,247	71,342	76,438	6	5,096	1,820	25.20	42.00
AU10410	1.50%	7/1/2022	12/31/2022	46,551	51,723	56,896	62,068	67,240	72,413	77,585	6	5,172	1,820	25.58	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	52,564	58,405	64,245	70,085	75,926	81,766	87,607	6	5,840	1,820	28.88	48.14
AU10420	1.50%	1/1/2022	6/30/2022	53,353	59,281	65,209	71,137	77,065	82,993	88,921	6	5,928	1,820	29.31	48.86
AU10420	1.50%	7/1/2022	12/31/2022	54,153	60,170	66,187	72,204	78,221	84,238	90,255	6	6,017	1,820	29.75	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	38,045	42,272	46,499	50,726	54,953	59,180	63,408	6	4,227	1,820	20.90	34.84
AU10430	1.50%	1/1/2022	6/30/2022	38,615	42,906	47,196	51,487	55,778	60,068	64,359	6	4,291	1,820	21.22	35.36
AU10430	1.50%	7/1/2022	12/31/2022	39,194	43,549	47,904	52,259	56,614	60,969	65,324	6	4,355	1,820	21.54	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	22,829	27,179	31,528	35,878	40,227	44,577	48,927	6	4,350	1,820	12.54	26.88
AU10440	1.50%	7/1/2022	12/31/2022	26,485	30,348	34,210	38,073	41,936	45,798	49,661	6	3,863	1,820	14.55	27.29
AU10440	0.00%	1/1/2023	12/31/2023	29,796	33,107	36,418	39,728	43,039	46,350	49,661	6	3,311	1,820	16.37	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	32,317	35,908	39,499	43,090	46,681	50,272	53,862	6	3,591	1,820	17.76	29.59
AU10450	1.50%	1/1/2022	6/30/2022	32,802	36,447	40,092	43,736	47,381	51,026	54,670	6	3,645	1,820	18.02	30.04
AU10450	1.50%	7/1/2022	12/31/2022	33,294	36,994	40,693	44,392	48,092	51,791	55,490	6	3,699	1,820	18.29	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	34,770	38,634	42,497	46,360	50,224	54,087	57,950	6	3,863	1,820	19.10	31.84
AU10445	1.50%	1/1/2022	6/30/2022	35,292	39,213	43,134	47,056	50,977	54,898	58,820	6	3,921	1,820	19.39	32.32
AU10445	1.50%	7/1/2022	12/31/2022	35,821	39,801	43,781	47,762	51,742	55,722	59,702	6	3,980	1,820	19.68	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	25,667	29,945	34,223	38,501	42,779	47,057	51,335	6	4,278	1,820	14.10	28.21
AU10460	1.50%	7/1/2022	12/31/2022	31,263	34,736	38,210	41,684	45,157	48,631	52,105	6	3,474	1,820	17.18	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	30,821	34,246	37,671	41,095	44,520	47,945	51,369	6	3,425	1,820	16.93	28.22
AU10470	1.50%	1/1/2022	6/30/2022	31,284	34,760	38,236	41,712	45,188	48,664	52,140	6	3,476	1,820	17.19	28.65
AU10470	1.50%	7/1/2022	12/31/2022	31,753	35,281	38,809	42,337	45,866	49,394	52,922	6	3,528	1,820	17.45	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	32,774	36,416	40,058	43,699	47,341	50,982	54,624	6	3,642	1,820	18.01	30.01
AU10480	1.50%	1/1/2022	6/30/2022	33,266	36,962	40,658	44,355	48,051	51,747	55,443	6	3,696	1,820	18.28	30.46
AU10480	1.50%	7/1/2022	12/31/2022	33,765	37,517	41,268	45,020	48,772	52,523	56,275	6	3,752	1,820	18.55	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	32,430	37,835	43,240	48,645	54,050	59,455	64,860	6	5,405	2,080	15.59	31.18
AU10500	1.50%	7/1/2022	12/31/2022	39,500	43,889	48,278	52,666	57,055	61,444	65,833	6	4,389	2,080	18.99	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	30,000	33,333	36,667	40,000	43,333	46,667	50,000	6	3,333	2,080	14.42	24.04
AU10520	1.50%	7/1/2022	12/31/2022	30,450	33,833	37,217	40,600	43,983	47,367	50,750	6	3,383	2,080	14.64	24.40

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	42,422	47,135	51,849	56,562	61,276	65,989	70,703	6	4,714	2,080	20.39	33.99
AU10530	1.50%	1/1/2022	6/30/2022	43,058	47,842	52,626	57,410	62,195	66,979	71,763	6	4,784	2,080	20.70	34.50
AU10530	1.50%	7/1/2022	12/31/2022	43,704	48,560	53,416	58,272	63,128	67,984	72,840	6	4,856	2,080	21.01	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	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10540	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10540	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	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	39,490	43,878	48,265	52,653	57,041	61,429	65,816	6	4,388	2,080	18.99	31.64
AU10550	1.50%	1/1/2022	6/30/2022	40,082	44,536	48,989	53,443	57,897	62,350	66,804	6	4,454	2,080	19.27	32.12
AU10550	1.50%	7/1/2022	12/31/2022	40,683	45,204	49,724	54,245	58,765	63,285	67,806	6	4,520	2,080	19.56	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	45,163	50,181	55,200	60,218	65,236	70,254	75,272	6	5,018	1,820	24.82	41.36
AU10560	1.50%	1/1/2022	6/30/2022	45,841	50,934	56,028	61,121	66,214	71,308	76,401	6	5,093	1,820	25.19	41.98
AU10560	1.50%	7/1/2022	12/31/2022	46,528	51,698	56,868	62,038	67,208	72,377	77,547	6	5,170	1,820	25.57	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	50,257	55,842	61,426	67,010	72,594	78,178	83,762	6	5,584	1,820	27.61	46.02
AU10570	1.50%	1/1/2022	6/30/2022	51,011	56,679	62,347	68,015	73,683	79,351	85,019	6	5,668	1,820	28.03	46.71
AU10570	1.50%	7/1/2022	12/31/2022	51,776	57,529	63,282	69,035	74,788	80,541	86,294	6	5,753	1,820	28.45	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	22,268	26,510	30,752	34,993	39,235	43,477	47,719	6	4,242	1,820	12.24	26.22
AU10590	1.50%	7/1/2022	12/31/2022	25,831	29,599	33,366	37,133	40,900	44,667	48,434	6	3,767	1,820	14.19	26.61
AU10590	0.00%	1/1/2023	12/31/2023	29,061	32,290	35,518	38,747	41,976	45,205	48,434	6	3,229	1,820	15.97	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	30,246	33,606	36,967	40,328	43,688	47,049	50,410	6	3,361	1,820	16.62	27.70
AU10600	1.50%	1/1/2022	6/30/2022	30,700	34,111	37,522	40,933	44,344	47,755	51,166	6	3,411	1,820	16.87	28.11
AU10600	1.50%	7/1/2022	12/31/2022	31,160	34,622	38,084	41,547	45,009	48,471	51,933	6	3,462	1,820	17.12	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	31,959	35,510	39,060	42,611	46,162	49,713	53,264	6	3,551	1,820	17.56	29.27
AU10610	1.50%	1/1/2022	6/30/2022	32,438	36,042	39,646	43,251	46,855	50,459	54,063	6	3,604	1,820	17.82	29.71
AU10610	1.50%	7/1/2022	12/31/2022	32,925	36,583	40,241	43,899	47,558	51,216	54,874	6	3,658	1,820	18.09	30.15

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	33,651	37,390	41,129	44,867	48,606	52,345	56,084	6	3,739	1,820	18.49	30.82
AU10620	1.50%	1/1/2022	6/30/2022	34,155	37,950	41,745	45,540	49,336	53,131	56,926	6	3,795	1,820	18.77	31.28
AU10620	1.50%	7/1/2022	12/31/2022	34,668	38,520	42,372	46,224	50,076	53,928	57,779	6	3,852	1,820	19.05	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	48,044	53,382	58,720	64,058	69,396	74,735	80,073	6	5,338	1,820	26.40	44.00
AU10630	1.50%	1/1/2022	6/30/2022	48,764	54,183	59,601	65,019	70,437	75,856	81,274	6	5,418	1,820	26.79	44.66
AU10630	1.50%	7/1/2022	12/31/2022	49,496	54,995	60,495	65,994	71,494	76,993	82,493	6	5,500	1,820	27.20	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	52,079	57,866	63,652	69,439	75,226	81,012	86,799	6	5,787	1,820	28.61	47.69
AU10640	1.50%	1/1/2022	6/30/2022	52,860	58,734	64,607	70,481	76,354	82,227	88,101	6	5,873	1,820	29.04	48.41
AU10640	1.50%	7/1/2022	12/31/2022	53,653	59,615	65,576	71,538	77,499	83,461	89,422	6	5,961	1,820	29.48	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	33,631	37,368	41,104	44,841	48,578	52,315	56,051	6	3,737	1,820	18.48	30.80
AU10650	1.50%	1/1/2022	6/30/2022	34,135	37,928	41,721	45,514	49,307	53,099	56,892	6	3,793	1,820	18.76	31.26
AU10650	1.50%	7/1/2022	12/31/2022	34,647	38,497	42,347	46,196	50,046	53,896	57,746	6	3,850	1,820	19.04	31.73

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TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Plumbing Inspector															
AU10660	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10660	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10660	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10660	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10660	1.50%	1/1/2021	6/30/2021	49,145	54,606	60,067	65,527	70,988	76,448	81,909	6	5,461	1,820	27.00	45.00
AU10660	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10660	1.50%	1/1/2022	6/30/2022	50,631	56,256	61,882	67,508	73,133	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10660	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,810	68,520	74,230	79,940	85,650	6	5,710	1,820	28.24	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	31,009	39,493	47,976	56,459	64,943	73,426	81,909	6	8,483	1,820	17.04	45.01
AU10670	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10670	1.50%	1/1/2022	6/30/2022	50,631	56,257	61,882	67,508	73,134	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10670	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,811	68,521	74,231	79,941	85,651	6	5,710	1,820	28.24	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	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10680	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10680	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	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	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10700	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10700	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	44.74

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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	44,329	49,254	54,180	59,105	64,031	68,956	73,882	6	4,925	1,820	24.36	40.59
AU10710	1.50%	1/1/2022	6/30/2022	44,994	49,993	54,993	59,992	64,991	69,991	74,990	6	4,999	1,820	24.72	41.20
AU10710	1.50%	7/1/2022	12/31/2022	45,669	50,743	55,818	60,892	65,966	71,040	76,115	6	5,074	1,820	25.09	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	42,422	47,135	51,849	56,562	61,276	65,989	70,703	6	4,714	2,080	20.39	33.99
AU10720	1.50%	1/1/2022	6/30/2022	43,058	47,842	52,626	57,410	62,195	66,979	71,763	6	4,784	2,080	20.70	34.50
AU10720	1.50%	7/1/2022	12/31/2022	43,704	48,560	53,416	58,272	63,128	67,984	72,840	6	4,856	2,080	21.01	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	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10730	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10730	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	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	44,305	49,228	54,151	59,074	63,997	68,920	73,842	6	4,923	2,080	21.30	35.50
AU10750	1.50%	1/1/2022	6/30/2022	44,970	49,967	54,963	59,960	64,957	69,953	74,950	6	4,997	2,080	21.62	36.03
AU10750	1.50%	7/1/2022	12/31/2022	45,645	50,716	55,788	60,859	65,931	71,003	76,074	6	5,072	2,080	21.94	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	35,330	39,255	43,181	47,106	51,032	54,957	58,883	6	3,926	1,820	19.41	32.35
AU10760	1.50%	1/1/2022	6/30/2022	35,860	39,844	43,828	47,813	51,797	55,782	59,766	6	3,984	1,820	19.70	32.84
AU10760	1.50%	7/1/2022	12/31/2022	36,398	40,442	44,486	48,530	52,574	56,618	60,663	6	4,044	1,820	20.00	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	32,173	35,747	39,322	42,897	46,472	50,046	53,621	6	3,575	1,820	17.68	29.46
AU10770	1.50%	1/1/2022	6/30/2022	32,655	36,284	39,912	43,540	47,169	50,797	54,425	6	3,628	1,820	17.94	29.90
AU10770	1.50%	7/1/2022	12/31/2022	33,145	36,828	40,511	44,193	47,876	51,559	55,242	6	3,683	1,820	18.21	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	50,484	56,094	61,703	67,312	72,922	78,531	84,140	6	5,609	1,820	27.74	46.23
AU10780	1.50%	1/1/2022	6/30/2022	51,241	56,935	62,628	68,322	74,015	79,709	85,402	6	5,693	1,820	28.15	46.92
AU10780	1.50%	7/1/2022	12/31/2022	52,010	57,789	63,568	69,347	75,126	80,905	86,684	6	5,779	1,820	28.58	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	53,700	59,667	65,634	71,600	77,567	83,534	89,500	6	5,967	1,820	29.51	49.18
AU10785	1.50%	1/1/2022	6/30/2022	54,506	60,562	66,618	72,674	78,730	84,787	90,843	6	6,056	1,820	29.95	49.91
AU10785	1.50%	7/1/2022	12/31/2022	55,323	61,470	67,617	73,764	79,911	86,058	92,205	6	6,147	1,820	30.40	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	47,697	52,997	58,297	63,597	68,896	74,196	79,496	6	5,300	1,820	26.21	43.68
AU10790	1.50%	1/1/2022	6/30/2022	48,413	53,792	59,171	64,551	69,930	75,309	80,688	6	5,379	1,820	26.60	44.33
AU10790	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,439	81,899	6	5,460	1,820	27.00	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	47,697	52,997	58,297	63,596	68,896	74,196	79,496	6	5,300	1,820	26.21	43.68
AU10800	1.50%	1/1/2022	6/30/2022	48,413	53,792	59,171	64,550	69,930	75,309	80,688	6	5,379	1,820	26.60	44.33
AU10800	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,438	81,898	6	5,460	1,820	27.00	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	47,697	52,997	58,297	63,596	68,896	74,196	79,496	6	5,300	1,820	26.21	43.68
AU10810	1.50%	1/1/2022	6/30/2022	48,413	53,792	59,171	64,550	69,930	75,309	80,688	6	5,379	1,820	26.60	44.33
AU10810	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,438	81,898	6	5,460	1,820	27.00	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	35,691	39,656	43,622	47,588	51,553	55,519	59,485	6	3,966	1,820	19.61	32.68
AU10820	1.50%	1/1/2022	6/30/2022	36,226	40,251	44,276	48,301	52,327	56,352	60,377	6	4,025	1,820	19.90	33.17
AU10820	1.50%	7/1/2022	12/31/2022	36,769	40,855	44,940	49,026	53,111	57,197	61,282	6	4,085	1,820	20.20	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	70,193	77,992	85,791	93,590	101,390	109,189	116,988	6	7,799	1,820	38.57	64.28
AU10830	1.50%	1/1/2022	6/30/2022	71,246	79,162	87,078	94,994	102,910	110,827	118,743	6	7,916	1,820	39.15	65.24
AU10830	1.50%	7/1/2022	12/31/2022	72,314	80,349	88,384	96,419	104,454	112,489	120,524	6	8,035	1,820	39.73	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	49,866	55,407	60,947	66,488	72,029	77,569	83,110	6	5,541	2,080	23.97	39.96
AU10840	1.50%	1/1/2022	6/30/2022	50,614	56,238	61,862	67,485	73,109	78,733	84,357	6	5,624	2,080	24.33	40.56
AU10840	1.50%	7/1/2022	12/31/2022	51,373	57,081	62,790	68,498	74,206	79,914	85,622	6	5,708	2,080	24.70	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	46,485	51,651	56,816	61,981	67,146	72,311	77,476	6	5,165	1,820	25.54	42.57
AU10850	1.50%	1/1/2022	6/30/2022	47,183	52,425	57,668	62,910	68,153	73,395	78,638	6	5,243	1,820	25.92	43.21
AU10850	1.50%	7/1/2022	12/31/2022	47,890	53,212	58,533	63,854	69,175	74,496	79,817	6	5,321	1,820	26.31	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	34,717	38,574	42,432	46,289	50,147	54,004	57,862	6	3,857	2,080	16.69	27.82
AU10860	1.50%	1/1/2022	6/30/2022	35,238	39,153	43,068	46,984	50,899	54,814	58,729	6	3,915	2,080	16.94	28.24
AU10860	1.50%	7/1/2022	12/31/2022	35,766	39,740	43,714	47,688	51,662	55,636	59,610	6	3,974	2,080	17.20	28.66

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TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Mechanic															
AU10870	0.00%	1/1/2018	12/31/2018	19,008	28,762	38,515	48,269	58,023	67,776	77,530	6	9,754	2,080	9.14	37.27
AU10870	1.00%	1/1/2019	12/31/2019	19,198	29,049	38,900	48,752	58,603	68,454	78,305	6	9,851	2,080	9.23	37.65
AU10870	1.50%	1/1/2020	6/30/2020	19,486	29,485	39,484	49,483	59,482	69,481	79,480	6	9,999	2,080	9.37	38.21
AU10870	1.50%	7/1/2020	12/31/2020	19,778	29,927	40,076	50,225	60,374	70,523	80,672	6	10,149	2,080	9.51	38.78
AU10870	1.50%	1/1/2021	6/30/2021	20,075	30,376	40,677	50,979	61,280	71,581	81,882	6	10,301	2,080	9.65	39.37
AU10870	1.50%	7/1/2021	12/31/2021	49,866	55,407	60,947	66,488	72,029	77,569	83,110	6	5,541	2,080	23.97	39.96
AU10870	1.50%	1/1/2022	6/30/2022	50,614	56,238	61,862	67,485	73,109	78,733	84,357	6	5,624	2,080	24.33	40.56
AU10870	1.50%	7/1/2022	12/31/2022	51,373	57,081	62,790	68,498	74,206	79,914	85,622	6	5,708	2,080	24.70	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	44,893	49,881	54,869	59,857	64,846	69,834	74,822	6	4,988	1,820	24.67	41.11
AU10880	1.50%	1/1/2022	6/30/2022	45,567	50,629	55,692	60,755	65,818	70,881	75,944	6	5,063	1,820	25.04	41.73
AU10880	1.50%	7/1/2022	12/31/2022	46,250	51,389	56,528	61,667	66,806	71,944	77,083	6	5,139	1,820	25.41	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	46,802	52,002	57,203	62,403	67,603	72,803	78,003	6	5,200	1,820	25.72	42.86
AU10900	1.50%	1/1/2022	6/30/2022	47,504	52,782	58,061	63,339	68,617	73,895	79,173	6	5,278	1,820	26.10	43.50
AU10900	1.50%	7/1/2022	12/31/2022	48,217	53,574	58,931	64,289	69,646	75,004	80,361	6	5,357	1,820	26.49	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	43,978	48,865	53,751	58,638	63,524	68,411	73,297	6	4,886	2,080	21.14	35.24
AU10910	1.50%	1/1/2022	6/30/2022	44,638	49,598	54,557	59,517	64,477	69,437	74,397	6	4,960	2,080	21.46	35.77
AU10910	1.50%	7/1/2022	12/31/2022	45,308	50,342	55,376	60,410	65,444	70,478	75,513	6	5,034	2,080	21.78	36.30

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME																
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Public Works Repairer/Parking Meter Collec															
AU10920	0.00%	1/1/2018	12/31/2018	19,008	27,588	36,168	44,748	53,328	61,907	70,487	6	8,580	2,080	9.14	33.89
AU10920	1.00%	1/1/2019	12/31/2019	19,198	27,864	36,530	45,195	53,861	62,527	71,192	6	8,666	2,080	9.23	34.23
AU10920	1.50%	1/1/2020	6/30/2020	19,486	28,282	37,077	45,873	54,669	63,464	72,260	6	8,796	2,080	9.37	34.74
AU10920	1.50%	7/1/2020	12/31/2020	19,778	28,706	37,634	46,561	55,489	64,416	73,344	6	8,928	2,080	9.51	35.26
AU10920	1.50%	1/1/2021	6/30/2021	20,075	29,137	38,198	47,260	56,321	65,383	74,444	6	9,062	2,080	9.65	35.79
AU10920	1.50%	7/1/2021	12/31/2021	45,336	50,374	55,411	60,449	65,486	70,523	75,561	6	5,037	2,080	21.80	36.33
AU10920	1.50%	1/1/2022	6/30/2022	46,017	51,129	56,242	61,355	66,468	71,581	76,694	6	5,113	2,080	22.12	36.87
AU10920	1.50%	7/1/2022	12/31/2022	46,707	51,896	57,086	62,276	67,465	72,655	77,845	6	5,190	2,080	22.46	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	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10930	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10930	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	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	39,365	43,739	48,113	52,487	56,861	61,235	65,609	6	4,374	2,080	18.93	31.54
AU10940	1.50%	1/1/2022	6/30/2022	39,956	44,395	48,835	53,274	57,714	62,153	66,593	6	4,440	2,080	19.21	32.02
AU10940	1.50%	7/1/2022	12/31/2022	40,555	45,061	49,567	54,073	58,580	63,086	67,592	6	4,506	2,080	19.50	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	50,913	56,570	62,227	67,884	73,541	79,199	84,856	6	5,657	1,820	27.97	46.62
AU10950	1.50%	1/1/2022	6/30/2022	51,677	57,419	63,161	68,903	74,645	80,386	86,128	6	5,742	1,820	28.39	47.32
AU10950	1.50%	7/1/2022	12/31/2022	52,452	58,280	64,108	69,936	75,764	81,592	87,420	6	5,828	1,820	28.82	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	52,157	57,952	63,747	69,543	75,338	81,133	86,928	6	5,795	1,820	28.66	47.76
AU10960	1.50%	1/1/2022	6/30/2022	52,939	58,822	64,704	70,586	76,468	82,350	88,232	6	5,882	1,820	29.09	48.48
AU10960	1.50%	7/1/2022	12/31/2022	53,733	59,704	65,674	71,645	77,615	83,585	89,556	6	5,970	1,820	29.52	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	42,282	46,980	51,678	56,375	61,073	65,771	70,469	6	4,698	2,080	20.33	33.88
AU10970	1.50%	1/1/2022	6/30/2022	42,916	47,684	52,453	57,221	61,990	66,758	71,526	6	4,768	2,080	20.63	34.39
AU10970	1.50%	7/1/2022	12/31/2022	43,560	48,400	53,239	58,079	62,919	67,759	72,599	6	4,840	2,080	20.94	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	47,715	53,017	58,318	63,620	68,922	74,223	79,525	6	5,302	2,080	22.94	38.23
AU10980	1.50%	1/1/2022	6/30/2022	48,431	53,812	59,193	64,574	69,956	75,337	80,718	6	5,381	2,080	23.28	38.81
AU10980	1.50%	7/1/2022	12/31/2022	49,157	54,619	60,081	65,543	71,005	76,467	81,929	6	5,462	2,080	23.63	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	47,439	52,710	57,982	63,253	68,524	73,795	79,066	6	5,271	2,080	22.81	38.01
AU10990	1.50%	1/1/2022	6/30/2022	48,151	53,501	58,851	64,201	69,551	74,902	80,252	6	5,350	2,080	23.15	38.58
AU10990	1.50%	7/1/2022	12/31/2022	48,873	54,304	59,734	65,164	70,595	76,025	81,455	6	5,430	2,080	23.50	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	43,820	48,689	53,558	58,427	63,296	68,164	73,033	6	4,869	1,820	24.08	40.13
AU11010	1.50%	1/1/2022	6/30/2022	44,477	49,419	54,361	59,303	64,245	69,187	74,129	6	4,942	1,820	24.44	40.73
AU11010	1.50%	7/1/2022	12/31/2022	45,144	50,160	55,177	60,193	65,209	70,225	75,241	6	5,016	1,820	24.80	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	38,792	43,102	47,413	51,723	56,033	60,343	64,654	6	4,310	1,820	21.31	35.52
AU11020	1.50%	1/1/2022	6/30/2022	39,374	43,749	48,124	52,499	56,874	61,249	65,623	6	4,375	1,820	21.63	36.06
AU11020	1.50%	7/1/2022	12/31/2022	39,965	44,405	48,846	53,286	57,727	62,167	66,608	6	4,441	1,820	21.96	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	47,028	52,253	57,479	62,704	67,929	73,155	78,380	6	5,225	1,820	25.84	43.07
AU11020	1.50%	1/1/2022	6/30/2022	47,733	53,037	58,341	63,644	68,948	74,252	79,556	6	5,304	1,820	26.23	43.71
AU11020	1.50%	7/1/2022	12/31/2022	48,449	53,833	59,216	64,599	69,982	75,366	80,749	6	5,383	1,820	26.62	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	31,170	37,109	43,048	48,987	54,926	60,865	66,803	6	5,939	2,080	14.99	32.12
AU11030	1.50%	7/1/2022	12/31/2022	36,161	41,435	46,709	51,983	57,257	62,531	67,805	6	5,274	2,080	17.38	32.60
AU11030	0.00%	1/1/2023	12/31/2023	40,683	45,204	49,724	54,244	58,765	63,285	67,805	6	4,520	2,080	19.56	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

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	43,051	47,835	52,618	57,402	62,185	66,968	71,752	6	4,783	1,820	23.65	39.42
AU11040	1.50%	1/1/2022	6/30/2022	43,697	48,552	53,407	58,263	63,118	67,973	72,828	6	4,855	1,820	24.01	40.02
AU11040	1.50%	7/1/2022	12/31/2022	44,352	49,280	54,208	59,136	64,065	68,993	73,921	6	4,928	1,820	24.37	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	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU11050	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU11050	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,569	75,998	81,426	6	5,428	1,820	26.84	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	64,319	71,465	78,612	85,758	92,905	100,051	107,198	6	7,147	1,820	35.34	58.90
MA10010	1.50%	1/1/2022	6/30/2022	65,283	72,537	79,791	87,045	94,298	101,552	108,806	6	7,254	1,820	35.87	59.78
MA10010	1.50%	7/1/2022	12/31/2022	66,263	73,625	80,988	88,350	95,713	103,075	110,438	6	7,363	1,820	36.41	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	59,134	65,704	72,275	78,845	85,416	91,986	98,557	6	6,570	1,820	32.49	54.15
MA10010	1.50%	1/1/2022	6/30/2022	60,021	66,690	73,359	80,028	86,697	93,366	100,035	6	6,669	1,820	32.98	54.96
MA10010	1.50%	7/1/2022	12/31/2022	60,921	67,690	74,459	81,228	87,998	94,767	101,536	6	6,769	1,820	33.47	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	74,654	82,948	91,243	99,538	107,833	116,128	124,423	6	8,295	1,820	41.02	68.36
MA10030	1.50%	1/1/2022	6/30/2022	75,773	84,193	92,612	101,031	109,450	117,870	126,289	6	8,419	1,820	41.63	69.39
MA10030	1.50%	7/1/2022	12/31/2022	76,910	85,455	94,001	102,547	111,092	119,638	128,183	6	8,546	1,820	42.26	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	74,653	82,948	91,243	99,538	107,833	116,128	124,422	6	8,295	1,820	41.02	68.36
MA10040	1.50%	1/1/2022	6/30/2022	75,773	84,193	92,612	101,031	109,450	117,870	126,289	6	8,419	1,820	41.63	69.39
MA10040	1.50%	7/1/2022	12/31/2022	76,910	85,455	94,001	102,546	111,092	119,638	128,183	6	8,546	1,820	42.26	70.43
Business Administrator															
MA10050	0.00%	1/1/2010	12/31/2010	30,000	49,983	69,967	89,950	109,934	129,917	149,898	6	19,983	1,820	16.48	82.36
MA10050	0.00%	1/1/2011	12/31/2011	30,000	49,983	69,966	89,949	109,932	129,915	149,898	6	19,983	1,820	16.48	82.36
MA10050	2.00%	1/1/2012	12/31/2012	30,000	50,483	70,965	91,448	111,931	132,413	152,896	6	20,483	1,820	16.48	84.01
MA10050	2.00%	1/1/2013	12/31/2013	30,000	50,992	71,985	92,977	113,969	134,962	155,954	6	20,992	1,820	16.48	85.69
MA10050	0.00%	1/1/2014	12/31/2014	30,000	50,992	71,985	92,977	113,969	134,962	155,954	6	20,992	1,820	16.48	85.69
MA10050	1.50%	1/1/2015	12/31/2015	30,450	51,757	73,064	94,372	115,679	136,986	158,293	6	21,307	1,820	16.73	86.97
MA10050	2.00%	1/1/2016	12/31/2016	31,059	52,792	74,526	96,259	117,992	139,726	161,459	6	21,733	1,820	17.07	88.71
MA10050	2.00%	1/1/2017	12/31/2017	31,680	53,848	76,016	98,184	120,352	142,520	164,688	6	22,168	1,820	17.41	90.49
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	105,925	117,695	129,464	141,234	153,003	164,773	176,542	6	11,769	1,820	58.20	97.00
MA10050	1.50%	1/1/2022	6/30/2022	107,514	119,460	131,406	143,352	155,298	167,244	179,190	6	11,946	1,820	59.07	98.46
MA10050	1.50%	7/1/2022	12/31/2022	109,127	121,252	133,377	145,502	157,628	169,753	181,878	6	12,125	1,820	59.96	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	107,500	119,444	131,389	143,333	155,277	167,222	179,166	6	11,944	1,820	59.07	98.44
MA10065	1.50%	1/1/2022	6/30/2022	109,112	121,236	133,359	145,483	157,607	169,730	181,854	6	12,124	1,820	59.95	99.92
MA10065	1.50%	7/1/2022	12/31/2022	110,749	123,054	135,360	147,665	159,971	172,276	184,582	6	12,305	1,820	60.85	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	111,873	124,303	136,733	149,163	161,594	174,024	186,454	6	12,430	1,820	61.47	102.45
MA10070	1.50%	1/1/2022	6/30/2022	113,551	126,167	138,784	151,401	164,018	176,634	189,251	6	12,617	1,820	62.39	103.98
MA10070	1.50%	7/1/2022	12/31/2022	115,254	128,060	140,866	153,672	166,478	179,284	192,090	6	12,806	1,820	63.33	105.54
Chief Financial Officer - West Orange and Dover															
MA10070	1.50%	1/1/2021	6/30/2021	117,478	135,182	152,885	170,589	188,292	205,996	223,699	6	17,703	1,820	64.55	122.91
MA10070	1.50%	7/1/2021	12/31/2021	136,233	151,370	166,507	181,644	196,781	211,918	227,054	6	15,137	1,820	74.85	124.76
MA10070	1.50%	1/1/2022	6/30/2022	138,276	153,640	169,004	184,368	199,732	215,096	230,460	6	15,364	1,820	75.98	126.63
MA10070	1.50%	7/1/2022	12/31/2022	140,350	155,945	171,539	187,134	202,728	218,323	233,917	6	15,594	1,820	77.12	128.53
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	67,561	75,067	82,574	90,081	97,588	105,094	112,601	6	7,507	1,820	37.12	61.87
MA10090	1.50%	1/1/2022	6/30/2022	68,574	76,193	83,813	91,432	99,051	106,671	114,290	6	7,619	1,820	37.68	62.80
MA10090	1.50%	7/1/2022	12/31/2022	69,603	77,336	85,070	92,804	100,537	108,271	116,004	6	7,734	1,820	38.24	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	70,455	78,283	86,112	93,940	101,768	109,597	117,425	6	7,828	1,820	38.71	64.52
MA10095	1.50%	1/1/2022	6/30/2022	71,512	79,458	87,403	95,349	103,295	111,241	119,186	6	7,946	1,820	39.29	65.49
MA10095	1.50%	7/1/2022	12/31/2022	72,584	80,649	88,714	96,779	104,844	112,909	120,974	6	8,065	1,820	39.88	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	72,711	80,790	88,869	96,948	105,027	113,106	121,185	6	8,079	1,820	39.95	66.59
MA10100	1.50%	1/1/2022	6/30/2022	73,802	82,002	90,202	98,403	106,603	114,803	123,003	6	8,200	1,820	40.55	67.58
MA10100	1.50%	7/1/2022	12/31/2022	74,909	83,232	91,555	99,879	108,202	116,525	124,848	6	8,323	1,820	41.16	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	60,482	67,202	73,922	80,642	87,363	94,083	100,803	6	6,720	1,820	33.23	55.39
MA10110	1.50%	1/1/2022	6/30/2022	61,389	68,210	75,031	81,852	88,673	95,494	102,315	6	6,821	1,820	33.73	56.22
MA10110	1.50%	7/1/2022	12/31/2022	62,310	69,233	76,156	83,080	90,003	96,926	103,850	6	6,923	1,820	34.24	57.06
Deputy Municipal Department Head/Information Technol															
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	72,315	80,350	88,385	96,420	104,455	112,490	120,525	6	8,035	1,820	39.73	66.22
MA10120	1.50%	1/1/2022	6/30/2022	73,400	81,555	89,711	97,866	106,022	114,178	122,333	6	8,156	1,820	40.33	67.22
MA10120	1.50%	7/1/2022	12/31/2022	74,501	82,779	91,057	99,334	107,612	115,890	124,168	6	8,278	1,820	40.93	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	79,440	88,267	97,093	105,920	114,747	123,573	132,400	6	8,827	1,820	43.65	72.75
MA10130	1.50%	1/1/2022	6/30/2022	80,632	89,591	98,550	107,509	116,468	125,427	134,386	6	8,959	1,820	44.30	73.84
MA10130	1.50%	7/1/2022	12/31/2022	81,841	90,935	100,028	109,121	118,215	127,308	136,402	6	9,093	1,820	44.97	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	101,414	112,682	123,950	135,219	146,487	157,755	169,023	6	11,268	1,820	55.72	92.87
MA10140	1.50%	1/1/2022	6/30/2022	102,935	114,372	125,810	137,247	148,684	160,121	171,559	6	11,437	1,820	56.56	94.26
MA10140	1.50%	7/1/2022	12/31/2022	104,479	116,088	127,697	139,306	150,914	162,523	174,132	6	11,609	1,820	57.41	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	81,519	90,577	99,635	108,692	117,750	126,808	135,866	6	9,058	1,820	44.79	74.65
MA10150	1.50%	1/1/2022	6/30/2022	82,742	91,936	101,129	110,323	119,516	128,710	137,904	6	9,194	1,820	45.46	75.77
MA10150	1.50%	7/1/2022	12/31/2022	83,983	93,315	102,646	111,978	121,309	130,641	139,972	6	9,331	1,820	46.14	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	102,442	113,825	125,207	136,590	147,972	159,354	170,737	6	11,382	1,820	56.29	93.81
MA10190	1.50%	1/1/2022	6/30/2022	103,979	115,532	127,085	138,638	150,192	161,745	173,298	6	11,553	1,820	57.13	95.22
MA10190	1.50%	7/1/2022	12/31/2022	105,538	117,265	128,991	140,718	152,444	164,171	175,897	6	11,726	1,820	57.99	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	77,731	86,368	95,005	103,642	112,279	120,915	129,552	6	8,637	1,820	42.71	71.18
MA10200	1.50%	1/1/2022	6/30/2022	78,897	87,664	96,430	105,196	113,963	122,729	131,496	6	8,766	1,820	43.35	72.25
MA10200	1.50%	7/1/2022	12/31/2022	80,081	88,979	97,877	106,774	115,672	124,570	133,468	6	8,898	1,820	44.00	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	81,026	90,028	99,031	108,034	117,037	126,040	135,043	6	9,003	1,820	44.52	74.20
MA10210	1.50%	1/1/2022	6/30/2022	82,241	91,379	100,517	109,655	118,792	127,930	137,068	6	9,138	1,820	45.19	75.31
MA10210	1.50%	7/1/2022	12/31/2022	83,475	92,749	102,024	111,299	120,574	129,849	139,124	6	9,275	1,820	45.87	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	87,493	97,214	106,936	116,657	126,379	136,100	145,821	6	9,721	1,820	48.07	80.12
MA10215	1.50%	1/1/2022	6/30/2022	88,805	98,673	108,540	118,407	128,274	138,142	148,009	6	9,867	1,820	48.79	81.32
MA10215	1.50%	7/1/2022	12/31/2022	90,137	100,153	110,168	120,183	130,198	140,214	150,229	6	10,015	1,820	49.53	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	85,687	95,208	104,728	114,249	123,770	133,291	142,811	6	9,521	1,820	47.08	78.47
MA10230	1.50%	1/1/2022	6/30/2022	86,972	96,636	106,299	115,963	125,626	135,290	144,954	6	9,664	1,820	47.79	79.64
MA10230	1.50%	7/1/2022	12/31/2022	88,277	98,085	107,894	117,702	127,511	137,319	147,128	6	9,809	1,820	48.50	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	70,008	77,786	85,565	93,343	101,122	108,901	116,679	6	7,779	1,820	38.47	64.11
MA10240	1.50%	1/1/2022	6/30/2022	71,058	78,953	86,848	94,744	102,639	110,534	118,430	6	7,895	1,820	39.04	65.07
MA10240	1.50%	7/1/2022	12/31/2022	72,124	80,137	88,151	96,165	104,179	112,192	120,206	6	8,014	1,820	39.63	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	101,414	112,682	123,950	135,219	146,487	157,755	169,023	6	11,268	1,820	55.72	92.87
MA10250	1.50%	1/1/2022	6/30/2022	102,935	114,372	125,810	137,247	148,684	160,121	171,559	6	11,437	1,820	56.56	94.26
MA10250	1.50%	7/1/2022	12/31/2022	104,479	116,088	127,697	139,306	150,914	162,523	174,132	6	11,609	1,820	57.41	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	103,054	114,505	125,955	137,406	148,856	160,307	171,757	6	11,450	1,820	56.62	94.37
MA10260	1.50%	1/1/2022	6/30/2022	104,600	116,223	127,845	139,467	151,089	162,712	174,334	6	11,622	1,820	57.47	95.79
MA10260	1.50%	7/1/2022	12/31/2022	106,169	117,966	129,762	141,559	153,356	165,152	176,949	6	11,797	1,820	58.33	97.22
Municipal Department Head															
MA10270	0.00%	1/1/2018	12/31/2018	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10270	1.00%	1/1/2019	12/31/2019	38,396	52,788	67,179	81,571	95,962	110,354	124,745	6	14,391	1,820	21.10	68.54
MA10270	1.50%	1/1/2020	6/30/2020	38,972	53,580	68,187	82,794	97,402	112,009	126,616	6	14,607	1,820	21.41	69.57
MA10270	1.50%	7/1/2020	12/31/2020	39,557	54,383	69,210	84,036	98,863	113,689	128,516	6	14,826	1,820	21.73	70.61
MA10270	1.50%	1/1/2021	6/30/2021	40,150	55,199	70,248	85,297	100,346	115,395	130,443	6	15,049	1,820	22.06	71.67
MA10270	1.50%	7/1/2021	12/31/2021	79,440	88,267	97,093	105,920	114,747	123,573	132,400	6	8,827	1,820	43.65	72.75
MA10270	1.50%	1/1/2022	6/30/2022	80,632	89,591	98,550	107,509	116,468	125,427	134,386	6	8,959	1,820	44.30	73.84
MA10270	1.50%	7/1/2022	12/31/2022	81,841	90,935	100,028	109,121	118,215	127,308	136,402	6	9,093	1,820	44.97	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
Municipal Department Head/Information Technology/Recycling Coordinator/Clean Community Coordinator															
MA10270	0.00%	1/1/2010	12/31/2010	36,000	48,736	61,474	74,210	86,947	99,684	112,418	6	12,736	1,820	19.78	61.77
MA10270	0.00%	1/1/2011	12/31/2011	36,000	48,736	61,473	74,209	86,945	99,682	112,418	6	12,736	1,820	19.78	61.77
MA10270	2.00%	1/1/2012	12/31/2012	36,000	49,111	62,222	75,333	88,444	101,555	114,666	6	13,111	1,820	19.78	63.00
MA10270	2.00%	1/1/2013	12/31/2013	36,000	49,493	62,987	76,480	89,973	103,466	116,960	6	13,493	1,820	19.78	64.26
MA10270	0.00%	1/1/2014	12/31/2014	36,000	49,493	62,987	76,480	89,973	103,466	116,960	6	13,493	1,820	19.78	64.26
MA10270	1.50%	1/1/2015	12/31/2015	36,540	50,236	63,931	77,627	91,323	105,018	118,714	6	13,696	1,820	20.08	65.23
MA10270	2.00%	1/1/2016	12/31/2016	37,271	51,240	65,210	79,180	93,149	107,119	121,088	6	13,970	1,820	20.48	66.53
MA10270	2.00%	1/1/2017	12/31/2017	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10275	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
MA10275	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
MA10275	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
MA10275	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
MA10275	1.50%	1/1/2021	6/30/2021	47,255	62,322	77,388	92,455	107,522	122,588	137,655	6	15,067	1,820	25.96	75.63
MA10275	1.50%	7/1/2021	12/31/2021	47,964	63,257	78,549	93,842	109,135	124,427	139,720	6	15,293	1,820	26.35	76.77
MA10275	1.50%	1/1/2022	6/30/2022	48,684	64,206	79,728	95,250	110,772	126,294	141,816	6	15,522	1,820	26.75	77.92
MA10275	1.50%	7/1/2022	12/31/2022	49,414	65,169	80,923	96,678	112,433	128,188	143,943	6	15,755	1,820	27.15	79.09
MA10275	0.00%	1/1/2023	12/31/2023	86,366	95,962	105,558	115,154	124,750	134,347	143,943	6	9,596	1,820	47.45	79.09
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	54,261	60,290	66,318	72,347	78,376	84,405	90,434	6	6,029	1,820	29.81	49.69
MA10280	1.50%	1/1/2022	6/30/2022	55,074	61,194	67,313	73,433	79,552	85,671	91,791	6	6,119	1,820	30.26	50.43
MA10280	1.50%	7/1/2022	12/31/2022	55,901	62,112	68,323	74,534	80,745	86,956	93,168	6	6,211	1,820	30.71	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															

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
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	92,272	102,525	112,777	123,029	133,282	143,534	153,787	6	10,252	1,820	50.70	84.50
MA10300	1.50%	1/1/2022	6/30/2022	93,656	104,062	114,469	124,875	135,281	145,687	156,094	6	10,406	1,820	51.46	85.77
MA10300	1.50%	7/1/2022	12/31/2022	95,061	105,623	116,186	126,748	137,310	147,873	158,435	6	10,562	1,820	52.23	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	54,261	60,290	66,318	72,347	78,376	84,405	90,434	6	6,029	1,820	29.81	49.69
MA10310	1.50%	1/1/2022	6/30/2022	55,074	61,194	67,313	73,433	79,552	85,671	91,791	6	6,119	1,820	30.26	50.43
MA10310	1.50%	7/1/2022	12/31/2022	55,901	62,112	68,323	74,534	80,745	86,956	93,168	6	6,211	1,820	30.71	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
MA10320	0.00%	1/1/2023	12/31/2023	65,950	73,278	80,605	87,933	95,261	102,589	109,917	6	7,328	1,820	36.24	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	62,344	69,271	76,198	83,125	90,053	96,980	103,907	6	6,927	1,820	34.25	57.09
MA10330	1.50%	1/1/2022	6/30/2022	63,279	70,310	77,341	84,372	91,403	98,434	105,465	6	7,031	1,820	34.77	57.95
MA10330	1.50%	7/1/2022	12/31/2022	64,228	71,365	78,501	85,638	92,774	99,911	107,047	6	7,136	1,820	35.29	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	69,915	77,683	85,452	93,220	100,988	108,757	116,525	6	7,768	1,820	38.41	64.02
MA10340	1.50%	1/1/2022	6/30/2022	70,964	78,849	86,734	94,618	102,503	110,388	118,273	6	7,885	1,820	38.99	64.99
MA10340	1.50%	7/1/2022	12/31/2022	72,028	80,031	88,035	96,038	104,041	112,044	120,047	6	8,003	1,820	39.58	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	82,011	91,124	100,236	109,348	118,461	127,573	136,685	6	9,112	1,820	45.06	75.10
MA10350	1.50%	1/1/2022	6/30/2022	83,241	92,490	101,739	110,989	120,238	129,487	138,736	6	9,249	1,820	45.74	76.23
MA10350	1.50%	7/1/2022	12/31/2022	84,490	93,878	103,266	112,653	122,041	131,429	140,817	6	9,388	1,820	46.42	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	72,103	81,936	91,768	101,600	111,433	121,265	131,097	6	9,832	1,820	39.62	72.03
MA10360	1.50%	7/1/2021	12/31/2021	73,185	83,165	93,144	103,124	113,104	123,084	133,064	6	9,980	1,820	40.21	73.11
MA10360	1.50%	1/1/2022	6/30/2022	75,000	83,333	91,667	100,000	108,333	116,667	125,000	6	8,333	1,820	41.21	68.68
MA10360	1.50%	7/1/2022	12/31/2022	76,125	84,583	93,042	101,500	109,958	118,417	126,875	6	8,458	1,820	41.83	69.71
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
MA10365	0.00%	1/1/2023	12/31/2023	58,173	64,637	71,101	77,564	84,028	90,492	96,956	6	6,464	1,820	31.96	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	63,436	70,485	77,533	84,582	91,630	98,679	105,727	6	7,048	1,820	34.86	58.09
MA10400	1.50%	1/1/2022	6/30/2022	64,388	71,542	78,696	85,850	93,005	100,159	107,313	6	7,154	1,820	35.38	58.96
MA10400	1.50%	7/1/2022	12/31/2022	65,354	72,615	79,877	87,138	94,400	101,661	108,923	6	7,262	1,820	35.91	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.															
Police Captain Stipend applies to Police Chief and Police Deputy Chief's															
*** 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	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10005	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10005	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	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	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10010	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10010	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	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	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10020	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10020	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	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	54,271	60,301	66,331	72,361	78,391	84,421	90,451	6	6,030	2,040	26.60	44.34
TS10030	1.50%	1/1/2022	6/30/2022	55,085	61,205	67,326	73,446	79,567	85,688	91,808	6	6,121	2,040	27.00	45.00
TS10030	1.50%	7/1/2022	12/31/2022	55,911	62,123	68,336	74,548	80,761	86,973	93,185	6	6,212	2,040	27.41	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	51,564	57,293	63,023	68,752	74,481	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10040	1.50%	1/1/2022	6/30/2022	52,337	58,153	63,968	69,783	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10040	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	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	56,790	63,100	69,410	75,720	82,030	88,340	94,650	6	6,310	2,040	27.84	46.40
TS10050	1.50%	1/1/2022	6/30/2022	57,642	64,047	70,451	76,856	83,260	89,665	96,070	6	6,405	2,040	28.26	47.09
TS10050	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,508	78,009	84,509	91,010	97,511	6	6,501	2,040	28.68	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	56,790	63,100	69,410	75,720	82,030	88,340	94,650	6	6,310	2,040	27.84	46.40
TS10060	1.50%	1/1/2022	6/30/2022	57,642	64,046	70,451	76,856	83,260	89,665	96,070	6	6,405	2,040	28.26	47.09
TS10060	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,508	78,009	84,509	91,010	97,511	6	6,501	2,040	28.68	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	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10070	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10070	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	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	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10080	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10080	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	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	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10090	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10090	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	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	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.00%	1/1/2019	12/31/2019	21,331	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2020	6/30/2020	31,972	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2020	12/31/2020	32,452	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2021	6/30/2021	32,939	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2021	12/31/2021	33,433	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2022	6/30/2022	33,934	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2022	12/31/2022	34,443	######	######	######	######	######	######	######	#VALUE!	######	#VALUE!	2,080	#VALUE!	#VALUE!
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	)n of the	1/1/2019	12/31/2019	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2020	12/31/2020	11.50						21.00	n/a	-	n/a	11.50	21.00

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

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

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

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

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

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

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5			MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Fire Deputy Chief																	
FS10010	0.00%	1/1/2018	12/31/2018	115,807								130,408	1	14,601	2,184	53.03	59.71
FS10010	0.00%	1/1/2019	12/31/2019	115,807								130,408	1	14,601	2,184	53.03	59.71
FS10010	1.50%	1/1/2020	6/30/2020	117,545								132,365	1	14,820	2,184	53.82	60.61
FS10010	1.50%	7/1/2020	12/31/2020	119,308								134,350	1	15,042	2,184	54.63	61.52
FS10010	1.50%	1/1/2021	6/30/2021	121,097								136,365	1	15,268	2,184	55.45	62.44
FS10010	1.50%	7/1/2021	12/31/2021	122,914								138,411	1	15,497	2,184	56.28	63.37
FS10010	3.00%	1/1/2022	12/31/2022	126,601								142,563	1	15,962	2,184	57.97	65.28
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	3.00%	1/1/2022	12/31/2022	131,101								147,063	1	15,962	2,184	60.03	67.34
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								143,865	1	14,820	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	132,847								148,115	1	15,268	2,184	60.83	67.82
FS10023E	1.50%	7/1/2021	12/31/2021	134,664								150,161	1	15,497	2,184	61.66	68.75
FS10023E	3.00%	1/1/2022	12/31/2022	138,620								154,581	1	15,961	2,184	63.47	70.78

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	3.00%	1/1/2022	12/31/2022	135,601								151,563	1	15,962	2,184	62.09	69.40
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	3.00%	1/1/2022	12/31/2022	107,887								117,824	1	9,937	2,184	49.40	53.95
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	3.00%	1/1/2022	12/31/2022	112,387								122,324	1	9,937	2,184	51.46	56.01
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	3.00%	1/1/2022	12/31/2022	119,887								129,823	1	9,935	2,184	54.89	59.44
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	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	49,797	54,907	60,017	65,127	70,237	75,347	95,303	6	5,110	2,184	22.80	43.64
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	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.																	

2659-21

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-19, THROUGH STREETS AND SUBSECTION 7-21.2, MULTI-WAY STOPS NEAR SCHOOLS, PLAYGROUNDS AND YOUTH RECREATIONAL FACILITIES OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, that the intersection of Rollinson Street and Riggs Place and Rollinson Street and Glen Road be designated as a Multi-Way Stop pursuant to N.J.S.A. 39:4-8(d) under the Municipal Engineer's Certification and License Number GE026706 and that the limits of Rollinson Street being designated a Through Street be amended to reflect the Multi-Way Stop as follows:

Section 1. The Township Council of The Township of West Orange finds it in the interest of public safety to designate the intersections of Rollinson Street and Riggs Place and Rollinson Street and Glen Road as a Multi-Way Stop pursuant to N.J.S.A. 39:4-8(d).

Section 2. The Municipal Engineer of the Township of West Orange has submitted and certified all the legislative requirements pursuant to N.J.S.A. 39:4-8(d) and specifically that both Rollinson Street and Riggs Place and Rollinson Street and Glen Road are under municipal jurisdiction; that their intersections are within 500 feet of a school, or of a playground or youth recreational facility; and that the intersections are on a street contiguous to a school, or playground or youth recreational facility.

Section 3. Subsection 7-21.2, Multi-Way Stops Near Schools, Playgrounds or Youth Recreational Facilities, of the Revised General Ordinances of the Township of West Orange is hereby amended and supplemented as follows pursuant to the provisions of N.J.S.A. 39:4-8(d) (*italic type denotes deletion,* **bold type denotes addition):**

Intersection	Stop Signs On

Rollinson Street and Riggs Place	**All intersecting streets**
Rollinson Street and Glen Road	**All intersecting streets**

Section 4. Subsection 7-19, Through Streets, of the Revised General Ordinances of the Township of West Orange is hereby amended and supplemented as follows *(italic type denotes deletion,* **bold type denotes addition):**

Name of Street	Limits
Rollinson Street	*Northfield Avenue and Mitchell Street*
Rollinson Street	**a. Northfield Avenue and Riggs Place**
	b. Riggs Place and Glen Road
	c. Glen Road and Mitchell Street

Section 5. If any provisions of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

Section 6. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 7. Unless another penalty is expressly provided by New Jersey Statute, every person convicted of a violation of any provision of this Ordinance or any supplement thereto shall be liable to the penalty of not more than fifty dollars ($50.00) or imprisonment for a term not to exceed fifteen (15) days or both.

Section 8. This Ordinance shall take effect upon final passage and publication in accordance with law.

ROBERT D. PARISI, MAYOR

CINDY MATUTE BROWN
COUNCIL PRESIDENT

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

INTRODUCED: September 14, 2021

ADOPTED: September 28, 2021

LEGISLATIVE HISTORY

This Ordinance, which amends the Traffic Regulations of the Township, designates the intersection of Rollinson Street and Riggs Place and Rollinson Street and Glen Road as a Multi-Way Stop Intersections with stop signs on all intersecting streets. This designation is made pursuant to N.J.S.A. 39:4-8(d) which allows municipalities to designate any intersection as a stop intersection, including multi-way stops, provided both streets are under municipal jurisdiction; that the intersection is located within 500 feet of a school, or of a playground or youth recreational facility; and that the intersection is on a street that is contiguous to a school, or playground or youth recreational facility. The Municipal Engineer certified that the intersections of Rollinson Street and Riggs Place and Rollinson Street and Glen Road meets all three criteria.

TOWNSHIP OF WEST ORANGE
BOND ORDINANCE NUMBER 2660-21

BOND ORDINANCE PROVIDING FOR THE ACQUISITION OF REAL PROPERTY COMMONLY KNOWN AS BLOCK 174, LOT 1 FROM THE CRESTMONT COUNTRY CLUB, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $4,700,000 FROM THE OPEN SPACE TRUST FUND THEREFOR AND AUTHORIZING THE ISSUANCE OF $4,476,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF 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 improvement or purpose described in Section 3 of this bond ordinance is hereby authorized as a general improvement or purpose 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, there is hereby appropriated the amount of $4,700,000 from the Township's Municipal Open Space and Recreation Trust Fund (the "Open Space Trust Fund"), including $224,000 as the amount of down payment for said improvements or purposes as required by the Local Bond Law, N.J.S.A. § 40A:2-1 et seq., as amended and supplemented (the "Local Bond Law"), which is now available by virtue of moneys available in the Open Space Trust Fund.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $4,700,000 appropriation not provided for

by application hereunder of said down payment, negotiable bonds of the Township are hereby authorized to be issued in the principal amount of $4,476,000 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 improvement or purpose, negotiable notes of the Township in the principal amount not exceeding $4,476,000 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, the Local Bond Law.

SECTION 3. (a) The improvement hereby authorized and purpose for the financing of which said bonds or notes are to be issued is for the acquisition of, and payment of the purchase price for, real property from the Crestmont Country Club consisting of approximately 94.55 acres (the "Property"), such real property being designated as Block 174, Lot 1 on the Official Tax Map of the Township of West Orange, including any structures, buildings, improvements, personal property, fixtures, easements, rights–of-way or other property rights currently located thereon.

(b) The estimated maximum amount of bonds or notes to be issued for said improvement or purpose is $4,476,000.

(c) The estimated cost of said improvements or purposes is $4,700,000, the excess amount thereof over the said estimated maximum amount of bonds or notes to be issued therefor, being the amount of $224,000, which is equal to the amount of the down payment available for said improvements or purposes from the Open Space Trust Fund.

SECTION 4. The Township is expected to receive a grant in the amount of $750,000 from the County of Essex Open Space Commission (the "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, including the Grant, 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, including the Grant, 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. 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.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvement or purpose described in Section 3 of this bond ordinance is not a current expense and is an improvement which the Township may lawfully undertake as a general improvement, 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 improvement or purpose 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 forty (40) 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, Department of Community Affairs, State of New Jersey, and such statement shows that there shall be deducted from the gross debt of the Township, the $4,476,000 amount of bonds or notes authorized herein to the extent the debt service on said bonds or notes is paid solely by the Township's Open Space Trust Fund, as prescribed by said Local Bond Law under N.J.S.A. 40A:2-44(h), and if not so paid, the gross debt of the Township shall be increased by the $4,476,000 authorization of bonds or notes provided for in this bond ordinance and the said obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An aggregate amount not exceeding $200,000 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.

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 Property and to negotiate an agreement of purchase and sale for the purchase of the Property. 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 of purchase and sale and any and all documents, instruments, certificates and agreements necessary to acquire and purchase said Property.

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: September 14, 2021

_____
KAREN J. CARNEVALE, Clerk
Township of West Orange

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

ADOPTED ON SECOND READING
DATED: September 28, 2021

_____
KAREN J. CARNEVALE, Clerk
Township of West Orange

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

APPROVAL BY THE MAYOR ON THIS _____ DAY OF SEPTEMBER, 2021.

_____
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 2660-21 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 September 14, 2021. It will be further considered for final passage, after public hearing thereon, at a meeting of the Township Council to be held at the Township Municipal Building, 66 Main Street, West Orange, New Jersey, on September 28, 2021 at 7:00 p.m. During the week prior to and up to and including the date of such meeting copies of the full ordinance will be available at no cost and during regular business hours, at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

Title:	BOND ORDINANCE PROVIDING FOR THE ACQUISITION OF REAL PROPERTY COMMONLY KNOWN AS BLOCK 174, LOT 1 FROM THE CRESTMONT COUNTRY CLUB, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $4,700,000 FROM THE OPEN SPACE TRUST FUND THEREFOR AND AUTHORIZING THE ISSUANCE OF $4,476,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	This bond ordinance provides for the acquisition of, and payment of the purchase price for, real property from the Crestmont Country Club consisting of approximately 94.55 acres, such real property being designated as Block 174, Lot 1 on the Official Tax Map of the Township of West Orange, including any structures, buildings, improvements, personal property, fixtures, easements, rights–of-way or other property rights currently located thereon.
Appropriation:	$4,700,000
Bonds/Notes Authorized:	$4,476,000
Grants Appropriated:	$750,000 from the County of Essex Open Space Commission
Down Payment:	$224,000
Section 20 Costs:	$200,000
Useful Life:	40 years

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

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

PUBLIC NOTICE
NOTICE OF BOND ORDINANCE 2660-21 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 September 28, 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 REAL PROPERTY COMMONLY KNOWN AS BLOCK 174, LOT 1 FROM THE CRESTMONT COUNTRY CLUB, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $4,700,000 FROM THE OPEN SPACE TRUST FUND THEREFOR AND AUTHORIZING THE ISSUANCE OF $4,476,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF
Purpose(s):	This bond ordinance provides for the acquisition of, and payment of the purchase price for, real property from the Crestmont Country Club consisting of approximately 94.55 acres, such real property being designated as Block 174, Lot 1 on the Official Tax Map of the Township of West Orange, including any structures, buildings, improvements, personal property, fixtures, easements, rights–of-way or other property rights currently located thereon.
Appropriation:	$4,700,000
Bonds/Notes Authorized:	$4,476,000
Grants Appropriated:	$750,000 from the County of Essex Open Space Commission
Down Payment:	$224,000
Section 20 Costs:	$200,000
Useful Life:	40 years

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

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

CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE

I, the undersigned Clerk of the Township of West Orange (the "Township"), in the County of Essex (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 September 14, 2021 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, in said County, 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 September 28, 2021 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, in said County, and that the following was the roll call:

Present:

Absent:

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

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

(SEAL)

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

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

CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that as such I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

1. Attached hereto is the bond ordinance introduced on September 14, 2021 and finally adopted on September 28, 2021.

2. After introduction, the bond ordinance was published as required by law on September __, 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 September __, 2021 and was duly published as required by law on _____ __, 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, imprinted or reproduced opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed, imprinted or reproduced the official seal of the Township as of this ____ day of _____, 2021.

(SEAL)

_____

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

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

CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT
FOR BOND ORDINANCE

I, the undersigned, Clerk of the Township of West Orange, in the County of Essex, State of New Jersey, DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John Gross, the Chief Financial Officer of the Township, as of September 14, 2021, that such Supplemental Debt Statement was filed in my office on or by September 14, 2021 and with the Director of the Division of Local Government Services, New Jersey Department of Community Affairs on _____, 2021.

_____

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

DOWN PAYMENT CERTIFICATE

I, the undersigned Chief Financial Officer of the Township of West Orange (the "Township"), in the County of Essex, State of New Jersey, DO HEREBY CERTIFY that prior to final adoption of the ordinance entitled,

> **"**BOND ORDINANCE PROVIDING FOR THE ACQUISITION OF REAL PROPERTY COMMONLY KNOWN AS BLOCK 174, LOT 1 FROM THE CRESTMONT COUNTRY CLUB, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $4,700,000 FROM THE OPEN SPACE TRUST FUND THEREFOR AND AUTHORIZING THE ISSUANCE OF $4,476,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF**"**

there was available as a down payment for the improvements or purposes in the Open Space Trust Fund authorized by said ordinance, the amount of $224,000, which amount was made available in the Open Space Trust Fund by virtue of a provision or provisions in a previously adopted or temporary budget or budgets of the Township for down payment or for capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand this _____ day of _____, 2021.

_____

JOHN GROSS,
Chief Financial Officer