1. Conference Meeting Agenda

   Documents:

   CA 8.11.20.DOC

2. Public Meeting Agenda

   Documents:

   PM 8.11.20.PDF

3. Resolution(S)

3.I. 143-20

Documents:

143-20 RESOLUTION REGARDING FORGIVENESS OF WO REHABILITATION PROGRAM LOAN FOR ESTATE OF MADELINE COLONDRILLO.PDF

3.II. 144-20

Documents:

144-20 AUTHORIZING EXTENSION OF KEMPER SPORTS CONTRACT THROUGH 12.31.21 (REV) (006).PDF

3.III. 145-20

Documents:

145-20 TAX REFUND RESOLUTION - 30 MANCHESTER 8.11.2020.PDF

3.IV. 146-20

Documents:

146-20 OVERPAYMENT OF SEWER CHARGES 8.11.2020.PDF

3.V. 147-20

Documents:

147-20 RESOLUTION TO READ BUDGET BY TITLE 8.11.20.PDF

3.VI. 148-20

Documents:

148-20 RESOLUTION AUTHORIZING SELF EXAMINATION OF THE MUNICIPAL BUDGET.PDF

3.VII. 149-20

Documents:

149-20 2020 BUDGET AMENDMENT.PDF

3.VIII. 150-20

Documents:

150-20 RESOLUTION TO ADOPT BUDGET 2020.PDF

3.IX. 151-20

Documents:

151-20 AUTHORIZING A LIEN AT 76 RIGGS PLACE 8.11.20.PDF
151-20 EXHIBIT TO THE RESOLUTION AUTHORIZING PLACEMENT OF LIEN AT 76 RIGGS PLACE.PDF

3.X. 152-20

Documents:

152 APPROVING PILOT PROGRAM WITH MENTAL HEALTH ASSOCIATION OF ESSEX AND MORRIS.PDF
152-20 PROJECT NARRATIVE - WO POLICE DEPARTMENT AND MENTAL HEALTH ASSOCIATION OF ESSEX AND MORRIS (FINAL).PDF

3.XI. 153-20

Documents:

153-20 APPROVING REVALUATION ORDER AND CONSENT JUDGMENT WITH ESSEX COUNTY BOARD OF TAXATION.PDF

3.XII. 154-20

Documents:

154-20 TAX COURT RESOLUTION 8.11.20.PDF
154-20 ATTACHMENT.PDF

3.XIII. 155-20

Documents:

155-20 SUPPORTING NJDOT ROAD IMPROVEMENT.PDF

3.XIV. 156-20

Documents:

156-20 RESOLUTION AUTHORIZING THE AWARD FOR DIVERSITY TRAINING 2020.PDF
156-20 PROPOSAL - RESOLUTION AUTHORIZING AWARD FOR DIVERSITY TRAINING.PDF

3.XV. 157-20

Documents:

157-20 MUNICIPAL ALLIANCE GRANT FORM 1B.PDF

3.XVI. 158-20

Documents:

158-20 MUNICIPAL ALLIANCE GRANT FORM 1B.PDF

3.XVII. 159-20

Documents:

159-20 FURNISH AND INSTALL FIRE ALARM SYSTEM 2020 MUNICIPAL BUILDING.PDF

3.XVIII. 160-20

Documents:

160-20 RESOLUTION TO INCREASE BIDDING THRESHOLD 2020.PDF

3.XIX. 161-20

Documents:

161-20 SITE REMEDIATION - 25 LAKESIDE AVENUE.PDF

3.XX. 162-20

Documents:

162-20 FIRE STATION NO. 4 - SITE REMEDIATION.PDF

3.XXI. 163-20

Documents:

163-20 RESOLUTION AUTHORIZING FIREWORKS AT LIFE CHRISTIAN CHURCH - 2020.PDF

3.XXII. 164-20

Documents:

164-20 AUTHORIZING RETENTION OF MATRIX TO CLOSE OUT OPEN DEP FILE RELATED TO LAKE VINCENT IN DEGNAN PARK.PDF
164-20 EXHIBIT - AUTHORIZING RETENTION OF MATRIX TO CLOSE OUT DEP FILE RELATED TO LAKE VINCENT IN DEGNAN PARK.PDF

3.XXIII. 165-20

Documents:

165-20 AUTHORIZING EXECUTION OF DEED FOR TRANSFER OF THE PROPERTY TO DOV AND MIRIAM GARDIN - BLOCK 175.08 LOT 7.PDF
165-20 EXHIBIT - AUTHORIZING EXECUTION OF DEED AND CLOSING DOCUMENT TO FINALIZE TRANSFER OF PROPERTY TO DOV AND MIRIAM GARDIN.PDF

3.XXIV. 166-20

Documents:

166-20 RECONSTRUCTION OF LESSING ROAD.PDF
166-20 CHANGE ORDER NO. 1- RECONSTRUCTION OF LESSING ROAD.PDF

3.XXV. 167-20

Documents:

167-20 AWARD EMERGENCY GENERATORS MANOR II ELECTRIC INC.PDF
167-20 ATTACHMENT - MUNICIPAL BUILDING EMERGENCY GENERATOR INSTALLATION.PDF

3.XXVI. 168-20

Documents:

168-20 RESOLUTION APPROVING PROPOSAL WITH PPGLH TO PREPARE ZONING AMENDMENTS.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2609-20

Documents:

2609-20 ORDINANCE USE OF FORCE DIRECTIVES 7.14.20.PDF
2609-20 REDLINED.PDF

5. Ordinance(S) On First Reading

5.I. 2610-20

Documents:

2610-10 VARIOUS CAPITAL IMPROVEMENTS 8.11.20.PDF

5.II. 2611-20

Documents:

2611-20 RENT CONTROL ORDINANCE AMENDMENT (RE-AUTHORIZATION).PDF

5.III. 2612-20

Documents:

2612-20 HANDICAPPED ORDINANCE 64 LLEWELLYN AVE WATSON AVE FOR 61 WASHINGTON ST.PDF

5.IV. 2613-20

Documents:

2613-20 SALARY ORDINANCE - MECHANIC - MECHANICS HELPER.PDF

5.V. 2614-20

Documents:

2614-20 ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER XXV LAND USE REGULATIONS.PDF

6. ABC Hearing

6.I. 643-20

Documents:

643-20 RENEWAL RESOLUTION (3) 8.11.20.PDF

Township of West Orange-Revised

CONFERENCE MEETING AGENDA

Council Chambers – 66 Main Street

Tuesday, August 11, 2020

This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975.

The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on October 31, 2019 and published in the West Orange Chronicle on November 7, 2019.

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

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6:30 P.M

- **Pedestrian Safety Committee – Update – Councilman Jerry Guarino**
  - **Nikhil Badlani Foundation Advisory Board**
  - **West Orange High School**
  - **Darlene Folas**
  - **Brett Zeligson**
  - **Anika Fernandes**
  - **Anay Badlani**
  - **Nicole Rojas**

- **Update – Redevelopment**

- **Council Liaison Announcements**

- **Public Meeting – 7:00 p.m.**

Agenda is subject to change.

PUBLIC MEETING AGENDA
Township of West Orange
66 Main Street – 7:00 p.m.
August 11, 2020

This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on October 31, 2019, and published in the West Orange Chronicle on November 7, 2019.

Statement of Decorum
In all matters not provided for in subsection 3-15.1 and except upon consent of the Council President, each person addressing the Council pursuant to this subsection shall be required to limit his or her remarks to five (5) minutes and shall at no time engage in any personally offensive or abusive remarks. The chair shall call any speaker to order who violates any provision of this rule. (1972 Code § 3-15.2)

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

1. **Pledge of Allegiance**

2. **Public Comment**

3. ***Consent Agenda**

4. ***Approval of Minutes of Previous Meeting –** Public Meeting July 14, 2020, June 23, 2020 Public Meeting-Revised

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

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

7. ***Bills**

8. **PUBLIC HEARING on the 2020 Municipal Budget**

9. ***Resolutions**

a. 143-20 Resolution Regarding Forgiveness of WO Rehabilitation Program Loan for Estate of Madeline Colondrillo (Legal-Trenk)

b. 144-20 Resolution Authorizing the Extension of the Contract with Kemper Sports Management, Inc. to manage and operate the Rock Spring facilities through December 31, 2021 (Legal-Trenk)

c. 145-20 Resolution Authorizing the Refund of Taxes in the Amount of $4,935.78 to a Totally Disabled Veteran Pursuant to N.J.S. 54: 4-3.30 et seq. (Tax Assessor)

d. 146-20 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to An Overpayment of Annual Sewer Charge (Gagliardo)

e. 147-20 Resolution Authorizing the 2020 Municipal Budget to be Read by Title Only (Clerk)

f. 148-20 Resolution Authorizing Self Examination of the Municipal Budget (Gross)

g. 149-20 Resolution to Amend Introduced Budget (Gross)

h. 150-20 Resolution to Adopt the 2020 Municipal Budget (Gross)

i. 151-20 Resolution Authorizing the Placement of a Lien at 76 Riggs Place, West Orange, NJ (Legal-Trenk)

j. 152-20 Resolution Approving Pilot Program with Mental Health Association of Essex and Morris, Inc, that will Assist the Police in Training, Responses and Evaluation of How Best to Address Mental Health Responses Commencing September 1, 2020 for a Period of Six (6) Months at a Rate NTE $30,000. (Legal-Trenk)

k. 153-20 Resolution Approving Revaluation Order and Consent Judgment with Essex County Board of Taxation (Legal-Trenk)

l. 154-20 Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey (Gagliardo)

m. 155-20 Resolution Supporting the NJ DOT Improvements on Route 10 Constructing Connecting Sidewalk on Route 10 on the Westbound Side from Chelsea Drive in the Township of Livingston to Kelly Drive/ Merklin Avenue in the Township of West Orange with Associated Curb, Shoulder and Drainage Modifications (Lepore)

n. 156-20 Resolution Authorizing the Award of a Professional Service Contract to Dr. David E. Jones for Employee Training Workshops (Legal-Trenk)

o. 157-20 Resolution Authorizing Submission of a Strategic Plan for the Municipal Alliance Grant for Fiscal Year July 1, 2019 to September 30th, 2020 (VanDyke)

p. 158-20 Resolution Authorizing Submission of a Strategic Plan for the Municipal Alliance Grant for Fiscal Year October 1, 2020 to June 30th, 2021 (VanDyke)

q. 159-20 Resolution Authorizing a Contract to Absolute Protective Services, 51 Suttons Lane, Piscataway, NJ 08854 to Furnish and Install a Fire Alarm System in the Municipal Building in the Amount of $42,662.00 (DeSantis)

r. 160-20 Resolution to Increase the Public Bidding Threshold from $40,000. to $44,000. (DeSantis)

s. 161-20 Resolution Authorizing a Professional Services Contract to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, New Jersey 08852, Manal Baba, LSRP, to Provide Professional Services Associated with the Vertical Delineation of Groundwater Contaminants at the Public Works Building, 25 Lakeside Avenue from a Former Leaking Underground Storage Tank for a Fee NTE $7,200.00 (Lepore)

t. 162-20 Resolution Authorizing a Professional Services Contract to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, NJ 08852 to provide LSRP and Environmental Services for Fire House No. 4, 280 Pleasant Valley Way for a Fee NTE $57,100.00 (Lepore)

u. 163-20 Resolution Permitting Display of Fireworks at the Life Christian Church (Legal-Moon)
This resolution permits the Life Christian Church to display fireworks on August 11, 2020.

v. 164-20 Resolution Authorizes the Township to Retain Matrix New World to Provide Environmental Consultant Services to Close Out an Open Department of Environmental Protection File Related to Lake Vincent at Degnan Park (Legal-Moon)

w. 165-20 Resolution Authorizing the Execution of a Deed Transfering Title to an Undersized Lot in the Upper Mellon Avenue Area to the Adjacent Property Owner Dov and Miriam Gardin (Legal-Moon)

x. 166-20 Resolution Authorizing Change Order No. 1 for the Reconstruction of Lessing Road to Cifelli & Son Contractors, 81 Franklin Street, Nutley, NJ 07110 in the Amount of $47,761.41 (Lepore)

y. 167-20 Resolution Authorizing a Contract with Manor II Electric, Inc., 3 Ardsley Court, Holmdel, NJ 07733 for the Installation of Emergency Electrical Generator in the Municipal Building in the Amount of $90,000. (Lepore)

z. 168-20 Resolution Approving Proposal with PPGLH, 33-41 Newark Street, 3rd Floor, Suite D, Hoboken, NJ 07030 to Prepare Zoning Amendments for an Amount NTE $7,500. (Legal-Trenk)

aa. 169-20 Resolution Authorizing an Agreement with the Essex County Division of Senior Services for the Period of March 1, 2020 through December 31, 2020, in the amount of $25,00.00, in Addition to and as a Supplement to the Visiting Nurse Grant; (DeNova)

10. Ordinances on Second and Final Reading

a. **2609-20** An Ordinance Amending Chapter 4 to Include Section 39 of the Revised General Ordinances of the Township of West Orange (Use of Force, Reporting and Accreditation) (Legal-Maier)

11. Ordinances on First Reading

a. **2610-20** Bond Ordinance Providing Various Capital Improvements in and by the Township of West Orange, in the County of Essex, New Jersey, Appropriating $13,463,500 Therefor and Authorizing the Issuance of $12,822, 345 Bonds or Notes of the Township to Finance Part of the Cost Thereof (Gross)

b. **2611-20** An Ordinance Amending Chapter 15, Section 15-7 to Update the Township's Rent Control Ordinance (Legal-Trenk)

c. **2612-20** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.1 Handicapped Parking on Streets and Subsection 7-32.2, Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange (Lepore)
By adopting this Ordinance, the Township will establish a handicapped parking stall on Watson Avenue opposite 61 Washington Street for the non-exclusive use of the resident who cannot have a dedicated stall in front of their home.

d. **2613-20** An Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Employees Setting Forth Their Titles, Classification and Salary Ranges and Adopting a Salary Guide and Establishing the Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel

e. **2614-20** An Ordinance Amending and Supplementing Chapter XXV Land Use Regulations of the Revised General Ordinances of the Township of West Orange (Legal-Trenk)

12. Pending Matters/New Matters/Council Discussion

13. ABC Hearing

a. 643-20 Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2020-2021 License Term (Clerk) **(This resolution subject to change as fees are paid)**

14. 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.

143-20
August 11, 2020

RESOLUTION

WHEREAS, Madeline Colondrillo lived at 39 Sunnyside Road in the Township of West Orange for approximately seventy (70) years; and

WHEREAS, Madeline Colondrillo and her husband, John Colondrillo, built their house at 39 Sunnyside Road in 1951; and

WHEREAS, Madeline Colondrillo worked at the Edison Battery Factory on Main Street making airplane parts; and

WHEREAS, in 2009, Ms. Colondrillo obtained a West Orange Rehabilitation Program loan in the amount of $19,995.00 which was used to make certain repairs to her home; and

WHEREAS, pursuant to the stipulation, the owner is required to continue to live in the home for at least ten (10) years in order for the loan to be forgiven; and

WHEREAS, Ms. Colondrillo passed away on February 6, 2020; and

WHEREAS, on March 19, 2020, her children sold the home; and

WHEREAS, her daughter Diane Forlenza has requested consideration to permit the balance of the loan to be forgiven and not recaptured; and

WHEREAS, the Mortgage Note specifically provides that "the Borrower shall not sell or rent the property for a ten-year period, from the work completion date, without being assessed a penalty …";

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township hereby waives the right to repayment of the West Orange Rehabilitation Program loan and authorizes the Mayor to execute such documents including a Discharge of Mortgage so that the balance in escrow can be released.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

144-20
August 11, 2020

RESOLUTION

WHEREAS, in or about May 2019, the Township acquired Rock Spring Golf Club located at 98 Rock Spring Road in the Township; and

WHEREAS, pursuant to a competitive contracting process as authorized by the Local Public Contracts Law and the Township Council, on April 9 2019, the Council adopted Resolution No. 113-19 awarding Kemper Sports Management, Inc. ("Kemper Sports") a contract to manage and operate the Rock Spring facilities ("Contract"); and

WHEREAS, Kemper Sports is currently in the second year of its Contract; and

WHEREAS, the award provided for three (3) one-year options beyond the initial two-year term; and

WHEREAS, the Township is in the midst of exploring all options with regard to the future use and development of the golf course facilities and acquiring Green Acres grant funds; and

WHEREAS, due to COVID-19, certain delays have occurred with respect to the evaluation and determination process; and

WHEREAS, the Township believes it is in the best interest to maintain the current operations through 2021 while it continues to explore all options; and

WHEREAS, the Township is satisfied with all of the efforts and success of Kemper Sports with regard to the Rock Spring facilities including Kemper Sports' responsiveness to the Township and persons using the facilities; and

WHEREAS, the Township deems it appropriate to extend the Contract through December 31, 2021.

NOW THEREFORE, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Contract with Kemper Sports be and is hereby extended through December 31, 2021; and be it further

RESOLVED, that a copy of this Resolution shall be maintained by the Municipal Clerk and published in accordance with applicable law.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

145-20
August 11, 2020

RESOLUTION

WHEREAS, EURYS DIAZ, is the owner of the single-family dwelling at 30 Manchester Road (Block 155.07, Lot 18) and

WHEREAS, EURYS DIAZ, is an honorably discharged veteran who has been certified as one hundred (100%) totally disabled veteran entitled to exemption from real estate taxes pursuant to N.J.S. 54: 4-3.30 et seq as of February 1, 2020; and

WHEREAS, EURYS DIAZ, has been granted total exemption from real estate taxes; and

WHEREAS, the Tax Collector has advised that EURYS DIAZ is due and owing a refund in the sum of *$4*;935.78 and

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that EURYS DIAZ be granted exemption from real estate taxes, as a totally disabled veteran, pursuant to N.J.S. 54: 4-3.30 et seq.

BE IT FURTHER RESOLVED that the Tax Assessor and Tax Collector adjust their records to reflect the aforementioned grant of exemption.

BE IT FURTHER RESOLVED that the Tax Collector refund the sum of $4,935.78 to EURYS DIAZ which sum represents real estate taxes paid.

Karen J. Carnevale, R.M.C.	**Michelle Casalino**
Municipal Clerk	**Council President**

Adopted: August 11, 2020

I hereby certify funds are available from Account No._____

John O. Gross, Chief Financial Officer

146-20
August 11, 2020

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

WHEREAS, certain West Orange property owners have made an overpayment for the 2020 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 2020 sewer.

Block	Lot	Name & Address	Amount
45.01	10.01	Hudson Homes Management, LLC Attn: Shawn Shorkey 3701 Regent Blvd #175 Irving, TX 75063	$4,020.20
		TOTAL:	$4,020.20

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

Michelle Casalino
Council President

Adopted: August 11, 2020

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

John Gross
Chief Financial Officer

147-20
August 11, 2020

Township of West Orange

Resolution to Read Budget by Title

WHEREAS, N.J.S.A. 40A:4-8 is amended to read as follows:

The budget shall be read, in full, or it may be read by its title, if

1. At least one week prior to the date of the hearing and at the hearing, a complete copy of the approved budget,

    a. shall be made available for public inspection, and
    b. shall be made available to each person upon request, and

2. The governing body shall, by resolution passed by not less than a majority of the full membership, determine that the budget shall be read by its title and declare that the conditions set forth in subsection (1) of this section have been met.

After closing the hearing, the governing body may adopt the budget, by title without amendments, or may approve amendments as provided in N.J.S.40A:4-9 before adoption.

Karen J. Carnevale, R.M.C. **President** **Municipal Clerk**	**Michelle Casalino, Council**

Adopted: August 11, 2020

148-20
August 11, 2020

SELF-EXAMINATION OF BUDGET RESOLUTION

WHEREAS, N.J.S.A. 40A:4-78b has authorized the Local Finance Board to adopt rules that permit municipalities in sound fiscal condition to assume the responsibility, normally granted to the Director of the Division of Local Government Services, of conducting the annual budget examination; and

WHEREAS, N.J.A.C. 5:30-7 was adopted by the Local Finance Board on February 11, 1997; and

WHEREAS, pursuant to N.J.A.C. 5:30-7.2 through 7.5, the Township of West Orange has been declared eligible to participate in the program by the Division of Local Government Services, and the Chief Financial officer has determined that the local government meets the necessary conditions to participate in the program for the 2019 budget year.

NOW THEREFORE BE IT RESOLVED by the governing body of the Township of West Orange that in accordance with N.J.A.C. 5:30-7.6a & 7.6b and based upon the Chief Financial Officer's certification, the governing body has found the budget has met the following requirements:

1. That with reference to the following items, the amounts have been calculated pursuant to law and appropriated as such in the budget:
   a. Payment of interest and debt redemption charges
   b. Deferred charges and statutory expenditures
   c. Cash deficit of preceding year d. Reserve for uncollected taxes
   e. Other reserves and non-disbursement items
   f. Any inclusions of amounts required for school purposes.

2. That the provisions relating to limitation on increases of appropriations pursuant to N.J.S.A. 40A:4-45.2 and appropriations for exceptions to limits on appropriations found at N.J.S.A. 40A:4-45.3 et seq., are fully met (complies with CAP law).

3. That the budget is in such form, arrangement, and content as required by the Local Budget Law and N.J.A.C. 5:30-4 and 5:30-5.

4. That pursuant to the Local Budget Law:

a. All estimates of revenue are reasonable, accurate and correctly stated,
b. Items of appropriation are properly set forth
c. In itemization, form, arrangement and content, the budget will permit the exercise of the comptroller function within the municipality.

5. The budget and associated amendments have been introduced and publicly advertised in accordance with the relevant provisions of the Local Budget Law, except that failure to meet the deadlines of N.J.S.A. 40A:4-5 shall not prevent such certification.

6. That all other applicable statutory requirements have been fulfilled.

BE IT FURTHER RESOLVED that a copy of this resolution will be forwarded to the Director of the Division of Local Government Services upon adoption.

Vote recorded as follows:

AYE_____

NAY_____

_____ _____

KAREN J. CARNEVALE, RMC, MUNICIPAL CLERK **MICHELLE CASALINO, COUNCIL PRESIDENT**

Adopted: August 11, 2020

TOWNSHIP OF WEST ORANGE

ESSEX COUNTY, NEW JERSEY

CERTIFICATION OF APPROVED BUDGET

It is hereby certified that the Approved Budget complies with the requirements of law and approval is given pursuant to N.J.S.A. 40A:4-78(b) and N.J.A.C. 5:30-7.

It is further certified that the municipality has met the eligibility requirements of N.J.A.C. 5:30-7.4 and 7.5, and that I, as Chief Financial Officer, have completed the local examination in compliance with N.J.A.C. 5:30-7.6.

Dated: 8/11/2020

By:_____
John O. Gross
Chief Financial Officer

This certification form and resolution of the governing body executing such certification should be annexed to the adopted budget (N.J.A.C. 5:30-7.6(e))

2020 Budget Amendment #1 **149-20**

BE IT RESOLVED, that the Township Council of the Township of West Orange does hereby approve this amendment to the 2020 Introduced Budget:

GENERAL REVENUES

	2020 Introduced	2020 Amended	Change
1. Surplus Anticipated	2,397,988.90	2,402,754.05	4,765.15
3. Miscellaneous Revenues - Section F: Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local Government Services - Public and Private Revenues Offset with Appropriations:			
Municipal Alliance on Alcoholism and Drug Abuse		19,060.00	19,060.00
Sustainable Jersey Grants Program		2,000.00	2,000.00
Anjec		1,500.00	1,500.00
Essex County Open Space		150,000.00	150,000.00
CARES Title II		25,000.00	25,000.00
NAACHHO		34,142.00	34,142.00
Essex County CARES		2,260,405.84	2,260,405.84
Census Grant		10,000.00	10,000.00
Total 3. Miscellaneous Revenues - Section F: Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local Government Services - Public and Private Revenues Offset with Appropriations:	1,260,116.57	3,762,224.41	2,502,107.84
Total Miscellaneous Revenues	21,326,599.79	23,828,707.63	2,502,107.84
5. Subtotal General Revenues (Items 1, 2, 3 and 4)	26,354,068.05	28,860,941.04	2,506,872.99
7. Total General Revenues	88,169,617.44	90,676,490.43	2,506,872.99

8. GENERAL APPROPRIATIONS

(A) Operations - Excluded from "CAPS"			
Public and Private Programs Offset by Revenues			
Partners for Health - Match		2,000.00	2,000.00
West Orange Municipal Alliance		19,060.00	19,060.00
West Orange Municipal Alliance Match		4,765.15	4,765.15
Anjec		1,500.00	1,500.00
Essex County Open Space		150,000.00	150,000.00
CARES Title II		25,000.00	25,000.00
NAACHHO		34,142.00	34,142.00
Essex County CARES		2,260,405.84	2,260,405.84
Census Grant		10,000.00	10,000.00
Total Public and Private Programs Offset by Revenues	635,116.57	3,141,989.56	2,506,872.99
Total Operations - Excluded from "CAPS"	6,404,887.99	8,911,760.98	2,506,872.99
Detail: Other Expenses	6,310,235.72	8,817,108.71	2,506,872.99
(H-2) Total General Appropriations for Municipal Purposes Excluded from "CAPS"	15,686,467.28	18,193,340.27	2,506,872.99
(O) Total General Appropriations - Excluded from "CAPS"	15,686,467.28	18,193,340.27	2,506,872.99
(L) Subtotal General Appropriations {Items (H-1) and (O)}	85,296,049.53	87,802,922.52	2,506,872.99
9. Total General Appropriations	88,169,617.44	90,676,490.43	2,506,872.99

Adopted: August 11, 2020

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

Michelle Casalino, Council President

SECTION 2 - UPON ADOPTION FOR YEAR 2020

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) $ 280,000.00 (Sheet 43) Open Space, Recreation, Farmland and Historic Preservation Trust Fund Levy
(e) $ 2,172,836.49 (Item 5 Below) Minimum Library Tax

RECORDED VOTE
(Insert last name)

Ayes

Nays

Abstained

Absent

SUMMARY OF REVENUES

1. General Revenues				
Surplus Anticipated			08-100	$ 2,402,754.05
Miscellaneous Revenues Anticipated			13-099	$ 23,828,707.63
Receipts from Delinquent Taxes			15-499	$ 2,629,479.36
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	$ 2,172,836.49
Total Revenues			13-299	$ 90,676,490.43

SUMMARY OF APPROPRIATIONS

5. GENERAL APPROPRIATIONS:	**XXXXXX**	**XXXXXXXXXXXXX**
Within "CAPS"	**XXXXXX**	**XXXXXXXXXXXXX**
(a & b) Operations Including Contingent	34-201	$ 61,880,599.25
(e) Deferred Charges and Statutory Expenditures - Municipal	34-209	$ 7,728,983.00
(g) Cash Deficit	46-885	$ -
Excluded from "CAPS"	**XXXXXX**	**XXXXXXXXXXXXX**
(a) Operations - Total Operations Excluded from "CAPS"	34-305	$ 8,911,760.98
(c Capital Improvements	44-999	$ 1,125,000.00
(d) Municipal Debt Service	45-999	$ 7,436,579.29
(e) Deferred Charges - Municipal	46-999	$ 720,000.00
(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	$ 2,873,567.91
6. SCHOOL APPROPRIATIONS - TYPE I SCHOOL DISTRICT ONLY (N.J.S.A. 40A:4-13)	07-195	
Total Appropriations	34-499	$ 90,676,490.43

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 11 day of August, 2020. 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 2020 approved budget and all amendments thereto, if any, which have been previously approved by the Director of Local Government Services.

Certified by me this 23 day of June, 2020, kcarnevale@westorange.org, Clerk

Signature

Sheet 42

151-20
August 11, 2020

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") issued a Summons for a variety of violations of the Township's property maintenance ordinances related to the condition of the premises located at 76 Riggs Place, West Orange, New Jersey (the "Property"); and

WHEREAS, the Property required substantial landscaping and installation of a fence around the Property; and

WHEREAS, the owner of the Property (the "Owner") was issued the Summons for the violations and appeared before the West Orange Municipal Court (the "Court") to adjudicate the violations; and

WHEREAS, the Owner advised the Court that he would abate the violations related to the Property; and

WHEREAS, the Owner, however, failed to remediate the condition of the Property to abate all of the violations on the Property to meet the requirements of the Township's property maintenance ordinances; and

WHEREAS, the Township implemented the Department of Public Works (the "DPW") to remediation to condition of the Property; and

WHEREAS, the Township incurred a cost of approximately $1,933 to remediate the condition of the Property; and

WHEREAS, the itemized bill for the remediation of the Property, a copy of which is annexed hereto as **Exhibit A**, reflects that the total cost of the work performed at the Property by the DPW; and

WHEREAS, the Township incurred legal fees in the amount of $312.50 to seek a lien of the Property; and

WHEREAS, the Township seeks reimbursement for the costs and expenses incurred to abate the violations; and

WHEREAS, N.J.S.A. 54:4-67(a)(1) authorizes the Township charge interest on the lien at a rate of eight percent (8%) on the first $1,500 of the lien and eighteen percent (18%) on the amount of the lien above the first $1,500.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that a lien in the amount of $2,245.50 shall be placed against 76 Riggs Place, West Orange for the cost of services required to remediate the condition of the Property and for the legal fees incurred by the Township; and be it further

RESOLVED that the lien shall accrue interest at a rate of eight percent (8%) on the first $1,500 of the lien and eighteen percent (18%) on the amount of the lien above the first $1,500; and be it further

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

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

Exhibit “**A**”

PROPERTY MAINTENANCE BILL 76 Riggs Pl. West Orange N.J.

SUPERINTENDENT: JOSEPH PELOSE

WEATHER: cloudy lt rair 7a.m. Temp. = ~45 DATE: Mar. 16, 2020

PREVIOUS-24HRS.

EMPLOYEES		HOURS WORKED		HOURLY RATE		DAILY	EQUIPMENT	hours	hourly	daily	dump charge		AMT.	COST
		REG.	O.T.	REG.	O.T.	RATE		used	rate	rate				
Supervisor		5	0	$ 40.92	$ -	$ 204.60	#8 Truck	5	$ 29.75	$ 148.75			0	
Repairer		5	0	$ 32.50	$ -	$ 162.50	#75 Truck	0	$ 7.00	$ -	vegitative waste	$17 /cyd	4	$ 68.00
Truck Driver		5	0	$ 30.26	$ -	$ 151.30	#69 Truck	0	$ 7.00	$ -	garbage	$98 / ton	1.5	$ 147.00
Truck Driver		5	0	$ 12.85	$ -	$ 64.25	#65 Truck	0	$ 7.00	$ -			0	
Laborer		5	0	$ 29.37	$ -	$ 146.85	#46 Truck	0	$ 8.00	$ -			0	
Rec. Laborer		0	0	$ -	$ -	$ -	# 89 Truck	0	$ 16.50	$ -			0	
grounds keeper		0	0	$ -	$ -	$ -	#15 Truck	5	$ 47.50	$ 237.50			0	
Laborer Light		0	0	$ -	$ -	$ -	#19 Truck	5	$ 47.50	$ 237.50			0	
Seasonal Help		0	0	$ -	$ -	$ -	Rec #10 Truck	0	$ 16.50	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	#28 Truck	0	$ -	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Paint Machine	0	$ -	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Sand Pro	0	$ -	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Scag	0	$ 5.00	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Weedwacker	0	$ 3.00	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Blower	0	$ 3.00	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Bp Blower	0	$ 2.00	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Chain Saw	0	$ 2.00	$ -				
Seasonal Help		0	0	$ -	$ -	$ -	Toro Z350	0	$ -	$ -				
							loader jd 544	0	$ 25.00	$ -				
							tandem	0	$ 25.00	$ -				
							Tractor 2600	0	$ -	$ -				
							Tractor 2910	0	$ -	$ -				
PART TIME	REC. PAYROLL*						Tractor case	0	$ -	$ -				
FULL TIME	REC. PAYROLL**						Tractor jd 855	0	$ -	$ -				
	LABOR	25	0			$ 1,094.25	**EQUPT. TOTALS**	15		$ 623.75		**MATERIAL TOTALS**	5.5	$ 215.00

WORK PERFORMED LOCATIONS	TIME & JOB DESCRIPTION & MEASUREMENTS (IF NEEDED)	JOB HOURS	MAN HOURS	EQUIP.	DUMP	SUB TOTAL	TOTAL
76 Riggs Pl. West Orange N.J.	clean up property an secure fencing	5	25	$ 623.75	$ 215.00	$ 1,094.25	$ 1,933.00
	GRAND TOTAL =	5	25	$ 623.75	$ 215.00	$ 1,094.25	$ 1,933.00

152-20
August 11, 2020

RESOLUTION

WHEREAS, the Township Police Department responds to numerous mental health calls on a regular basis; and

WHEREAS, mental health issues involve a multitude of sensitive and often non-criminal conduct; and

WHEREAS, the requirement to help people with mental health issues to obtain care is a multifaceted issue; and

WHEREAS, many of the use of force responses are related to mental health issues; and

WHEREAS, Mental Health Association of Essex and Morris, Inc. ("MHAEM") is now headquartered at 80 Main Street in the Township; and

WHEREAS, the Township has worked with MHAEM concerning various issues, including homelessness with positive outcomes; and

WHEREAS, MHAEM is recognized as a national leader in addressing mental health issues; and

WHEREAS, the Township has received from MHAEM a proposal for a six-month pilot program which will assist the police in training, responses and evaluation of how best to address mental health responses; and

WHEREAS, the Township has been in contact with its grant writer and is seeking grant funds to assist with the proposed pilot program;

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

into the six-month pilot program with Mental Health Association of Essex and Morris, Inc. at a rate not to exceed $30,000 commencing September 1, 2020 for a period of six (6) months; and be it further

RESOLVED, that the Municipal Clerk shall advertise and make available the attached Proposal in accordance with applicable law.

Karen J. Carnevale, R.M.C.	**Michelle Casalino**
Township Clerk	**Council President**

Adopted: August 11, 2020

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

John Gross
Chief Financial Officer

West Orange Police Department and Mental Health Association of Essex and Morris, Inc. Collaboration Project

Project Narrative

DATED: July 2020

1. PROJECT STATEMENT

In light of the current social climate in regards to police practices in the country, the West Orange Police Department (WOPD) is looking to expand their access to resources including knowledge, guidance, and training, in an effort to better serve their community in the cases of non-criminal crises. The Mental Health Association of Essex and Morris, Inc. (MHAEM) understands that issues of race undermine mental health and are as a result committed to anti-racism in all agency efforts. Through the development of a collaborative professional relationship between WOPD and MHAEM, the WOPD would have the opportunity to increase their success rate for appropriate disposition and interaction with non-criminal response calls as related to mental health through the development of responses built from empathy and positive regard instead of force. The WOPD and MHAEM recognize that an opportunity is present to explore new models and options for intervention in order to ensure that the use of unnecessary force is minimized and eliminated.

On average, the WOPD reports that they responded to 393 mental health calls from July 13, 2019 to July 13, 2020. These calls resulted in 30 incidents of use of force.[1] In an effort to be more proactive, the department is looking to identify and assess areas of improvement for these incidents. As first responders, law enforcement officers regularly respond to mental health related calls with minimal support and resources. In an effort to explore new strategies and improve outcomes from these community interactions, a partnership between the WOPD and MHAEM is recommended in order to help prioritize appropriate response techniques and advocate for treatment over incarceration when appropriate. A working collaboration between the two aforementioned community entities would help to not only create positive changes for law enforcement officers and individuals with mental illness, but also enhance the overall scope of community care coordination,

[1] Due to multiple officers' involvement, the 30 incidents where use of force occurred resulted in 83 use of force reports.

and the collaboration between criminal justice and behavioral health.

2. PROJECT OBJEJCTIVES

MHAEM and the WOPD Collaboration Program will aim to complete the following:

- Expand police department mental health training
- Encourage collaboration between local police and behavioral health services
- Enhance partnerships with community care coordination services
- Improve general community relations and increase access to mental health services
- Reduce need for use of force by utilizing prevention, intervention, and treatment
- Increase data development to track outcomes for justice-involved individuals

3. PROJECT DESIGN AND IMPLEMENTATION

MHAEM and the WOPD Collaboration Program will achieve their outcomes through the following models of operation:

Training

MHAEM will provide, on a quarterly basis, mental health training to police officers to further enhance their understanding and knowledge of mental illness through Crisis Intervention Team (CIT) training. Pending the timeline of the project and Center for Disease Control recommendations on social distancing during the COVID-19 pandemic, training can be conducted either in person or through interactive/video format. During these trainings, law enforcement officials will be able to accomplish the following: gaining a better understanding of the causes of mental illness, recognizing symptoms of mental illness, learning how to approach and communicate with a person showing symptoms of mental illness, understanding what to do when a person is experiencing a psychiatric

crisis, and reducing the stigma associated with mental illness through education and practical application.

After-Action Review

MHAEM will work alongside the WOPD to review body camera video footage, in order to provide feedback and analysis for areas of improvement when responding to mental health-related calls. In an effort to avoid and reduce instances involving use of unnecessary force, MHAEM will offer guidance and support to help responding officers deescalate mental health-related situations through the understanding that training, collaboration, and community building may all contribute to the reduction of a need for force.

On-Site Mental Health Professional Pilot-Program

MHAEM will implement and develop an on-site or online program, depending on the status of the COVID-19 pandemic, by staffing a licensed mental health professional at the police department for one to two shifts a week in order to provide practical and real-time support to officers responding to mental health-related crises. Through collaboration between law enforcement officials and mental health professionals, redirection can occur when mental health crises are not a criminal matter, but rather when they indicate a need for treatment intervention. Through the integration of an onsite collaborative mental health perspective into the WOPD, the goal will be to increase empathy and reflection in the response calls to mental-health related issues, to ensure that individuals in crisis feel safe, supported, and have opportunities to stabilize and seek resources appropriate for their personal situation.

4. PROJECT SUMMARY

In summary, MHAEM aims to promote mental health and to improve the care and treatment of individuals with mental illness by actively working towards removing the stigma associated with

emotional and mental disorders. As a community organization, the agency's mission is accomplished through advocacy, education, prevention, early intervention, treatment, and service. With a strong focus on innovative service delivery by emphasizing overall wellness and recovery, MHAEM has continuously met the needs of the community via case management, counseling, criminal justice, consumer advocacy, supportive housing and employment, and family and children's programs while striving to raise mental health awareness in a culturally competent manner. By applying this same mission model to the collaborative program, MHAEM will work alongside the WOPD to promote these ideals in opportunities presented through training, analysis, and practical support. Through the creation and development of a partnership with the WOPD, MHAEM can help law enforcement officers develop the training and skills needed to navigate the mental health system and ensure that when responding to calls, unnecessary instances of force do not occur.

5. BUDGET

In regards to this pilot proposal to include (i) training; (ii) consultation and evaluation of best practice guidelines for mental health engagement; (iii) embedding mental health professionals to assist on certain shifts for responses; and (iv) evaluation and reporting the outcomes and challenges of this pilot program, the cost will be $5,000 per month for six months or a total of $30,000. We propose to commence this pilot program September 1, 2020 or as soon thereafter as the Township directs.

153-20
August 11, 2020

RESOLUTION

WHEREAS, on or about March 21, 2019, the Township received notice from the Essex County Board of Taxation ("County Board") ordering that a revaluation of all Township properties occur by October 1, 2021 to be effective for the 2022 tax year; and

WHEREAS, on or about May 3, 2019, the Township filed a lawsuit challenging the efficacy and basis for the revaluation; and

WHEREAS, the State of New Jersey and the County Board have answered the lawsuit; and

WHEREAS, the Township met with the County Board representatives; and

WHEREAS, the County Board is willing to delay implementation of the revaluation order until November 1, 2024, with the revaluation to be implemented and effective for the 2025 tax year; and

WHEREAS, the last revaluation occurred in 2011; and

WHEREAS, the assessed value is now 85.84% of the true value; and

WHEREAS, the Attorney General and Township Attorney have drafted a proposed Consent Judgment annexed hereto as **Exhibit "A";** and

WHEREAS, the Tax Assessor believes the Consent Judgment and time frames set forth therein are realistic; and

WHEREAS, the revaluation will require the retention of a firm to appraise all properties within the Township; and

WHEREAS, the law requires periodic revaluations and most Essex County municipalities will undergo revaluations between the present date and 2025;

NOW, BE IT HEREBY RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Revaluation Order and Consent Judgment be and are hereby approved; and be it further

RESOLVED the Township Attorney and Mayor are authorized to execute such documents as are appropriate to implement the settlement.

Karen J. Carnevale, R.M.C. **Township Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

154-20
August 11, 2020

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

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

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

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

LIST ATTACHED

Karen J. Carnevale, R.M.C.	**Michelle Casalino**
Municipal Clerk	**Council President**

I hereby certify funds are available from Account No._____

John Gross, Chief Financial Officer

Adopted: August 11, 2020

TAX YEAR	DATE	BLOCK	LOT	QUAL	OLD VALUE	NEW VALUE	DIFFERENCE	TX RATE	REFUND AMOUNT
2016	5/14/2020	97	24.02		1912800	1250000	662800	0.0389	$25,782.92
2017	5/14/2020	97	24.02		1500000	1150000	350000	0.03986	$13,951.00
2017	6/17/2020	107	1.03		15000000	14250000	750000	0.03986	$29,895.00
2018	6/17/2020	107	1.03		15000000	13750000	1250000	0.04038	$50,475.00
2019	6/17/2020	107	1.03		15000000	13500000	1500000	0.04161	$62,415.00
2015	6/30/2020	11	20		610200	510200	100000	0.03817	$3,817.00
2019	6/8/2020	166.15	11.04	C0310	1073000	950000	123000	0.04161	$5,118.03
								TOTAL	**$191,453.95**

155-20
August 11, 2020

RESOLUTION OF THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE SUPPORTING THE NEW JERSEY DEPARTMENT OF TRANSPORTATION IMPROVEMENTS ON ROUTE 10

WHEREAS, the Township of West Orange desires to enhance pedestrian and bicycle safety along Route 10; and

WHEREAS, the New Jersey Department of Transportation (NJDOT) recently completed an evaluation of pedestrian safety on Route 10, Mount Pleasant Avenue in the Township of West Orange and East Mount Pleasant Avenue in the Township of Livingston; and

WHEREAS, the NJDOT'S proposed improvements to Route 10 will consist of constructing connecting sidewalk on Route 10 on the westbound side from Chelsea Drive in the Township of Livingston to Kelly Drive/ Merklin Avenue in the Township of West Orange with associated curb, shoulder and drainage modifications; and

WHEREAS, a resolution of support is required by the NJDOT for the proposed improvements along Route 10.

NOW, THEREFORE, BE IT RESOLVED, that the Township Council of the Township of West Orange of Essex County, in the State of New Jersey formally supports the proposed NJDOT improvements along Route 10 from Kelly Drive in the Township of West Orange to Chelsea Drive in the Township of Livingston.

BE IT FURTHER RESOLVED that a certified copy of this resolution shall be forwarded to the NJDOT as requested.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

156-20
August 11, 2020

Resolution Authorizing the Award of a Professional Service Contract to Dr. David E. Jones for Employee Training Workshops

WHEREAS, the Township of West Orange (the "Township") is a community witl diverse residents; and

WHEREAS, to better serve its residents, the Township seeks to hire a professional educator to conduct workshops for its employees and elected officials; and

WHEREAS, this training will include understanding implicit bias and employing strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender identity, sexual orientation, socioeconomic status, or other characteristics; and

WHEREAS, in order to achieve the Township's objectives in providing such training to its employees and elected officials, Dr. David E. Jones, a nationally recognized teacher with regard to diversity and inclusion issues, has been selected based upon his professional experience and training, see attached **"Exhibit A",** and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A:11-1 *et seq.*) authorizes the award of a professional service contract for such services without competitive bidding; and

WHEREAS, as a Non-Fair and Open professional services contract pursuant to N.J.S.A. 19:44A1-1 *et seq.*, P.L. 2005, c.19, the Township will retain on file the Business Entity Disclosure Certification and the Political Declaration of Dr. Jones;

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is hereby authorized to retain the professional services of Dr. David E. Jones for a maximum fee of $30,000 with funds certified by the Chief Financial Officer; and be it further

RESOLVED, that the Township Clerk is hereby authorized to have a notice to be published in the manner provided by law and that the Resolution and Agreement are on file in the Office of the Township Clerk and are available for public inspection.

_____	_____
Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

I hereby certify funds are available from Account No._____

_____

John Gross, Chief Financial Officer

Adopted: August 11, 2020

MS&B McMANIMON • SCOTLAND • BAUMANN

75 Livingston Avenue, Roseland, NJ 07068 (973) 622-1800

Writer's Direct Dial: (973) 721-5039
rtrenk@msbnj.com

Client No. 500027-001

August 3, 2020

Via E-Mail

Karen J. Carnevale, R.M.C.
Township Clerk
Township of West Orange
66 Main Street
West Orange, NJ 07052

Re: Resolution Authorizing the Award for Diversity Training

Dear Ms. Carnevale:

Please find enclosed the above-referenced Resolution and Proposal together with Dr. Jones' CV and biography. Please place this on the Agenda for the August 11, 2020 Township Council Meeting.

Thank you for your consideration.

Respectfully yours,

Richard D. Trenk

RDT/cd
Enclosures
cc: Mayor Robert D. Parisi (via e-mail)
Dr. David E. Jones (via e-mail)
John Gross, CFO (via e-mail)
John K. Sayers, Business Administrator (via e-mail)
Paula Reynolds (via e-mail)
Police Chief James P. Abbott (via e-mail)

Resolution Authorizing the Award of a Professional Service Contract to Dr. David E. Jones for Employee Training Workshops

WHEREAS, the Township of West Orange (the "Township") is a community with diverse residents; and

WHEREAS, to better serve its residents, the Township seeks to hire a professional educator to conduct workshops for its employees and elected officials; and

WHEREAS, this training will include understanding implicit bias and employing strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender identity, sexual orientation, socioeconomic status, or other characteristics; and

WHEREAS, in order to achieve the Township's objectives in providing such training to its employees and elected officials, Dr. David E. Jones, a nationally recognized teacher with regard to diversity and inclusion issues, has been selected based upon his professional experience and training, see attached **"Exhibit A",** and

WHEREAS, the Local Public Contracts Law (N.J.S.A. 40A:11-1 *et seq.*) authorizes the award of a professional service contract for such services without competitive bidding; and

WHEREAS, as a Non-Fair and Open professional services contract pursuant to N.J.S.A. 19:44A1-1 *et seq.*, P.L. 2005, c.19, the Township will retain on file the Business Entity Disclosure Certification and the Political Declaration of Dr. Jones;

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is hereby authorized to retain the professional services of Dr. David E. Jones for a maximum fee of $30,000 with funds certified by the Chief Financial Officer; and be it further

RESOLVED, that the Township Clerk is hereby authorized to have a notice to be published in the manner provided by law and that the Resolution and Agreement are on file in the Office of the Township Clerk and are available for public inspection.

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

_____
Michelle Casalino
Council President

I hereby certify funds available:
Account

_____
John O. Gross
Chief Financial Officer

Dr. David E. Jones
Diversity Consultant, Speaker & Trainer

www.davidearljones.com
david.earl.jones514@gmail.com
https://twitter.com/davidearljones
p. 718.637.7798

Proposal for Services

Date of Submission: July 12, 2020
Proposal Created By: Dr. David E. Jones

Workshop Title: Your Role and Responsibility in Understanding, Addressing and Dismantling Implicit Bias

Intended Outcomes: Individuals, communities and organizations experience implicit bias. In this workshop, you will learn your role and responsibility in understanding, addressing and dismantling implicit bias. This learning will help you to overcome bias and how to function more inclusively. With a focus on understanding, addressing and dismantling implicit bias, as a result of completing this workshop, attendees will be able to:

1) Understand implicit bias and how individuals, communities and organizations unconsciously reinforce bias
2) Engage in individual and group exercises to develop awareness of how bias shows up in your experiences
3) Learn how implicit bias reinforces systemic racism and creates structural barriers for minoritized people
4) Understand how to address and dismantle bias and microaggressions to create more inclusive environments
5) Identify strategies to dismantle implicit bias and its' impact on areas such as policy, hiring and curriculum
6) Develop an individual action plan to engage in anti-bias practices and hold self and others accountable

Workshop Format:
Three-hour interactive workshop (onsite or online pending)

Speaking Engagement Dates:
12 three-hour workshops from September through November

- 2 three-hour workshops per day
- 4 three-hour workshops per month

Client:
Various West Orange Township Employees (Mayor's Office)

- Township Council
- Tax Collector's Office
- Recreation Department
- Police Department
- Planning Officer's Office
- Office of the Municipal Engineer
- Municipal Court
- Municipal Clerk's Office
- Municipal Administration
- Mayor's Office
- Legal Services
- Health Department
- Fire Department
- Department of Public Works
- Chief Financial Officer's Office

Number of Participants Per Workshop:
Each workshop will have between 20-35 participants

Onsite Coordinator:
Mayor Rob Parisi, rparisi@westorange.org

Invited Speaker:
Dr. David E. Jones, david.earl.jones514@gmail.com
Diversity Consultant

Workshop Package Fee:
$2,500.00 per workshop
12 workshops ($2,500.00 per workshop)
316 employees (approx. $94.00 per employee)
Total Workshop Package Fee: $30,000.00

Payment Information:
$15,000.00 due after 6 workshops completed; remaining balance of $15,000.00 due following the conclusion of 12th workshop. *Fee is inclusive of workshop, preparation, materials, two pre and two post workshop meetings (up to 60 minutes each) and access to workshop materials post-workshop.*

Additional Notes:
Mayor's Office will provide access to in-person facility and technology accommodations for each workshop (i.e. laptop, LCD projector with screen, WiFi and lapel microphone). If workshops are conducted virtually, Mayor's Office will provide access to an online platform for each workshop (i.e. Zoom)

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Dr. David E. Jones

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Tel: 718.637.7798 | **Email:** David.Earl.Jones514@gmail.com

LEADERSHIP PROFILE

A highly skilled and accomplished diversity executive with a combined 15 years of progressive experience with leadership roles in Diversity, Equity and Inclusion; Human Resource and Employment Equity; Residence Life; Title IX and Student Conduct in higher education. Sought after consultant, thought-leader and strategist skilled in executing inclusion priorities and creating organizational culture change and equitable policies, processes, programs and procedures for faculty, students and staff and addressing organizational development. Proficient in executing best practices, action plans and strategies to improve faculty and staff retention, engagement and cultural competency. Track record of implementing student success, access and equity initiatives and outcomes to enhance the student experience, particularly among students of color and first-generation college students. Highly sought-after presenter with over 100+ educational sessions, workshops, trainings and keynotes for higher education institutions, conferences and organizations. Serves higher education associations via institute faculty appointments, advisory board membership and various leadership roles and committees.

AREAS OF EXPERTISE

Diversity, Equity, Inclusion, Human Resource, Employment Equity, Strategic Planning, Multicultural Organizational Development, Teaching, Hiring Process, Technology/Social Media, Social Justice, Consulting, Training, External Reviews, Supervision, Leadership Development, Staff Evaluation, Fiscal Management, Faculty Development, Organizational Change, Implicit Bias, Assessment, Access and Curriculum Development and Student Development

EDUCATIONAL BACKGROUND

Doctor of Education (Ed.D.), Organizational Leadership and Communication
Northeastern University, Boston, MA
Dissertation: *The Lived Experiences of Vice Presidents for Student Affairs: A Study Exploring How Social Identity Impacts Leadership Approach*

Master of Education (Ed.M.) College Student Affairs
University of South Florida, Tampa, FL

Bachelor of Science (B.S.), Communications; Sociology Minor
Eastern Connecticut State University, Willimantic, CT

PROFESSIONAL EXPERIENCE

2020-Present ***Chief Diversity Officer & Director of Talent Management, William Paterson University***

A leading public University with more than 10,000 students, William Paterson is third most diverse public university in New Jersey and nearly 30 percent of students are the first in their families to attend university. The University was recently designated as a Hispanic-serving institution with over 30 percent of students claiming Hispanic heritage in fall 2018. The institution's ethos and fundamental beliefs are defined by the following core values: academic excellence, creating knowledge, student success, diversity, citizenship

- Serve on the President's Extended Cabinet where institutional planning and decision making is made related to university process, policy, programs and procedure

- Report directly to the Vice President for Human Resources and participate on the executive leadership team for the Office of Human Resources and Office of Employment Equity and Diversity
- Directly leads and supports the University's strategic plan and commitment to designing, developing and implementing proactive diversity, equity and inclusion strategies and initiatives that create a learning and working environment where everyone has an opportunity to succeed
- Lead institutional diversity assessment initiatives such as the Campus Climate Survey
- Execute Human Resource trainings and workshops for university employees utilizing Franklin Covey modules and curriculum
- Lead faculty development initiatives such as the Unconscious Bias workshops for full-time faculty
- Lead the planning and implementation of a 9-week summer leadership and development program for staff
- Provide leadership, support and consultation for the Compliance, Employer Labor Relations, Title IX, Center for Diversity and Inclusion and Black Cultural Center
- Partner with Vice Presidents and Provost to prioritize diversity and inclusion for student service areas and academic units
- Disseminate communication regarding diversity and inclusion matters such as culturally responsive strategy specific to COVID-19
- Support and advise six Academic Deans on diversity initiatives and planning for the academic college
- University representative for the New Jersey Chief Diversity Officers Collective, which meets regularly to discuss best practices, provide resources and counsel
- Lead the implementation of recommendations for two work groups, LGBTQIA+ Task Force and Hispanic Serving Institutions Task Force
- Serve as the NCAA Athletics Diversity and Inclusion Designee for the university which includes being the primary contact and conduit for diversity and inclusion-related information between conference offices, campuses, athletic departments and the NCAA
- Attend the monthly Faculty Senate meeting, providing diversity expertise and support for academic planning and decision making
- Chair the LGBTQIA+ Advisory Board (appointed by the President) to lead the implementation of the LGBTQIA+ Task Force recommendations to improve the campus climate for the LGBTQIA+ community at William Paterson
- Responsible for launching the C.A.R.E.S. Council (Celebrating and Recognizing Everyone's Success), a group comprised to create employee reward and recognition initiatives and a Diversity Council to drive diversity initiatives and strategic planning
- Collaborate with key university stakeholders to establish initiatives such as retreats and leadership development workshops that support student of color persistence, retention and engagement
- Oversee Human Resource talent management strategy specific to search committee processes and the recruitment, selection, hire and retention of faculty and staff with a focus to improve the hiring of and retention among faculty and staff of color
- Work closely with Department Chairs to provide professional development and guidance on diversity prioritizes in partnership with the Provost
- Partner with faculty on initiatives such as the Social Justice Project and Center for Teaching Excellence, which include annual workshops and professional development
- Serve as a resource for employees, sharing information on online professional development and support such as Employee Assistance Program, Safe Colleges and LinkedIn Learning

- Respond to staff and faculty complaints regarding diversity and inclusion incidents by providing mediation and consultation

2016-2020 ***Director, Paul Robeson Cultural Center, Rutgers University-New Brunswick***

Founded over 250 years ago, Rutgers University-New Brunswick is a large public diverse research university comprised of over 50,000 students committed to preparing a diverse community of students to be globally engaged citizens.

- Reported to the Vice Chancellor for Student Affairs and serve on the Division of Student Affairs Leadership Team and the Cultural Center Collaborative Team
- Directly supervised, evaluated and trained 2 professional staff and 38 student staff
- Managed departmental budget in excess of $300,000
- Led university wide diversity engagement and strategic initiatives, including trainings, programs, strategic planning, committee leadership, and resource allocation
- Administered 128K in scholarships to improve access for students of color
- Partnered with Academic Affairs and the Office of Diversity and Inclusion on student persistence and success initiatives
- Managed the advisement of 21 student organizations
- Directly advised the United Black Council governing board

<u>*Selected Accomplishments:*</u>

- Established a mentoring initiative to improve student persistence and engagement among students of color
- Led the establishment of the inaugural university MLK Dream Week
- Partnered with Counseling to provide wellness support for students of color, which resulted increased counseling services for students of color; over 15 weekly or scheduled student appointments with a Community Based Counselor
- Within 2 years increased by 40% the attendance of the Rites of Passage Ceremony
- Led the Paul Robeson Cultural Center to receive the 2017 MLK Staff Service Award

2014-2016 ***Director, Student Conduct and Residence Life, City University of New York***
2013-2014 ***Associate Director, Residence Life, City University of New York***
Central Office of Student Affairs

The City University of New York (CUNY) is the public university system of New York City and is the largest urban public university system in the United States, serving 24 colleges across the 5 boroughs of New York City with a diverse environment of 270,000 students

- Reported to the Deputy Vice Chancellor for Student Affairs
- Served as CUNY's chief student conduct and residence life administrator
- Supervised and evaluated the Student Conduct Officer and 2 Graduate Assistants
- Directly managed an $250,000 annual budget
- Led system wide (24 colleges) assessments of student conduct and residence life
- Led system wide initiatives, trainings, policy development, assessment, resource creation, curriculum development for student conduct, Title IX and residence life
- Educated campus community about Title IX policies
- Directly supported and provided guidance and resources to 9 colleges, 18 professional staff, 3,100 residential students, and 72 resident assistants (RA)
- Managed crisis intervention and advised student conduct officers on protocol

<u>*Selected Accomplishments:*</u>

- Increased student housing by 554 students with the opening of 2 residence halls
- Played an active role in the development of CUNY's Sexual Misconduct Policy
- Implemented the inaugural afterhours counseling hotline service for students
- Developed an online sexual misconduct training database with Everfi
- Partnered with General Counsel to create sexual misconduct educational and awareness videos for students and employees

- Created a Residence Life Title IX Protocol

2011-2013 ***Director, Multicultural Affairs, University of Massachusetts Lowell***
The University of Massachusetts Lowell is the second-largest public research institution in Massachusetts comprised of over 18,000 students.

- Reported to the Associate Dean of Students and served on the Student Engagement Team for the Division of Student Affairs
- Led diversity programming, initiatives, training, faculty, students, and staff engagement and strategic planning for the university
- Supervised 2 professional staff members and several student staff
- Managed an annual operating budget of $250,000
- Partnered with Human Resources and Equal Opportunity to address and implement institutional diversity goals, policies and compliance strategies
- Regularly served on search committees to ensure equitable and inclusive hiring processes were achieved
- Participated on strategic planning committees and initiatives to advance institutional diversity, equity and inclusion priorities
- Advised 37 multicultural and/or spiritual student organizations
- Partnered with colleagues to participate in and provide Ally Space training to increase LGBTQ awareness

Selected Accomplishments:

- Established and chaired the university MLK Celebration Week
- Served on the host committee for the Student Social Justice Training Institute
- Created a cultural immersion program for students to travel to U.S. cities
- Established a Diversity Peer Educator student program
- In 2 years recorded an increase of 12 new multicultural student organizations
- Served on the University Global Engagement & Inclusive Culture Committee as part of the institutional strategic planning process
- Charted and advised the UMass Lowell M.A.L.E.S. (Men Achieving Leadership, Excellence and Success) student organization

2009-2011 ***Associate Director, Residence Life, University of Massachusetts Lowell***

- Reported to the Director of Residence Life
- Served as chief housing officer in director's absence
- Managed a residential program for 3,100 students and 120 student employees
- Directly supervised 8 full-time resident and complex directors
- Served as a residential student conduct officer, adjudicating appeals and suspensions
- Led the hiring and onboarding process for all residential live-in staff

Selected Accomplishments:

- Developed the department inclusion statement and inclusive branding strategy
- Increased racial professional staff diversity by more than 50% in 2 years
- Retained the resident director/complex director staff by 100% over 2 years

2006-2009 ***Community Development Educator, Residential Edu. New York University***
New York University is the largest private urban institution in the United States with an enrollment of over 50,000 students and 12,000 students living on campus.

- Reported to the Assistant Director of Residence Life
- Supervised 26 Resident Assistants and one professional staff member
- Oversaw the two-residence hall, 800 upper-class and graduate students
- Managed a residence hall budget and led residential initiatives for students
- Served as first responder to residence hall crises and student concerns

2004-2006 ***Resident Director, Residential Life, University of South Florida***
The University of South Florida is a large public diverse four-year institution with an enrollment of nearly 50,000 students and a residential population of 5,000.
- Oversaw the opening of a first-year residence hall
- Supervised 12 Resident Assistants and managed residential operations
- Served on an on-duty response team and responded to crisis incidents

INSTITUTIONAL SERVICE

2020 - Present William Paterson University:
- Chair, Freedom of Expression and Responsive Conduct Policy Committee
- Chair, LGBTQIA+ Advisory Board
- Chair, Hispanic Serving Institution Working Group
- Institution Designee, NCAA Athletics Diversity and Inclusion
- Presenter, Faculty Social Justice Pedagogy Workshop *(May 2020)*
- Member, President Extended Cabinet
- Member, University Council
- Member, Directors Council
- Monthly Attendee, Faculty Senate

2016-2020 Rutgers University-New Brunswick:
- Co-Chair, Student Affairs Diversity Council
- Violence Prevention Victim Advocacy Male Engagement Committee
- Rutgers Police Department Community Oriented Review Board
- Paul Robeson Centennial Committee
- Bias Prevention and Education Committee
- Director of New Student Orientation and Parent Programs Search Committee
- Assistant Director, Asian American Cultural Center Search Committee Chair
- Assistant Director, Paul Robeson Cultural Center Search Committee Chair
- End Sexual Violence Now Committee - Division of Student Affairs
- Inclusion Committee - Division of Student Affairs
- RU 1st Committee for First Generation/Low-Income/Students of Color
- Division of Student Affairs Assessment Committee
- Dean of Students Bias Prevention and Education Committee
- Title IX Campus Advisor
- Dr. Martin Luther King, Jr. Dream Week Planning Committee
- Chair, 27th Association for Black Culture Centers Conference Committee

2013-2016 City University of New York
- Chaired, Student Conduct Council
- Chaired, Residence Life Council
- Chaired, CUNY NASPA Undergraduate Fellows Program (NUFP)
- Communications and Community Committee
- CUNY's Student Death Protocol Workgroup
- Risk Management Coordinator Search Committee, CUNY Central Office
- Student Conduct Manager Search Committee Chair
- Served on the University Campus Climate Survey Advisory Board
- Title IX, Risk Management & Business Continuity Committee
- Student Conduct in Residence Halls Working Group
- Sexual Misconduct Policy Working Group/Committee
- Trainee Participant, Sexual Assault Training with the Brooklyn district attorney office, New York City Alliance Against Sexual Assault and Family Justice Center

2009-2013 University of Massachusetts Lowell

- Division of Student Affairs Student Engagement Committee Tri-Chair
- Residence Life Inclusion Committee Chair
- Assistant Director of Multicultural Affairs Search Committee Chair
- Faculty/Staff Cultural Competence Training Committee
- Religious Life Council Committee
- Black Alumni Outreach Committee
- Chancellor's Student Leadership Medal Selection Process Committee
- Global & Inclusive Culture: University 2020 Strategic Plan Committee
- C.A.R.E. Team Committee (students of concern)
- Served on following Search Committees for entry, mid and senior level positions: Government Relations, Human Resource/Equal Opportunity, Facilities, Residence Life, Student Activities, Career Services, Health Services, Multicultural Affairs, Public Safety
- Completed certifications such as LGBTQ Ally Space, Search Committee Hiring Process, Title IX, Clery Act/Campus Security Authority, Active Shooter, and Performance Management

PROFESSIONAL AFFILIATIONS

2020-Present College and University Professional Association – Human Resources
2010-Present Social Justice Training Institute – Alumni Network
2005-Present NASPA – Student Affairs Administrators in Higher Education
2005-Present Alpha Phi Alpha Fraternity, Inc.
2016-2018 Association for Black Culture Centers
2013-2016 Association for Student Conduct Administration
2008-2016 Association of College and University Housing Officers International
2006-2011 ACPA – College Student Educators International

PROFESSIONAL SERVICE AND LEADERSHIP

ACPA – College Student Educators International
2014 Selected Participant, Donna M. Bourassa Mid-Level Management Institute
2008 National Conference Program Reviewer

Association for Black Culture Centers
2017-2018 Conference Chair and Institutional Host, 27th Annual National Conference

Association of College and University Housing Officers International
2015-2016 Co-Chair, Professionals of Color Network
2014-2015 Chair-Elect, Professionals of Color
2011 Faculty, Regional Entry Level Institute
2008-2009 Chair, NEACUHO Regional Social Issues Committee
2008 Founder, NEACUHO Professionals of Color Retreat
2007 Selected Participant, Regional Entry Level Institute

NASPA – Student Affairs Administrators in Higher Education
2019-Present NASPA African American Summit Fundraising Committee
2019-Present NASPA Certification for Student Affairs Educators Advisory Task Force
2017-Present Co-Director and Co-Founder, NASPA Ujima Institute
2011-Present Faculty, African American Male Summit
2018-2020 NASPA Region II Representative, Professional Standards Division
2018-2020 Mentor, NASPA Undergraduate Fellow Program
2017-2020 NASPA SA Speaks Coach

2014-2020 NASPA Region II Advisory Board Member
2019 External Review Team Member, NASPA Advisory Services
2018 Program Reviewer, NASPA Annual Conference
2017-2018 Committee Member, 2017 NASPA Conference SA Speaks
2016-2018 Co-Coordinator, Strategic Initiatives, NASPA Region II Board
2015-2017 Conference Planning Committee Member, NASPA Region 2 Conference
2015-2017 Co-Chair, NASPA Region II Conference Featured Speakers
2014-2016 Regional Awards Coordinator, NASPA Region II Advisory Board
2015 NASPA Placement Exchange (TPE) Blog Contributor
2015 Reader, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2015 Presenter, NASPA Region II Career in Student Affairs Conference
2015 Presenter, NASPA's Investing in our Future Webinar Series #SAInvest
2014 Faculty, NASPA Undergraduate Fellows Program Dungy Leadership Institute
2014 Presenter, NASPA Region II Graduate Student and New Professionals Institute
2013 Program Reviewer, NASPA Annual Conference

Social Justice Training Institute
2019 Selected Participant, Social Justice Training Institute 2- Certificate of Completion
2017 Faculty Intern, Social Justice Training Institute- Certificate of Completion
2010 Selected Participant, Social Justice Training Institute- Certificate of Completion

NATIONAL CONFERENCE PRESENTATIONS *(full list: www.davidearljones.com)*

2018 Jones, D.E. & Harris, K. *Reframing Our Approach to Leadership: Utilizing a Social Justice Lens.* Presented at the National Conference on Race and Ethnicity Annual Meeting, New Orleans, LA.

2018 Jones, D.E. & Cabello, C. *Navigating Racial Injustice on Today's College Campuses: Understanding How Cultural Center Professionals Maintain Resiliency and Self-Care While Caring for Others.* Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.

2017 Jones, D.E. & Cabello, C. *When Racial Injustice Hits Close to Home*: *Understanding How Cultural Center Professionals Navigate Self-Care While Creating Space & Caring for Others.* Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.

2017 Mena, S., Washington, J., Jones, D.E, et. al. *Taking Care of the Activist in You.* Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.

2017 Jones, D.E. *#BlackLivesMatter: The Time to Create Change Is Now*. SA Speaks Session. Presented at the National Association for Student Personnel Administrators Annual Conference, San Antonio, TX.

2016 Jones, D.E., Marquez-Santana, Y. & Holmes-Hope, C. *Multicultural Competency: Strategies for Cross-Cultural Supervision*. Presented at the Associational of College and University Housing Officers International Annual Convention, Seattle, WA.

2016 Jones, D.E., Davis, R.J., & Harris, K. *Action Planning, Competency Building & Professional Development Strategies for New Professionals.* Presented at the National Association for Student Personnel Administrators Annual Conference, Indianapolis, IN.

2015 Jones, D.E., & Harris, K. (2015, 2014, 2013, 2012). *Individual & Personal Planning*. Presented for the African American Male Summit Pre-Conference Seminar at the National Association for Student Personnel Administrators Annual Conference, Baltimore, MD.

2015 Jones, D.E., Holmes-Hope, C., Sturdivant, A. *Pathway to Success: Addressing Race and its Impact on the Housing Profession and our Campuses.* Presented at the Association of College and University Housing Officers International Annual Convention, Orlando, FL.

2015 Jones, D.E. *NASPA SA Speaks – Who Am I? The Journey of Self-Discovery*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.

2015 Jones, D.E. & Harris, K. *The Death of Michael Brown and the Incidents in Ferguson, Missouri: Conversations with Students about Race and its' Impact on College and University Campuses*. Presented at the National Association for Student Personnel Administrators Annual Conference, New Orleans, LA.

2014 Bump, T., Dunkel, N.W., Jones, D.E., Nash, R., & Stark, A. *The Sponsor Effect: Pushing, Pulling & Promoting YOU*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.

2014 Jones, D.E. *MALES Program*. Presented at the Association of College and University Housing Officers International Annual Convention, Washington, DC.

2013 Jones, D.E., Harris, K., & Hargrove, D. *I am Trayvon Martin: Conversations with Students about Race.* Presented at the National Association for Student Personnel Administrators Annual Conference, Orlando, FL.

2012 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Key Professional Competencies for New Professionals.* Presented at the National Association for Student Personnel Administrators Conference, Phoenix, AZ.

2011 Jones, D.E., Hargrove, D., Harris, K., Exume, K., Soares, F., Williams, D. *Purposeful Competencies: A New Professional Roundtable Discussion.* Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.

2011 Jones, D.E., Kohl, J., Toomey, C. *Fostering the Integration of Inclusion within Residence Life.* Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.

2011 Jones, D.E., Frier, J., & Harris, K. *Networking with a Purpose: Increasing Your Social Capital.* Presented at the National Association for Student Personnel Administrators Annual Conference, Philadelphia, PA.

2010 Iaccarino, G., Dey, F., Jones, D. *Leveraging the New Economy for Career Transformation in Student Affairs.* Presented at the American College Personnel Association Annual Conference, Boston, MA.

2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *A Legacy of Hope: Fostering Excellence for Black Men in College.* Presented at the National Association for Student Personnel Administrators Annual Conf., Chicago, IL.

2010 Soares, F., Jones, D.E., Harris, K., Exume, K., Hargrove, D. *Living a Legacy, Building a New Generation of M.A.L.E.S.* Presented at the National Association for Student Personnel Administrators Annual Conference, Chicago, IL.

2009 Jones, D.E. & Davis, R.J. (2009). *Networking Strategies to Increase Social Capital in Higher Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.

2009 Jones, D.E., Hargrove, D., Harris, K., & Exume, K. *We've Imagined, Now Let's (Re)Act: Black Male Student Success*. Presented at the American College Personnel Association Annual Conference, Washington, DC.

2009 Iverson, S., Alatorre, H., Jones, D.E., Mrozek, L., & Shea, H. *Forming, Storming, Performing: Group Dynamics & Social Justice Education*. Presented at the American College Personnel Association Annual Conference, Washington, DC.

2008 Surratt, D., Jackson, R., Jones, D.E. *Black Male Professionals in Student Affairs: Critical Issues & Perspectives*. Presented at the American College Personnel Association Annual Conference, Atlanta, GA.

2007 Harris, K., Hargrove, D. & Jones, D.E. *Understanding the Importance of Student Involvement for Black College Students at Predominately White Institutions.* Presented at the National Association for Student Affairs Professionals Summit on Black Greek-Letter Organizations, Charlotte, NC.

2005 Davis, R.J., & Jones, D.E. *Discover the Possibilities: Incorporating African American Men in Residence Life.* Association of College University and Housing Officers International Annual Conference, Milwaukee, WI.

NOTABLE AWARDS AND HONORS

2018 Association for Black Culture Centers Conference Chair Recognition Award
2017 NASPA Region II Mid-Level Professional Award
2017 NASPA Doris Ching Excellence as a Student Affairs Professional Award
2016 NASPA African American Knowledge Community Mid-Level Award
2010 NASPA Region I Network for Educational Equity & Ethnic Diversity Award
2010 ACPA Commission for Social Justice Educators Social Justice Educator Award
2010 ACPA Commission for Multicultural Affairs New Professional Award
2008 NASPA Region II New Professional Award
2007 New York University Residential Education Dept. Diversity Hallmark Award
2005 University of South Florida Resident Director of the Year Award

RESEARCH AND TEACHING INTERESTS

Diversity, Equity and Inclusion in Higher Education
Organizational Culture
Student Persistence and Success
Identity, Intersectionality and Leadership
Privilege, Oppression and Power
Race and Racism in Historical and Contemporary Contexts

PUBLICATIONS

2020 Jones, D.E. *Foreword.* In Editor Susan Goldman Rubin, Sing and Shout: Paul Robeson. Honesdale, PA. Calkins Creek for Boyds Mill Press Publisher.

2019 Batista, A., Jones, D.E, Sewell, S., & Tambascia, T.P. *Creating Pathways for New Professionals.* NASPA Leadership Exchange. Vol. 17, Issue 1, Spring 2019, pgs. 18-22.

2018 Jones, D.E. *Before Kaepernick, this Jersey Legend Gave Up Fame, Fortune for Social Activism*. NJ.com, September 15.

2011 Harper, S. R., Davis, R. J., Jones, D. E., McGowan, B. L., Ingram, T., & Platt, S. *Race and Racism in the Experiences of Black Male Resident Assistants at Predominately White Universities*. Journal of College Student Development, 52(2), 180-200.

TEACHING EXPERIENCE

2018-Present University of Southern California, Race and Equity Center
Equity Institute Teaching Faculty *(online)*
REC 725 – Messaging Commitment to Racial Equity and Inclusion
REC 730 – Identifying, Understanding, and Confronting Implicit Bias

2018 Rutgers University-New Brunswick
Graduate School of Education
College of Student Affairs Master of Education
College Student Affairs Culminating Project Review Panel Member

2017 Rutgers University-New Brunswick – Department of Africana Studies
Undergraduate Students
- Black Male Identity in the United States

2010 University of Massachusetts Lowell
Undergraduate Students
- First-Year Seminar

2005 University of South Florida
Undergraduate Students
- First-Year Seminar: College Experience for African American Men

DISSERTATION/THESIS COMMITTEE

Rutgers University-New Brunswick, Graduate School of Education

in progress Wenylla Reid. Black Students' Perceptions of Career Services. EdD., Education, Culture and Society. *(dissertation proposal accepted)*

INVITED SPEAKING ENGAGEMENTS

2020 Moderator, West Orange Town Hall on Racial Justice, West Orange, NJ
Featured Speaker, CUNY Student Life Department, City University of New York
Guest Lecturer, Master of Art in Teaching Program, William Paterson University
Facilitator, White Fragility Book Club Discussion, Leadership Florida
Featured Speaker, Englewood Public Library, Englewood, NJ
Panelist, West Orange Schools: Diversity, Equity & Access Panel, West Orange, NJ
Guest Speaker, Higher Education Leadership Graduate Course, Stony Brook University
Podcast Guest Interview, Inclusion in Progress Podcast

Featured Speaker, Human Relations Commission "Racial Injustice," West Orange, NJ
Panel Member, NASPA Region II "Career Search During a Pandemic" Webinar
Guest Lecturer, Applied Human Resource Planning Course, William Paterson University
Guest Lecturer, Higher Education Class - PhD Program, Seton Hall University
Webinar: Promoting Student Emotional Health and Well-being, JED Foundation
Panel Member, Black History Month Opening Ceremony, William Paterson University

2019 Moderator, City University of New York Black Male Initiative Conference
Panel Member, Swarthmore College, Black Cultural Center
Keynote Speaker, New York Institute of Technology, Student Life Retreat
Podcast, NASPA – Student Affairs Voices from the Field
Webinar, NASPA Latinx Knowledge Community, Consejos y Consuelos Series
Keynote Speaker, Drew University, MLK Celebration Awards Luncheon

2018 Keynote Speaker, NASPA Region III Summer Symposium, Regional Conference
Featured Speaker, NASPA Region II Conf. Microagressions in the Workplace
Keynote Speaker, Rutgers University Lead-Up Academy Banquet
Featured Speaker, National Orientation Directors Association Region 8 Conf.
Webinar Presenter, NASPA African American Knowledge Community Webinar
Keynote Speaker, New Jersey Women Lawyers Association Diversity Seminar
Lecturer, Rhode Island College Dialogue on Diversity 2018 Spring Lecture
Keynote Speaker, Watkinson School Dr. Martin Luther King, Jr. Day of Service
Panel Member, The Jackie Robinson Foundation Black College Student Success

2017 Keynote Speaker, St. Joseph College Women Empowerment Org. Summit
Keynote Speaker, Pace University Student Leadership Conf. (Pleasantville)
Invited Speaker, Rhode Island College, President Commission on Inclusion
Panel Member, NYU Staff of Color Network- Pathway to Chief Housing Officer
Panel Member, Metuchen, NJ Public Library, 13th Documentary Screening
Keynote Speaker, Essex Rising Social Justice Coalition Seminar, Orange, NJ
Invited Guest, Student Affairs Live, Higher Ed Live Network
Keynote Speaker, John Jay College, Peer Mentor Leadership Conference
Keynote Speaker, Ramapo College of New Jersey, Black History Month Banquet
Keynote Speaker, Hobart William Smith Colleges, Prof. Development Day
Keynote Speaker, Alfred Univ., Division of Student Affairs Prof. Development

2016 Guest Lecturer, Montclair State University, Resident Assistant Class
Panel Member, The New School, The Birth of a Nation Pre-Screening Discussion
Keynote Speaker, Rowan College at Gloucester County, Faculty/Staff Retreat
Keynote Speaker, Mid-Atlantic ACUHOI Inclusion Summit
Invited Speaker, Quinnipiac University Faculty and Staff Diversity Speaker Series
Panelist, Guttman Community College, Hypersexualization of Women in Media
Keynote Speaker, Rutgers University-New Brunswick, Residence Life Training
Webinar, ACUHOI (housing - student affairs) Professionals of Color Network
Keynote Speaker, New Settlement High School Career Program
Keynote Speaker, Watkinson School All School Assembly

2015 Featured Speaker, CSP Assoc. of NY State Urban Campus Institute
Panel Member, LaGuardia Community College, Career Links: Education Panel
Panel Member, Brooklyn College Career Center Graduate Student Panel
Guest Lecturer, College Prep for Kappa Alpha Psi Fraternity, Brooklyn, NY

2014 Invited Guest, Student Affairs Live, Higher Ed Live Network
Guest Lecturer, College of Staten Island, SEEK & College Discovery

2013 Guest Speaker, Univ. of New Haven Society Human Resource Management

2011 Featured Speaker, Northeast Regional National Assoc. of Campus Activities
Keynote Speaker, Massachusetts College of Art and Design Annual Ed. Forum
Keynote Speaker, G.R.A.D. Mentoring Program Seminar

2010 Keynote Speaker, Univ. of Massachusetts Lowell Student Org. Women's Program
Keynote Speaker, N.E.A.C.U.H.O. Professionals of Color & Allies Retreat

2008 Keynote Speaker, M.A.L.E.S. Student Org. Annual Banquet, ECSU

INVITED DIVERSITY TRAINING ENGAGEMENTS

2020 John Jay College – CUNY
Faculty Departments - Public Management, Sociology and Psychology

2020 University of Wisconsin-Milwaukee
USC Race and Equity Center Equity Institute's Implicit Bias Module

2019 Kent State University
USC Race and Equity Center Equity Institute's Implicit Bias Module

2019 Mt. San Jacinto College
USC Race and Equity Center Equity Institute's Implicit Bias Module

2019 Long Beach City College
USC Race and Equity Center Equity Institute's Implicit Bias Module

2019 North Central College
Diversity Task Force
Division of Student Affairs
Inclusive Organizational Culture Training

2019 Purdue University
USC Race and Equity Center Equity Institute's Implicit Bias Module

2019 North Central College
President Cabinet and Council
Trainer, Prioritizing Racial Equity and Identity Conscious Leadership

2018 University of Virginia
USC Race and Equity Center Equity Institute's Implicit Bias Module

2018 University of North Carolina Greensboro
Division of Student Affairs
Inclusion Workshops for Professional Staff

2018 Columbia University
School of Professional Studies
Identity and Workplace Seminar for Graduate Students

2018 Tufts University
Office of Greek Life
Implicit Bias Workshop for Student Staff

2018 Bay Path University
Office of New Student Orientation
Diversity Workshop for First-Year Students

2018 Rhode Island College
President Cabinet and President Extended Cabinet
Inclusion Plan Development

2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Orientation Student Leaders and Professional Staff

2017 PFK O'Connor Davis Accounting Firm
Diversity Council
Diversity Training for Accounting Firm Staff

2017 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for L.E.A.P. Student Leadership Program [2013-2017]

2017 New Jersey Institute of Technology
Office of Residence Life
Diversity Training for Resident Assistant Staff

2017 University of Iowa
Division of Student Affairs
Diversity Training for Professional and Student Staff

2016 University of Massachusetts Dartmouth
Division of Student Affairs
Diversity Training for Residence Life Student and Professional Staff

2016 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for First-Year Student Orientation [2015-2016]

2016 Quinnipiac University
Diversity Training for Faculty and Staff

2015 Southern Illinois University-Carbondale
Division of Student Affairs
Social Justice Training for Student Leaders

2015 Quinnipiac University
Division of Student Affairs
Diversity Training for Professional Staff

2015 Manchester Community College GEAR UP Alliance
Diversity Training for Higher Education Administrators [2014-2015]

2014 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Multicultural Student Organizations

2014 United Negro College Fund, Gates Scholars Leadership Academy
Diversity and Inclusion Workshop for Gates Scholars

2014 Kent State University
Diversity Webinar for Faculty and Staff

2013 Allegheny College
Diversity Workshop for New Student Orientation

2013 Allegheny College
Diversity Workshops for Faculty, Staff and Student Leaders

2013 University of New Haven
Diversity Training for Student Leaders

2013 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant Student Staff [2011-2013]

2012 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Director Staff [2010-2012]

2012 Keene State College
University-Wide Diversity Training for Student Leaders

2012 Mount St. Mary University
University-Wide Diversity Workshop for Student Leaders

2012 Eastern Connecticut State University
Student Leadership Conference
Diversity Workshop for Student Leadership Conference Attendees

2011 University of Massachusetts Lowell
Office of Admissions
Cultural Competency Training [co-facilitated with Dr. Kathy Obear]

2010 Eastern Connecticut State University
Division of Student Affairs
Diversity Training for Resident Assistant In-Service

2010 Mount Ida College
Identity Development Workshop for Undergraduate Students of Color

INVITED CURRICULUM & PROGRAM REVIEWER

2019 Florida State University
External Review Team Member, NASPA Advisory Services
External Review – Division of Student Affairs Diversity and Inclusion

2018 University of Southern California, Race and Equity Center
Equity Institute Curriculum Development Team Member
- REC 725 – Messaging Commitment to Racial Equity and Inclusion
- REC 730 – Identifying, Understanding, and Confronting Implicit Bias

2017 Hobart and William Smith Colleges
External Review - Intercultural Center

2007 Laboratory Institute of Merchandising
External Review - Department of Residence Life Diversity Plan and Goals

COMMUNITY ENGAGEMENT

2020-Present Trustee At-Large, Board of Trustees
The Unitarian Universalist Congregation at Montclair

2020- Present Vice President, Diversity Task Force, Parent Teacher Association - St. Cloud Elementary School
2020-2021 Executive Board Member

2019-Present Commissioner, West Orange Human Relations Commission

2018- Present Member, Diversity, Equity & Access Committee
West Orange School District

2005-Present Alpha Phi Alpha Fraternity
Past Mentor, Alpha G.E.N.T.S. Kappa Xi Lambda Mentoring Program
Past Executive Board Member
- Gamma Zeta Lambda Chapter (Secretary)
- Kappa Xi Lambda Chapter (Secretary)

2019-2020 Membership Chair, Parent Teacher Association - St. Cloud Elementary School
2019-2020 Executive Board Member

2018-2020 Religious Education Teacher, The Unitarian Universalist Congregation at Montclair
9th Grade Coming of Age Class
Mentor, Coming of Age Youth Class

2017 Provocative Discussion Guest Speaker (May 2017)
Essex Rising Social Justice Coalition
Essex County (New Jersey)

Biography
Dr. David E. Jones

Dr. David E. Jones is the Chief Diversity Officer and Director of Talent Management at William Paterson University in Wayne, New Jersey, where he leads an institutional diversity agenda to create an inclusive campus community. Regularly invited to organizations to serve as a diversity consultant, strategist, speaker and trainer, Dr. Jones has served on the teaching faculty for the Equity Institute at the University of Southern California Race and Equity Center since 2018. David holds a doctorate of education in organizational leadership and communication from Northeastern University, a master of education in college student affairs from the University of South Florida, a bachelor of science in communications from Eastern Connecticut State University and is a member of Alpha Phi Alpha Fraternity, Incorporated. Prior to his position at William Paterson, his career includes serving in higher education leadership roles at Rutgers University-New Brunswick, City University of New York, University of Massachusetts Lowell, New York University and University of South Florida.

Dr. Jones has maintained an active leadership agenda with the National Association for Student Personnel Administrators (NASPA), presenting regularly at regional and national conferences and previously serving on the NASPA Region II Board as the Representative for the Professional Standards Division and Co-Chair for Strategic Initiatives. He currently serves NASPA as a leadership team member and faculty for the African American Male Summit and co-director and co-founder for the NASPA Ujima Institute. Previously, Dr. Jones has served on the NASPA Region II conference planning committee, faculty member for the NUFP Dungy Leadership Institute and an institutional external review team member with NASPA Advisory Services. Most notably, Dr. Jones was previously a keynote speaker for the NASPA Region III Summer Symposium.

David specializes in diversity, equity and inclusion, with an interest on the intersection of identity and leadership. His work in this area is highly regarded and as a result, he has been the recipient of several regional and national awards such as the NASPA Doris Ching Award for Excellence as a Student Affairs Professional, Social Justice Educator Award for ACPA's Commission for Social Justice Educators, Mid-Level Professional Award for NASPA's African American Knowledge Community and NASPA Region I's Network for Educational Equity & Ethnic Diversity Award. He has delivered over 100 educational sessions, workshops or keynotes at conferences, postsecondary institutions, corporations and non-profit organizations, nationwide. Dr. Jones has been a selected speaker for the NASPA SA Speaks Series and a faculty intern for the Social Justice Training Institute. Published in The Journal of College Student Development, Dr. Jones has also appeared on the Higher Ed Live Network Student Affairs Live show.

Concurrent to his professional work, David remains actively engaged in his community. He currently provides township leadership for West Orange, New Jersey where he serves as a Commissioner for the West Orange Human Relations Commission and a member of the West Orange School District Diversity, Equity and Access Committee. Additionally, David previously served as Membership Chair for the Parent Teacher Association executive board at his children's school and currently holds the position of Vice President for the Diversity Task Force on the Parent Teacher Association executive board. David is a Member-At-Large for the Board of Trustees at the Unitarian Universalist Congregation at Montclair, New Jersey, where he also previously served as Religious Education Teacher for the 9th Grade Coming of Age Class. A native of Brooklyn, New York, David currently lives in a suburb of New York City with his wife, Dr. Stephanie Laudone Jones, an Assistant Professor of Sociology at the City University of New York Borough of Manhattan Community College and their three children, Jacob, Sophia and Natalia. To learn more about Dr. Jones, visit www.davidearljones.com.

last updated: 6.16.20

Governor's Council on Alcoholism and Drug Abuse
Fiscal Grant Cycle July 2020-June 2025

157-20
August 11, 2020

FORM 1B

WHEREAS, the Governor's Council on Alcoholism and Drug Abuse established the Municipal Alliances for the Prevention of Alcoholism and Drug Abuse in 1989 to educate and engage residents, local government and law enforcement officials, schools, nonprofit organizations, the faith community, parents, youth and other allies in efforts to prevent alcoholism and drug abuse in communities throughout New Jersey.

WHEREAS, The Township Council of the Township of West Orange_, County of _Essex__, State of New Jersey recognizes that the abuse of alcohol and drugs is a serious problem in our society amongst persons of all ages; and therefore, has an established Municipal Alliance Committee; and,

WHEREAS, the Township Council further recognizes that it is incumbent upon not only public officials but upon the entire community to take action to prevent such abuses in our community; and,

WHEREAS, the Township Council has applied for funding to the Governor's Council on Alcoholism and Drug Abuse through the County of ____Essex____;

NOW, THEREFORE, BE IT RESOLVED by the Township of West Orange__, County of Essex__, State of New Jersey hereby recognizes the following:

1. The Township Council does hereby authorize submission of a strategic plan for the Municipal Alliance grant for fiscal year July 1, 2019 to September 30th, 2020___ in the amount of:

DEDR	$1,375_____
Cash Match	$ 343.75_____
In-Kind	$1,031.25_____

2. The Township Council acknowledges the terms and conditions for administering the Municipal Alliance grant, including the administrative compliance and audit requirements.

APPROVED: _____
Robert D. Parisi, Mayor

CERTIFICATION

I, Karen J. Carnevale, Municipal Clerk of the Township of West Orange, County of Essex, State of New Jersey, do hereby certify the foregoing to be a true and exact copy of a resolution duly authorized by the Township Council on this 11th day of August, 2020.

_____
Karen J. Carnevale, Municipal Clerk

Governor's Council on Alcoholism and Drug Abuse
Fiscal Grant Cycle July 2020-June 2025

158-20
August 11, 2020

FORM 1B

WHEREAS, the Governor's Council on Alcoholism and Drug Abuse established the Municipal Alliances for the Prevention of Alcoholism and Drug Abuse in 1989 to educate and engage residents, local government and law enforcement officials, schools, nonprofit organizations, the faith community, parents, youth and other allies in efforts to prevent alcoholism and drug abuse in communities throughout New Jersey.

WHEREAS, The Township Council of the Township of West Orange_, County of _Essex__, State of New Jersey recognizes that the abuse of alcohol and drugs is a serious problem in our society amongst persons of all ages; and therefore, has an established Municipal Alliance Committee; and,

WHEREAS, the Township Council further recognizes that it is incumbent upon not only public officials but upon the entire community to take action to prevent such abuses in our community; and,

WHEREAS, the Township Council has applied for funding to the Governor's Council on Alcoholism and Drug Abuse through the County of ____Essex____;

NOW, THEREFORE, BE IT RESOLVED by the Township of West Orange__, County of Essex__, State of New Jersey hereby recognizes the following:

1. The Township Council does hereby authorize submission of a strategic plan for the Municipal Alliance grant for fiscal year October 1, 2020 to June 30th, 2021___ in the amount of:

DEDR	$_17,685.60_____
Cash Match	$ _4,421.40_____
In-Kind	$__13,264.20_____

2. The Township Council acknowledges the terms and conditions for administering the Municipal Alliance grant, including the administrative compliance and audit requirements.

APPROVED: _____
Robert D. Parisi, Mayor

CERTIFICATION

I, Karen J. Carnevale, Municipal Clerk of the Township of West Orange, County of Essex, State of New Jersey, do hereby certify the foregoing to be a true and exact copy of a resolution duly authorized by the Township Council on this 11th day of August, 2020.

_____
Karen J. Carnevale, Municipal Clerk

159-20
August 11, 2020

RESOLUTION TO FURNISH AND INSTALL A FIRE ALARM SYSTEM

WHEREAS, the West Orange Municipal Building is in an immediate need to upgrade its current fire alarm system; and

WHEREAS, pursuant to the New Jersey Local Public Contract Law (N.J.S. 40A:11-1) a bid was advertised and received on February 25, 2020 and all were rejected because all recipients did not receive addenda. Subsequently this bid was re-advertised to be received on March 23, 2020. Due to the pandemic and subsequent closing of the Municipal Building, the bid opening was postponed until July 7, 2020. At that time, four bids were received (see Exhibit A). After review of said bids, the low bidder was considered non-responsive to the specifications and rejected; and

WHEREAS, the second lowest bidder has been accepted as being responsive and responsible to the specification and is recommended to be awarded this contract.

NOW, THEREFORE BE IT RESOLVED by the Municipal Council of the Township of West Orange that the Furnishing and Installation of a Fire Alarm System to be awarded to:

Absolute Protective Services
51 Suttons Lane
Piscataway, NJ 08854

Amount $42,662.00
Annual Maintenance fee: $816.00

BE IT FURTHER RESOLVED that the Purchasing Agent is hereby authorized to issue a purchase order for said services with funds certified available by the Chief Financial Officer.

Karen J. Carnevale, R.M.C.	**Michelle Casalino**
Municipal Clerk	**Council President**

I hereby certify funds are available from Account No. 03-2507-17-0100-020

John Gross, Chief Financial Officer

Adopted: August 11, 2020

159-20

EXHIBIT A

July 7, 2020 bid results for the Furnishing and Installation of a Fire Alarm System

Power With Prestige	$34,000.00
Annual Maintenance	$1,250.00
Absolute Protective Systems	$42,662.00
Annual Maintenance	$816.00
Haig Service Corp.	$48,900.00
Annual Maintenance	$2,200.00
Spark Electric	$52,268.00
Annual Maintenance	$1,100.00

160-20
August 11, 2020

RESOLUTION TO INCREASE PUBLIC BIDDING THRESHOLD

WHEREAS, the public bidding threshold for Municipal Contracting Units is adjusted every five years by the State Governor in conjunction with the Department of Treasury; and

WHEREAS, the Township of West Orange "Township" desires to take advantage of the increased bid threshold to expeditiously purchase goods and services which ultimately saves the Township time and money; and

WHEREAS, through resolution, Anne DeSantis is the Township's designated Qualified Purchasing Agent as issued by the Director of the Division of Local Government Services in accordance with N.J.A.C. 5:34-5 et seq. and N.J.S.A. 40A:11-3; and

WHEREAS, by having a Qualified Purchasing Agent and pursuant to the provisions of the Local Public Contracts Laws N.J.S.A. 40A:11-3, as authorized by the New Jersey State Treasurer, effective July 1, 2020 the Township can increase its Public Bidding threshold from $40,000.00 to $44,000.00; and

NOW, THEREFORE BE IT RESOLVED, by the Council of the Township of West Orange, in the County of Essex, in the State of New Jersey hereby increases its public bidding threshold to $44,000.00.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

161-20
August 11, 2020

R E S O L U T I O N

WHEREAS, the Township Council obtained the services of CME Associates of Monmouth Junction, New Jersey and Manal Baba, Licensed Site Remediation Professional (LSRP) to provide professional services to remediate contaminated soil and groundwater at the Public Works Building, 25 Lakeside Avenue, associated with former leaking underground storage tanks; and

WHEREAS, the services outlined in their proposal of November 6, 2018, included Soil Sampling, Groundwater Sampling and Monitoring Well Gauging were authorized by Resolution No. 256-18 dated November 13, 2018, to comply with New Jersey's Site Remediation Reform Act for Natural Attenuation of Contaminants; and

WHEREAS, in November 2019 the NJDEP provided additional guidance for vertical delineation of groundwater contamination for natural attenuation proposals; and

WHEREAS, CME Associates submitted a proposal in the amount of $7,200.00 dated February 18, 2020 to provide vertical delineation of groundwater contamination; and

WHEREAS, CME Associates responded to the Township's Request for Professional Qualifications; and

WHEREAS, the Municipal Engineer finds the proposal acceptable; and

WHEREAS, sufficient funds exist for this work; and

WHEREAS, the Township Council concurs in the foregoing

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that a Professional Services contract be awarded to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, New Jersey 08852, Manal Baba, LSRP, to provide professional services associated with the vertical delineation of groundwater contaminants at the Public Works Building, 25 Lakeside Avenue from a former leaking underground storage tank in accordance with their proposal dated February 18, 2020 for a fee not to exceed $7,200.00

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

Karen J. Carnevale, RMC **Municipal Clerk**	**Michelle Casalino** **Council President**
Adopted: August 11, 2020	
I certify funds are available **From the following account**	**<u>Account Number</u>** **03 2584 19 0500 110** **Underground Storage Tank** **$7200.00**
John O. Gross, Chief Financial Officer	

162-20
August 11, 2020

R E S O L U T I O N

WHEREAS, by Resolution No. 122-18 dated May 8, 2018, the Township Council awarded a Professional Services contract to Manal Baba, Licensed Site Remediation Professional (LSRP) and CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, NJ 08852 for LSRP and environmental services for underground storage tank removal and environmental site remediation at Fire House No. 4 280 Pleasant Valley Way, associated with the leaking underground storage tanks that were removed and replaced in 1994; and

WHEREAS, the Township now requires additional environmental services of Manal Baba, LSRP, for environmental site remediation associated with three leaking underground storage tanks that were removed in 1994; and

WHEREAS, CME Associates submitted a proposal dated September 19, 2019 to provide environmental services for the removal of the existing tanks and remediate contamination associated with the prior underground storage tanks removed in 1994; and

WHEREAS, the proposal of CME Associates includes four (4) tasks:

1.	Monitoring Well Gauging & Sampling	$30,700.00
2.	Classification Exception Area Application Contaminant Fate & Transport Modeling	$5,500.00
3.	Reporting and Management	$16,500.00
4.	Response Action Outcome	$4,400.00
	Total	$57,100.00

WHEREAS, CME Associates responded to the Township's Request for Qualifications; and

WHEREAS, the proposed is acceptable to the Municipal Engineer; and

WHEREAS, sufficient funds exist for this work; and

WHEREAS, the Township Council concurs in the foregoing.

NOW, THERFORE BE IT RESOLVED by the Township of West Orange that a Professional Service contract be awarded to CME Associates, 3759 Highway 1 South, Suite 100, Monmouth Junction, NJ 08852 to provide LSRP and professional environmental services for Fire House No. 4, 280 Pleasant Valley Way in accordance with their proposal dated September 19, 2019 for a fee not to exceed 57,100.00

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

Karen J. Carnevale, RMC
Municipal Clerk

Michelle Casalino
Council President

Adopted: August 11, 2020

I certify funds are available
From the following account

<u>Account Number</u>
03 2584 19 0500 110
Underground Storage Tank
$57,100.00

John O. Gross, Chief Financial Officer

163-20

RESOLUTION

WHEREAS, an application has been submitted by the Life Christian Church of West Orange, which wishes to hold a fireworks display at its grounds at 747 Northfield Avenue on August 9, 2020 from 9:00 P.M. to 9:15 P.M.; and

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

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

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

WHEREAS, the State of New Jersey is still under a state of emergency and public health emergency related to the COVID-19 virus and the Governor of the State of New Jersey has issued a series of Executive Orders establishing social gathering and social distancing policies for all residents, businesses and gatherings in the State of New Jersey.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Life Christian Church be and is hereby granted permission to conduct a fireworks display on August 9, 2020; subject to the directives of the Fire Official, or his designees; and be it further

RESOLVED, that the permission to conduct the proposed fireworks display will be subject to all requirements of social distancing and all requirements consistent with the Executive Orders issued by the Governor of the State of New Jersey issued related to the COVID-19 virus.

Karen J. Carnevale, R.M.C.	**Michelle Casalino**
Municipal Clerk	**Council President**

Approved: August 4, 2020
Ratified: August 11, 2020

164-20
August 11, 2020

RESOLUTION

WHEREAS, on May 22, 2018, the Township Council for the Township of West Orange (the "Township") adopted Resolution 141-18 which authorized the retention of Matrix New World ("Matrix") at 26 Columbia Turnpike in Florham Park, New Jersey to prepare a preliminary assessment report for projects in Degnan Park and Lafayette Park as part of a Green Acres matching grant program and loan program through the New Jersey Department of Environmental Protection (the "NJDEP"), see Exhibit **"A"** annexed hereto; and

WHEREAS, as a result of the Preliminary Assessment prepared by Matrix, it was uncovered that in 1994 a case file was open with the NJDEP related to a suspicious discharge into Vincent Lake located in Degnan Park; and

WHEREAS, the Township seeks to resolve and close out the open case file with the NJDEP; and

WHEREAS, Matrix has provided the Township with a proposal to take the necessary measures to close out the open case file with the NJDEP, annexed hereto as Exhibit **"B"** (the "Proposal"); and

WHEREAS, the Proposal provides that work to be performed shall not exceed $4,950 which falls below the bid threshold exempting this proposal from public bidding.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township be and is hereby authorized to retain Matrix to perform the work necessary to close out the open NJDEP file related to Vincent Lake in Degnan Park consistent with the proposal annexed hereto as Exhibit **"B;"** and it is further;

RESOLVED that the Mayor be and is hereby authorized to executed any agreement, if any, consistent with the Proposal, annexed hereto as Exhibit **"B;"** and be it further

RESOLVED that the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature on any agreement, if any, consistent with the Proposal, annexed hereto as Exhibit **"B."**

_____	_____
Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

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

_____
JOHN O. GROSS, CFO

4838-5987-1110, v. 1

Exhibit “**A**”

141-18
May 22,2018

RESOLUTION

WHEREAS, the Township of West Orange (the "Township") received approval for a Green Acres matching grant of $45,525 and a Green Acres loan of $136,575 for the Township's Multi Park Development Project through the State of New Jersey Department of Environmental Protection's Green Acres program; and

WHEREAS, on September 5, 2017, the Township adopted Resolution No. 198-17 authorizing the retention of Matrix New World at 26 Columbia Turnpike in Florham Park, New Jersey ("Matrix") to prepare the Preliminary Assessment Reports for the projects for Degnan Park and Lafayette Park; and

WHEREAS, on March 13, 2018, the Township adopted Resolution No. 87-18 authorizing Matrix to conduct Site Investigations at Degnan Park and Lafayette Park; and

WHEREAS, on Matrix identified three metals from samplings which require additional laboratory testing in order to calculate possible impact on groundwater; and

WHEREAS, Matrix has advised the Township that an expedited sampling and testing would cost a total of $690 as set forth in the proposal annexed hereto as Exhibit **"A;"** and

WHEREAS, the additional costs are agreeable to obtain the required additional laboratory testing.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township be and hereby is authorized an additional expenditure of $690 to complete the additional laboratory testing related to the metals identified during the Site Investigation at Degnan Park and Lafayette Park; and

RESOLVED, that Mayor is authorized to execute all necessary agreements or documents, including the proposal annexed hereto as Exhibit **"A,"** authorizing Matrix to perform the additional laboratory testing and be it further

RESOLVED, that the Municipal 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**	**Susan McCartney** **Council President**

Adopted: May 22, 2018

I hereby certify funds available from: _____

John O. Gross, Chief Financial Officer

4821-1549-9622, v. 1

Exhibit **“B”**

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

Via Email (LLepore@westorange.org)

January 25, 2019

Mr. Leonard R. Lepore, P.E., Municipal Engineer
Township of West Orange - Director of Public Works
25 Lakeside Avenue
West Orange, NJ 07052

**Re: PROPOSAL FOR ENVIRONMENTAL SERVICES – LSRP RETENTION/
DEGNAN PARK
ALISA DRIVE
BLOCK 154.19, LOT 6
WEST ORANGE, NEW JERSEY
NJDEP's PROJECT NO. 0722-17-035
MATRIX NO. P17-707**

Dear Mr. Lepore:

As requested, Matrix New World Engineering, Land Surveying and Landscape Architecture, P.C. (Matrix) is pleased to provide this proposal to perform environmental services for the above-referenced Site. The proposed work encompasses the retention of a Licensed Site Remediation Professional (LSRP) for the project, the submittal of all necessary forms and reports, and the issuance of a final remediation document in the form of a Response Action Outcome (RAO) for the Site in support of the Township of West Orange's Green Acres Program requirements administered by the New Jersey Department of Environmental Protection (NJDEP). The proposed work will be completed in accordance with the Site Remediation Reform Act (SRRA), N.J.S.A 58:10C-1 et seq., the Administrative Requirements for the Remediation of Contaminated Sites (ARRCS), N.J.A.C. 7:26C, and the Technical Requirements for Site Remediation (TRSR), N.J.A.C. 7:26E.

SCOPE OF WORK

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

Task 1: LSRP Retention and Form Submittals

In accordance with SRRA, the, and the NJDEP's *Technical Requirements for Site Remediation* (TRSR), Matrix's LSRP will prepare and submit all required SRP forms. The forms will be submitted at the appropriate stage of SRP compliance and may accompany the various reports that will be prepared as part of this effort. Listed below are the forms that will be submitted by the LSRP; however, the client is responsible for any and all of the associated NJDEP fees:

- LSRP Retention Form
- Annual Remediation Fee Form
- Case Inventory Document (CID)
- Receptor Evaluation Form
- Site Investigation (SI) Report Form

The LSRP will also review and certify all required reports. In accordance with NJAC 7:26C-2.5 (record retention), the person responsible for conducting the remediation shall maintain and preserve all data, documents and information concerning remediation of a contaminated site. This proposal assumes the Township is responsible for the payment of all NJDEP fees for the site.

Task 2: Report Submittal

Based upon the NJDEP's letter dated November 30th, 2018 and subsequent discussions with the NJDEP, submittal of the SI Reports to the Green Acres Program to request a final closure document is unacceptable due to two open cases associated with the subject property (NJDEP Case 94-4-25-1405-06 and NJDEP Case 94-7-28-1400-22). As such, the SI Reports must be submitted to the NJDEP's Bureau of Case Assignment and Initial Notice. This task includes all labor necessary to communicate with, and submit the report to, this Bureau in order to close out these cases.

Task 3: Response Action Outcome

With the enactment of the SRRA, and related amendments to the Brownfield and Contaminated Site Remediation Act (Brownfield Act; N.J.S.A. 58:10B-1 et seq.), the determination that a remediation of a contaminated site or area of concern (AOC) is protective of public health and safety and the environment, will rest with an LSRP. In accordance with SRRA, an LSRP is authorized to memorialize the completion of remediation by issuing an RAO to the person(s) responsible for conducting the remediation. This task includes the issuance of an RAO for the property documenting that, in the opinion of the LSRP, no further environmental investigation is required.

COSTS

The following are our estimated costs for the tasks described herein to complete the remediation of the property. All work will be conducted in accordance with the attached standard terms and conditions and LSRP Special Provisions.

Task 1: LSRP Retention, Form Submittals, and Oversight

Labor.....$ 1,500.00
Subtotal Task 1 .....$ 1,500.00

Task 2: Site Investigation Report Submittal

Labor.....$ 1,650.00
Subtotal Task 2 .....$ 1,650.00

Task 3: Response Action Outcome

Labor.....$ 1,800.00
Subtotal Task 3……..…… $ 1,800.00

***Total Costs Not to Exceed* $4,950.00**

ASSUMPTIONS AND EXCLUSIONS

This proposal is based on the following assumptions:

- No additional assessment, investigation or remediation activities are included;
- Costs do not include future investigations or remediation;
- Costs do not include any additional NJDEP notification or reporting fees, if applicable; and
- All external costs will be charged at cost plus 15%.

CLOSING

Any item listed above which is not ordered will not be billed. Separate authorization from the client will be requested prior to commencing services outside the scope of this proposal.

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

The terms and conditions of this proposal are subject to the attached Matrix Terms and Conditions for Professional Services.

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

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

PAYMENT SCHEDULE

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

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

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

Sincerely,

Craig McCarrick, LSRP
Project Manager

Authorization to Proceed:_____ Date:_____
Name/Title

ATTACHMENT 1
TERMS AND CONDITIONS

MATRIXNEWORLD
Engineering Progress

Matrix New World Engineering, Land Surveying and Landscape Architecture, PC

TERMS AND CONDITIONS FOR PROFESSIONAL SERVICES

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

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

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

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

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

Section 4: INVOICE PROCEDURE AND PAYMENT
Matrix will submit a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date or upon closing, whichever is last to occur. CLIENT will be liable for all court costs, disbursements, and attorney's fees incurred in the collection of any outstanding invoices.

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

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

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

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

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

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

Section 9: STANDARD OF CARE

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

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

Section 10: INDEPENDENT CONTRACTOR

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

Section 11: JOBSITE HEALTH AND SAFETY

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

Section 12: INSURANCE

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

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

Section 13: INDEMNITY

A. Matrix

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

B. CLIENT

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

Section 14: LIMIT OF LIABILITY

Notwithstanding any other provision contained in the Agreement

A. In no event shall Matrix, its employees, agents, or sub-contractors be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.

B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any of parent or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees or agents.

C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability available at the time of the claim, whichever is lesser.

D To the maximum extent permitted by law, the limitations on damages, the releases from liability, the limitations of liability, and the exclusive remedies provisions expressly provided in the Agreement shall apply even in the event of the fault, negligence (in whole or in part), strict liability or breach of contract of Matrix. The remedies provided in the Agreement are exclusive, except that the CLIENT shall in addition have the right to obtain specific performance and all other injunctive relief that may be available. Matrix disclaims, and the CLIENT waives, any implied warranties of merchantability or fitness for a particular purpose with respect to any equipment or other personal property procured by Matrix and provided to the CLIENT as part of any Services.

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

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

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

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

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

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

Special Provisions- Licensed Site Remediation Professional Services

1. Licensed Site Remediation Professionals. In accordance with the Site Remediation Reform Act, NJSA 58:10C-1 et seq ("SRRA") and Executive order #140, the performance of Services contained in this Agreement may require the engagement of a Licensed Site Remediation Professional ("LSRP") registered with the State of New Jersey under NJSA 58:10C-1 et seq, and the regulations effective November 5, 2009 known as Administrative requirements for the Remediation of Contaminated Sites ("ARRCS") as prepared by the New Jersey Department of Environmental Protection ("NJDEP") thereunder (collectively, the "LSRP Program").

   The client recognizes and agrees in consideration of this section to the following terms and conditions:

   1.1 The laws and regulations relating to the LSRP Program imposes upon LSRPs certain professional obligations owed to the public including, in some instances, a duty to disclose the existence of certain environmental contaminants to the NJDEP and/or other regulatory agencies.

   If the LSRP's obligations under the LSRP Program conflict in any way the terms and conditions of this Agreement or the wishes or intentions of the Client, the client acknowledges that the LSRP is bound by law to comply with the requirements of the LSRP Program.

   1.2 The Client recognizes that the LSRP shall be immune from all civil liability resulting from any alleged and/or actual conflict between the Client's interests and the investigatory, reporting and disclosure obligations under the LSRP Program. The Client also agrees to defend, indemnify and hold harmless Matrix New World Engineering, Inc. (Matrix) and its LSRP from and against any claims losses, damages, fines, or administrative, civil, or criminal penalties that arise as a direct or indirect result of the fulfillment of obligations to the LSRP program.

   1.3 Client acknowledges and agrees to provide Matrix and its LSRP all relevant project information including but not limited to: (a) the date(s) and time(s), to the extent known, on which the Client obtained knowledge of any prior release(s); (b) details about the release(s) and Site-specific conditions; (c) any prior environmental site assessment reports, laboratory analytical reports, and/or other pertinent data, facility surveys, etc. known to the Client; and (d) prior measures taken to address the release(s), all to ensure that professional services, rendered on the Client's behalf by Matrix and its LSRP, to comply with the LSRP Program.

   1.4 Under the LSRP Program, the LSRP is required to provide professional opinions at various stages if environmental assessment (remediation) permitting remedial action or closure activities. The LSRP shall be entitled to request the performance of such additional tests or other services as are necessary, in their professional judgment, to permit them to provide such opinions.

1.5 The Client shall permit Matrix and its LSRP to rely upon work product prepared by any prior environmental consultant in order to allow Matrix and its LSRP to meet their obligations under this Agreement and the LSRP Program.

1.6 As part of the LSRP Program, the NJDEP may audit with or without cause, work product developed under the LSRP Program, respectively. If the NJDEP conducts such an audit, the LSRP responses to such requests for information and additional services not included in the current Scope of Services and that Matrix New World shall be compensated therefore on substantially the same basis as it is compensated for Services provided under this Agreement.

Acceptance of Proposal; (please return this page only):
I accept all terms and conditions set forth and grant Matrix New World Engineering, Inc. authorization to proceed.

_____	_____
Name	Date
_____	_____
Signature	Purchase Order No. (if required)

MATRIXNEWORLD
Engineering Progress

2018 FEE SCHEDULE
WEST ORANGE

PERSONNEL RATES	
TITLE	HOURLY RATE
Principal	$165.00
Senior Technical Director	$155.00
Senior Project Manager	$150.00
Technical Director	$150.00
Senior Technical Manager	$140.00
Project Manager	$140.00
Senior Project Professional	$135.00
Technical Manager	$135.00
Project Professional	$130.00
Senior Project Specialist	$130.00
Project Specialist	$125.00
Senior Technical Professional	$120.00
Technical Professional	$110.00
Senior Technical Specialist	$100.00
Technical Specialist	$95.00
Senior Data/Field Specialist	$85.00
Data/Field Specialist	$80.00
Senior Technical Assistant	$75.00
Technical Assistant	$70.00
Junior Technical Assistant	$65.00
Junior Data/Field Technician	$55.00

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

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

165-20
August 11, 2020

RESOLUTION

WHEREAS, on May 29, 2019, the Township Council for the Township of West Orange adopted Ordinance 2572-19 authorizing the Township to sell the undersized lot known as Block 175.08, Lot 7 on the Township of West Orange Tax Map (the "Property") pursuant to N.J.S.A. 40A:12-13.2; and

WHEREAS, on May 31, 2019, pursuant to N.J.S.A. 40A:12-13.2, the Township issued letters to the owners of the properties contiguous to the Property (the "Contiguous Owners") providing notice that the Township intended to sell the Property and that the Township was providing the Contiguous Owners, the right to prior refusal to purchase the Property; and

WHEREAS, on June 12, 2019, Dov and Miriam Gardin (the "Buyers"), the owners of 60 Mellon Avenue, submitted a formal offer for purchase of the Property; and

WHEREAS, on May 12, 2020, the Township adopted Resolution 114-20 authoring the Township to execute an agreement with the Buyers authorizing to sale of the Property to the Buyers for the amount of $5,000; and

WHEREAS, the Buyers have prepared and submitted closing documents including a proposed Deed, a Seller's Residency Certification/Exemption, and Affidavit of Title (collectively the "Closing Documents"), annexed hereto as Exhibit **"A;"** to be executed by the Township and recorded with the Essex County Register of Deed and Mortgages.

THEREFORE, IT IS HEREBY RESOLVED, that the Township Council authorizes the Township to execute the Closing Documents, annexed hereto as Exhibit **"A;"** and

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized to execute the Closing Documents, annexed hereto as Exhibit **"A,"** and the Township Clerk is authorized to attest to the Mayor's signature; and

BE IT FURTHER RESOLVED that a copy of this Resolution and exhibit hereto shall remain on file with the Township Clerk.

Karen J. Carnevale, R.M.C. **Township Clerk**	**Michelle Casalino** **Council President**

Adopted: August 11, 2020

Exhibit “**A**”

DEED

This Deed is made on _____ , 2020

BETWEEN

THE TOWN OF WEST ORANGE

whose post office address is 66 Main Street, Room 101, West Orange, New Jersey.
referred to as the Grantor,

AND

DOV GARDIN and MIRIAM GARDIN, h/w

whose post office address is about to be Block 175.08, Lot 7, West Orange, New Jersey
referred to as the Grantee.

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

1. Transfer of Ownership. The Grantor grants and conveys (transfers ownership of) the property (called the "Property") described below to the Grantee. This transfer is made for the sum of Five Thousand and 00/100 ($5,000.00) Dollars.

The Grantor acknowledges receipt of this money.

2. Tax Map Reference. (N.J.S.A. 46:15-2.1) Municipality of West Orange
Block No. 175.08 Lot No. 7 Account No.
☐ No property tax identification number is available on the date of this Deed. (Check this box if applicable).

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

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

BEING the same premises conveyed to the Grantor herein from Ridge Holding, Co. dated November 17, 1941 and recorded on December 17, 1941 in Deed Book H99, Page 187 in the Office of the Clerk/Register of Essex County.

Prepared by:

_____
David J. Gruber, Esq.

The street address of the Property is: Block 175.08, lot 7, West Orange, New Jersey

4. 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).

5. Signatures. The Grantor signs this Deed as of the date at the top of the first page. (Print name below each signature.)

Witnessed By:

The Town of West Orange

_____

_____(Seal)
By: Mayor Robert D. Parisi

STATE OF NEW JERSEY, COUNTY OF ESSEX SS.:
I CERTIFY that on _____, 2020

ROBERT D. PARISI, MAYOR of the TOWN of WEST ORANGE

personally came before me and stated to my satisfaction that this person (or if more than one, each person):
(a) was the maker of this Deed;
(b) executed this Deed as his or her own act as Mayor of the Town of West Orange; and,
(c) made this Deed for $5,000.00 as the full and actual consideration paid or to be paid for the transfer of title. (Such consideration is defined in N.J.S.A. 46:15-5.)

_____
A Notary Public of New Jersey

RECORD AND RETURN TO:
Heritage Abstract Company
350 Mt. Kemble Avenue, Suite A1003
Morristown, New Jersey 07960

LEGAL DESCRIPTION

All that certain tract or parcel of land, situated, lying and being in the Township of West Orange, County of Essex, State of New Jersey, more particularly described as follows:

Beginning at a point on the southwesterly R.O.W. line of Mellon Avenue (50' R.O.W.), said point being a distance of 250.00 feet northwestwardly from its intersection with the northwesterly R.O.W. line of Cleveland Terrace (50' R.O.W.), and from said Beginning Point running; thence

1) S26°16'00"W, a distance of 100.00 feet to a point; thence
2) N63°44'00"W, a distance of 50.00 feet to a point on the southeasterly R.O.W. line of Kitchener Avenue (Unimproved Paper Road)(50' R.O.W.); thence
3) Along said southeasterly R.O.W. line of Kitchener Avenue N26°16'00"E, a distance of 100.00 feet to a point on said southwesterly R.O.W. line of Mellon Avenue; thence
4) Along same S63°44'00"E, a distance of 50.00 feet to a point on said southwesterly R.O.W. line of Mellon Avenue, said point being the Point and Place of Beginning.

Being known and designated as Lot 7 in Block 175G as shown on a certain map entitled "Map of Mountain Ridge Estates, West Orange, New Jersey, Max Goldberger, Owner" said map was filed in the Essex County Clerk's Office on June 9, 1927 as Filed Map 1041.

Being in accordance with a survey of said premises prepared by Morgan Engineering, LLC, dated July 16, 2019, marked project #19-07241.

FOR INFORMATIONAL PURPOSES ONLY: BEING known as Tax Lot 7, Tax Block 175.08 on the official tax map of the Township of West Orange.

GIT/REP-3
(8-19)
(Print or Type)

State of New Jersey
Seller's Residency Certification/Exemption

Seller's Information

Name(s): The Town of West Orange

Current Street Address: 66 Main Street, Room 101

City, Town, Post Office: West Orange | State: NJ | ZIP Code: 07052

Property Information

Block(s): 175.08 | Lot(s): 7 | Qualifier:

Street Address: Block 175.08 / Lot 7

City, Town, Post Office: West Orange | State: NJ | ZIP Code: 07052

Seller's Percentage of Ownership: 100 | Total Consideration: $5,000 | Owner's Share of Consideration: $5,000 | Closing Date:

Seller's Assurances (Check the Appropriate Box) (Boxes 2 through 16 apply to Residents and Nonresidents)

1. ☐ Seller is a resident taxpayer (individual, estate, or trust) of the State of New Jersey pursuant to the New Jersey Gross Income Tax Act, will file a resident Gross Income Tax return, and will pay any applicable taxes on any gain or income from the disposition of this property.
2. ☐ The real property sold or transferred is used exclusively as a principal residence as defined in 26 U.S. Code section 121.
3. ☐ Seller is a mortgagor conveying the mortgaged property to a mortgagee in foreclosure or in a transfer in lieu of foreclosure with no additional consideration.
4. ☒ Seller, transferor, or transferee is an agency or authority of the United States of America, an agency or authority of the State of New Jersey, the Federal National Mortgage Association, the Federal Home Loan Mortgage Corporation, the Government National Mortgage Association, or a private mortgage insurance company.
5. ☐ Seller is not an individual, estate, or trust and is not required to make an estimated Gross Income Tax payment.
6. ☐ The total consideration for the property is $1,000 or less so the seller is not required to make an estimated Income Tax payment.
7. ☐ The gain from the sale is not recognized for federal income tax purposes under 26 U.S. Code section 721, 1031, or 1033 (CIRCLE THE APPLICABLE SECTION). If the indicated section does not ultimately apply to this transaction, the seller acknowledges the obligation to file a New Jersey Income Tax return for the year of the sale and report the recognized gain.
   ☐ Seller did not receive non-like kind property.
8. ☐ The real property is being transferred by an executor or administrator of a decedent to a devisee or heir to effect distribution of the decedent's estate in accordance with the provisions of the decedent's will or the intestate laws of this State.
9. ☐ The real property being sold is subject to a short sale instituted by the mortgagee, whereby the seller agreed not to receive any proceeds from the sale and the mortgagee will receive all proceeds paying off an agreed amount of the mortgage.
10. ☐ The deed is dated prior to August 1, 2004, and was not previously recorded.
11. ☐ The real property is being transferred under a relocation company transaction where a trustee of the relocation company buys the property from the seller and then sells the house to a third party buyer for the same price.
12. ☐ The real property is being transferred between spouses or incident to a divorce decree or property settlement agreement under 26 U.S. Code section 1041.
13. ☐ The property transferred is a cemetery plot.
14. ☐ The seller is not receiving net proceeds from the sale. Net proceeds from the sale means the net amount due to the seller on the settlement sheet.
15. ☐ The seller is a retirement trust that received an acknowledgment letter from the Internal Revenue Service that the seller is a retirement trust, and is therefore not required to make the estimated Gross Income Tax payment.
16. ☐ The seller (and/or spouse/civil union partner) originally purchased the property while a resident of New Jersey as a member of the U.S. Armed Forces and is now selling the property as a result of being deployed on active duty outside of New Jersey. (Only check this box if applicable and neither boxes 1 nor 2 apply.)

Seller's Declaration

The undersigned understands that this declaration and its contents may be disclosed or provided to the New Jersey Division of Taxation and that any false statement contained herein may be punished by fine, imprisonment, or both. I furthermore declare that I have examined this declaration and, to the best of my knowledge and belief, it is true, correct and complete. By checking this box ☐ I certify that a Power of Attorney to represent the seller(s) has been previously recorded or is being recorded simultaneously with the deed to which this form is attached.

Date	Signature (Seller)	Indicate if Power of Attorney or Attorney in Fact
Date	Signature (Seller)	Indicate if Power of Attorney or Attorney in Fact

Seller's Residency Certification/Exemption Instructions

Individuals, estates, trusts, or any other entity selling or transferring property in New Jersey must complete this form if they are not subject to the Gross Income Tax estimated payment requirements under N.J.S.A. 54A:8-9. A nonresident seller is required to make an estimated Income Tax payment if none of the Seller's Assurances apply.

Name(s). Enter the name of the seller. If there is more than one seller, each must complete a separate form unless they are a married/civil union couple that files their Income Tax returns jointly.

Address. Enter the seller's primary residence or place of business. Do not use the address of the property being sold. The seller is considered to be a nonresident unless a new residence (permanent place of abode, domicile) has been established in New Jersey and the new residence is listed here. Part-year residents are considered nonresidents.

Property Information. Enter the information listed on the deed of the property being sold. Enter the seller's percentage of ownership, the total consideration for the transaction, the seller's share of that consideration, and the closing date.

Consideration. "Consideration" means, in the case of any deed, the actual amount of money and the monetary value of any other thing of value constituting the entire compensation paid or to be paid for the transfer of title to the lands, tenements, or other realty, including the remaining amount of any prior mortgage to which the transfer is subject or which is assumed and agreed to be paid by the grantee and any other lien or encumbrance not paid, satisfied, or removed in connection with the transfer of title. If there is more than one owner, indicate the seller's portion of the total consideration received. If the total consideration for the property is $1,000 or less, the seller must check box 6 under Seller's Assurances.

Seller's Assurances. Check the appropriate box(es). If one or more of the Seller's Assurances applies, the seller is not required to make an estimated Income Tax payment at this time.

Any seller claiming the principal residence exemption (box 2) must also be claiming an income/gain exclusion for the property being sold on their federal income tax return (26 U.S. Code section 121).

1031 like-kind exchange. A nonresident who completes the GIT/REP-3 and claims exemption for a 1031 transaction (box 7) must show the value of the like-kind property received. If the transaction includes non-like kind property (i.e., money, stocks, etc.), the seller must also compete the GIT/REP-1, Nonresident Seller's Tax Declaration, show the greater of the consideration or the fair market value of the non-like kind property received, and remit an estimated tax payment of 2% of that amount. If the transaction is a deferred like-kind exchange and the seller receives non-like kind property, the qualified intermediary (QI) must remit an estimated tax payment of 2% of the greater of the consideration or the fair market value of any non-like kind property when the 1031 transaction is completed. If the deferred exchange is voided, the QI must complete a GIT/REP-1, Nonresident Seller's Tax Declaration, and remit an estimated tax payment of 2% of the total consideration with an NJ-1040-ES Voucher.

Example: Mr. Smith is a nonresident of New Jersey who exchanges rental property A with a fair market value of $1.2 million for rental property B with a fair market value of $1.0 million and receives $200,000 in cash (non-like kind property). An estimated tax payment is required on the $200,000 non-like kind property for nonresidents.

PROPERTY A	$1,200,000
PROPERTY B	$1,000,000
CASH $	$ 200,000
Estimated tax payment for GIT/REP-1	$ 4,000

Box 16 is only for sellers and their spouses/civil union partners if the sellers and/or their spouses/civil union partners are members of the U.S. Armed Forces. **Note:** Stolen Valor is a crime in New Jersey pursuant to N.J.S.A. 38A:14-5.

Signature. The seller must sign and date the Seller's Declaration. If the seller has appointed a representative who is signing the Seller's Declaration on their behalf, either the Power of Attorney executed by the seller must have been previously recorded or recorded with the deed to which this form is attached, or a letter signed by the seller granting authority to the representative to sign this form must be attached.

The seller must give the completed GIT/REP-3 to the settlement agent at closing. The county clerk will attach this form to the deed when recording it. If the form is not completed in its entirety, or if the settlement agent does not submit the original form with the deed, the county clerk will not record the deed.

AFFIDAVIT OF TITLE

STATE OF NEW JERSEY ,
COUNTY OF ESSEX , SS:

APPLICATION NO.

THE TOWN OF WEST ORANGE, by Mayor Robert D. Parisi say(s) under oath upon affirmation:

1. Representations. If only one person signs this affidavit, the words "we", "us" and "our" shall mean "I", "me," and "my". The statements in this affidavit are true to the best of our knowledge, information and belief.

2. Name, Age and Residence. We have never changed our names or used any other names. We are citizens of the United States and at least 18 years old. After today, we will live at 66 Main Street, Room 101, West Orange, New Jersey.

3. Ownership and Possession. We are the only owners of property located at Block 175.08, Lot 7, West Orange, New Jersey called "this property". We now sell this property to DOV GARDIN and MIRIAM GARDIN called "the Buyers". We are in sole possession of this property. There are no tenants or other occupants of this property. We have owned this property since November 17, 1941. Since then no one has questioned our ownership or right to possession. We have never owned any property which is next to this property. Except for our agreement with the Buyers, we have not signed any contracts to sell this property. We have not given anyone else any rights concerning the purchase or lease of this property.

4. Improvements. No additions, alterations or improvements are now being made or have been made to this property since October 1, 2019. We have always obtained all necessary permits and certificates of occupancy. All charges for municipal improvements such as sewers, sidewalks, curbs or similar improvements benefitting this property have been paid in full. No building, addition, extension or alteration on this property has been made or worked on within the past four months. We are not aware that anyone has filed or intends to file a mechanic's lien or building contract relating to this property. No one has notified us that money is due and owing for construction, alteration or repair work on this property.

5. Liens or Encumbrances. We have not allowed any interests (legal rights) to be created which affect our ownership or use of this property. No other persons have legal rights in this property, except the rights of utility companies to use this property along the road or for the purpose of serving this property. There are no pending lawsuits or judgments against us or other legal obligations which may be enforced against this property. No bankruptcy or insolvency proceedings have been started by or against us. We have never declared bankrupt. No one has any security interest in any personal property or fixtures included in this sale. We have not received any notices no do we have any knowledge of any added assessments regarding the Property. All liens (legal claims, such as judgments) listed on the attached judgment or lien search are not against us, but against others with same or similar names. There are no open mortgages that affect the subject premises.

6. Marital History. (Check where appropriate)

- ☒ We are not married.
- ☐ We are married to each other. We were married on , . The maiden name of was .
- ☐ This property has never been occupied as the principal matrimonial residence of any of us. (If it has, or if it was acquired before May 28, 1980, each spouse must sign deed and affidavit N.J.S.A. 3B:28-2,3.)
- ☐ Our complete marital history is listed above.
- ☐ Our complete marital history is listed below under paragraph 7. This includes all marriages not listed above, and any pending matrimonial actions. We include how each marriage ended. We have attached copies of any death certificates and judgments for divorce or annulment including any provisions in these judgments which relate to this property.

7. Recognizances. The undersigned hereby certify that there are no recognizances filed against the undersigned as either principal or surety or against the property which is the subject of this transaction.

8. Child Support. (Check where appropriate)

- ☒ There are no outstanding child support orders or judgments against this deponent.
- ☐ There is a child support order outstanding (Docket #) against deponents(s). All payments however, are current as of this date.

9. Division of Motor Vehicles. There are no unpaid liens or surcharges levied against this deponent by the Division of Motor Vehicles.

10. Exceptions and Additions.

- ☐ We are a civil union couple, said civil union having been solemnized on . If applicable - The prior name of was .

11. Reliance. We make this affidavit in order to induce the Buyer(s) to accept our deed. We are aware that the Buyer(s), their lender, and (Title Company) will rely upon our truthfulness and the statements made in this affidavit.

Signed and affirmed to before me on
_____, 2020

THE TOWN OF WEST ORANGE

_____
A Notary Public of New Jersey

_____
By: Mayor, Robert. D. Parisi

166-20
August 11, 2020

R E S O L U T I O N

WHEREAS, by Resolution No. 168-19 dated June 25, 2019, the Township Council awarded the Reconstruction of Lessing Road to Cifelli & Son Contractors, 81 Franklin Street, Nutley, New Jersey 07110 in the amount of $430,753.00; and

WHEREAS, the contract amount through Engineer's Certificate No.4 is $478,514.41; and

WHEREAS, the increase in the contract amount by $47,761.41 is due to the final As-Built quantities with most of the increase attributable to additional Police Traffic Director man hours whose allowance was underestimated in the Bid Proposal, and additional drainage facilities and additional milling and paving at St. Cloud Avenue and Edgewood Avenue to restore new water main trenches; and

WHEREAS, New Jersey American Water Company will reimburse the Township approximately $8,000.00 for restoring their trenches; and

WHEREAS, the Municipal Engineer and Contractor agree to Change Order No. 1 in the amount of $47,761.41 for this additional work; and

WHEREAS, this Change Order represents an increase of 11.09% over the original contract amount; and
WHEREAS, the Township Council concurs in the foregoing; and
WHEREAS, sufficient funds exist for this work.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that Change Order No. 1 for the project Reconstruction of Lessing Road with Cifelli & Son Contractors, 81 Franklin Street, Nutley, New Jersey 07110 in the amount of $47,761.41 is hereby approved.

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

Karen J. Carnevale, RMC, Municipal Clerk | **Michelle Casalino, Council President**

Adopted: August 11, 2020

I hereby certify funds are available from Account No. **032584 19 0600 110**
2019 Capital Budget
$47,761.41

John O. Gross, Chief Financial Officer

TOWNSHIP OF WEST ORANGE

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

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI
Mayor

LEONARD R. LEPORE
Director, Municipal Engineer

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

August 4, 2020

CHANGE ORDER NO. 1
PROJECT: RECONSTRUCTION OF LESSING ROAD
CONTRACTOR: CIFELLI & SON CONTRACTORS
81 FRANKLIN STREET
NUTLEY, NJ 07110

Contract Amount through Engineer's Certificate No.4	$478,514.41
Original Contract Award Amount	$430,753.00
Difference	$47,761.41
Amount of Change Order	$47,767.41
Reason for Change Order	As built Quantities
Percentage Increase over Original Contract Award Amount	11.09%

Approved by:

_____ _____
Municipal Engineer Date

_____ _____
Contractor, Cifelli & Son Contractors Date

_____ _____
Township of West Orange Date

This Change Order approval by Resolution No. 166-20 dated August 11, 2020 of the West Orange Township Council

167-20
August 11, 2020

R E S O L U T I O N

WHEREAS, the Township of West Orange has advertised for bids, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A. 40A:11-1) for the Installation of an Emergency Generator at the Municipal Building; and

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

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

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

NOW, THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the contract for the Installation of Emergency Electrical Generator, Base Bid, Municipal Building is hereby awarded to:

Manor II Electric, Inc.
3 Ardsley Court
Holmdel, N.J. 07733

in the amount of $90,000.00.

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

KAREN CARNEVALE, MUNCIPAL CLERK

MICHELLE CASALINO, COUNCIL PRESIDENT

Adopted: August 11, 2020

I hereby certify funds are available from:

JOHN GROSS, CHIEF FINANCIAL OFFICER

ACCOUNT NO.
03 2407 14 0010 040
2014 Capital Budget
DPW, other Equipment
$90,000.00

MUNICIPAL BUILDING EMERGENCY GENERATOR INSTALLATION
Re-Bid to Public: Wed July 22, 2020
Bid Due Date: Tuesday, August 4, 2020

Prospective Bidders List

Updated on 07/30/2020
Consultant: PS&S

Contractor Name	Bid Documents Pickup Method	Date	Count	Bid
Rapid Pump & Meter Service Co., Inc. Representative: Mary Novak Bid & Trade Show Coordinator PO Box AY 285 Straight Street Paterson, NJ 07509 P (973) 345-5600 F (973) 345-0301 mnovak@rapidservice.com www.rapidservice.com	Email	07/22/2020	1	No Bid
Faigon Electrical Contractors *FAIGON ELECTRIC, INC.?* Representative: Thomas Fair 140 Eleventh St. Piscataway, NJ 08854 732-968-9400 (Phone) 732-968-8880 (Fax) tfair@fai-gon.com info@fai-gon.com	Email	07/22/2020	2	No Bid
D & M Electrical LLC Representative: Mitko Bozinov 12 Maple Avenue, Bldg. F Pine Brook, NJ 07058 (862) 262-8487 admin@dmelectricalllc.com mitko.bozinov@dmelectricalllc.com	Email	07/22/2020	3	$105,000.00
Astro Electrical Contractor LLC Representative: Josue Martinez Estimator Assistant 1415 E. Elizabeth Ave Linden NJ 07036 www.astro-electrical.com Tel: 908-925-2113 Fax: 908-925-2115	Email	07/23/2020	4	$97,000.00

Cell: 732-522-2586 Josue Martinez, dpastro20@gmail.com Walter H. Paz, walterhpaz@yahoo.com				
KLK Electric Inc Representative: Dhruv Shah Project Engineer 4366 B Victory Blvd Staten Island, NY 10314 Main: 718-412-8166 Fax: 866-221-2589 dhruv@klkelectric.com rishi@klkelectric.com	Email	07/23/2020	5	$290,000.00
ConstructConnect Rep: Eric Greene Content Specialist Tel: 513.458.8636 Eric.Greene@constructconnect.com 30 Technology Parkway South, Ste. 100 Norcross, GA 30092	Email	07/23/2020	6	No Bid
Manor II Electric Inc Representative: Jose C. Roque 3 Ardsley Court Holmdel, NJ 07733 112 Johnson St Newark, NJ 07105 Tel: 973-465-5070 Fax: 973-465-5570 Cell: 973-725-1148 manorii@optimum.net www.manorIIelectric.com	Hard copy	07/27/2020	7	$90,000.00
Advanced Control Systems Representative: John Baldassarre Advanced Control Systems 12 Champions Way Manalapan, New Jersey 07726 USA Ph: 1.732.234.3232 Email: johnb@ACScompany.net website: www.ACScompany.net	Email	07/28/2020	8	$103,812.00
Taj Mahal Electrical Contractor Representative: Muhammad Shamil Project Manager Taj Mahal Electrical Contractor 1897-13 Woodbridge Ave, Edison, NJ 08859 Telephone: 908-342-0524 M.shameel@tajmahalelectrical.com	Email	07/29/2020	9	$149,900.00
Dodge Data & Analytics	Hard copy	07/30/2020	10	No Bid

Representative: Elaine Wilson 4300 Beltway Pl., Suite 150 Arlington, TX 76018 Tel: 413-507-0211 Fax: 609-336-2767 Email: dodge.docs@construction.com				

168-20
August 11, 2020

RESOLUTION

WHEREAS, on July 10, 2020, the Superior Court of New Jersey approved the Affordable Housing Settlement with Fair Share Housing Center ("Settlement Agreement"); and

WHEREAS, pursuant to the settlement, various overlay ordinances need to be drafted in accordance with planning specifications and the Settlement Agreement; and

WHEREAS, the Planning Board has completed its Master Plan Update and is in the midst of presenting its report to the Township Council for consideration; and

WHEREAS, implementation of the Master Plan Update will require consideration of various ordinances to bring the Township zoning regulations into conformance with the Master Plan Update; and

WHEREAS, Paul Grygiel, AICP, PP of Phillips Preiss Grygiel Leheny Hughes LLC ("PPGLH") serves as Planner for the Township; and

WHEREAS, in order to ensure that the West Orange land use regulations are consistent with the Master Plan Update and the Settlement Agreement, the Planner must review those proposed ordinances; and

WHEREAS, PPGLH has provided a proposal not to exceed $7,500 for this work; and

WHEREAS, the Township desires to present these ordinances and related matters to the Township Council at its September 8, 2020 meeting or as soon thereafter as practicable;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township is authorized to retain Phillips Preiss Grygiel Leheny Hughes LLC to prepare and present the applicable ordinances set forth above at a cost not to exceed $7,500; and be it further

RESOLVED, that this Resolution is subject to certification of funds by the Chief Financial Officer and shall be published and made available in accordance with applicable law.

_____ _____

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

Michelle Casalino

Adopted: August 11, 2020

I hereby certify funds available Account No. _____

_____

John O. Gross, Chief Financial Officer

2609-20

AN ORDINANCE AMENDING CHAPTER 4 TO INCLUDE SECTION 39 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (Use of Force, Reporting and Accreditation)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 4 of the Revised General Ordinances of the Township of West Orange be and are hereby supplemented to include Subsection 39 entitled Use of Force, Reporting and Accreditation as follows:

I. PURPOSE

The purpose of this Ordinance is to ban the use of certain use of force techniques within the Township of West Orange ("Township") and to require certain directives regarding use of force within the Township's Police Department. Over the past several decades, numerous important and impactful policies which reduce the potential harm caused by law enforcement have become a significant discussion throughout the nation. This Ordinance shall require the Township's Police Department to maintain written directives consistent with the New Jersey Attorney General Guidelines which address the use of force and related techniques by its officers to prevent positional asphyxiation, a form of asphyxia that prevents suspects from breathing adequately. Additionally, this Ordinance shall require comprehensive reporting and use of force reports. Lastly, this Ordinance shall require the Township's Police Department to maintain CALEA accreditation.

II. DEFINITIONS

For the purpose of this section, the following terms, phrases, words and their derivations shall have the meaning stated herein unless their use in the text of this section clearly demonstrates different meaning. When not inconsistent with the context, words used in the present tense include the future, words used in the plural number shall include the singular number, and words used in the singular number include the plural number. The word "shall" is always mandatory and not merely directory.

A. "CALEA" shall mean the Commission on Accreditation for Law Enforcement Agencies, Inc., a credentialing authority for law enforcement.

B. "Chokeholds" shall mean a deliberate tight grip around a person's neck and/or back for a sustained period of time with the purpose to restrict their breathing and/or blood supply. This definition shall include strangleholds and/or carotid artery neck restraints.

C. "Directive" shall mean written policies and procedures consistent with the Attorney General Guidelines and Essex County Prosecutor.

D. "De-escalation" shall mean the use of verbal skills, communication, command presence and body positioning to influence a situation to create an outcome that is safe for

officers, subjects and the public in general. This definition shall include verbal de-escalation techniques and physical de-escalation techniques.

E. "Positional Asphyxiation" shall mean a form of asphyxia that prevents suspects from breathing adequately, including by kneeling or otherwise placing weight on a subject's neck as set forth by the Attorney General Guidelines.

F. "Use of Force Continuum" shall mean guidelines as to how much force may be used against a resisting subject in a given situation.

III. USE OF FORCE AND DE-ESCALATION TECHNIQUES

The Township's Police Department shall maintain one or more Directives outlining the following: (i) a Use of Force Continuum defining constructive authority, physical contact, physical force, mechanical force and deadly force; (ii) Chokeholds, as defined above, shall not be permitted, except in the very limited situations when deadly force is necessary to address an imminent threat to life as set forth by the Attorney General Guidelines, dated June 5, 2020; (iii) De-escalation techniques; (iv) an officer's duty to intervene in order to minimize the use of force whenever practicable; (v) an officer's requirement to utilize the least amount of force reasonably necessary to prevent the dangers associated with Positional Asphyxiation; (vi) an officer's requirement to identify themselves prior to shooting whenever reasonable, and (vii) a ban on discharging a firearm at or from a moving vehicle in any instance where deadly force is not otherwise justified. All Directives shall be consistent with New Jersey Attorney General guidelines and any guidelines promulgated by the Essex County Prosecutor.

IV. REQUIREMENT OF REPORTING AND ACCREDITATION

The Township's Police Department shall maintain a Directive outlining the mandatory practice of use of force reports and comprehensive reporting consistent with New Jersey Attorney General guidelines.

The Township's Police Department shall maintain national accreditation and periodic certifications by CALEA and the Township shall provide funding for full compliance. Additionally, the Township's Police Department shall maintain training which meets or exceeds New Jersey Attorney General guidelines.

V. VIOLATIONS AND PENALTIES

The terms of this Chapter shall be implemented by the Appropriate Authority as defined in West Orange Municipal Ordinance 2-14.4 and consistent with N.J.S.A. 40A:14-118 and all other applicable New Jersey State Laws.

VI. SEVERABILITY

Each section, subsection, sentence, clause and phrase of this Ordinance is declared to be an independent section, subsection, sentence, clause and phrase. If any portion of this

Ordinance, or its application to any person or circumstances, shall be adjudged or otherwise determined to be invalid, unconstitutional, void, or ineffective for any clause or reason, such determination shall not affect the remaining provisions of this Ordinance, and the application of such remaining provisions shall not be affected thereby and shall remain in full force and effect, and to this end, the provisions of this Ordinance are severable.

VII. REPEAL OF CONFLICTING ORDINANCES

All ordinances or parts of ordinances contrary to or inconsistent with the provisions of this chapter are hereby repealed to the extent of such conflict or inconsistency.

VIII. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

Karen J. Carnevale, R.M.C. **Municipal Clerk**	**Michelle Casalino, Council President**
Introduced: July 14, 2020	**Robert D. Parisi, Mayor**
Adopted: August 11, 2020	

4845-0394-9249, v. 2

Legislative History

The purpose of this Ordinance is to require the Township's Police Department to maintain written directives consistent with the New Jersey Attorney General Guidelines which address the use of force and related techniques by its officers to prevent positional asphyxia and/or sustained pressure on an individual. Additionally, this Ordinance shall require comprehensive reporting and use of force reports. Lastly, this Ordinance shall require the Township's Police Department to maintain CALEA accreditation.

Thank you AN ORDINANCE AMENDING CHAPTER 4 TO INCLUDE SECTION 39 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (Use of Force, Reporting and Accreditation)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 4 of the Revised General Ordinances of the Township of West Orange be and are hereby supplemented to include Subsection 39 entitled Use of Force, Reporting and Accreditation as follows:

I. PURPOSE

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A. "CALEA" shall mean the Commission on Accreditation for Law Enforcement Agencies, Inc., a credentialing authority for law enforcement.

B. "Chokeholds" shall mean a deliberate tight grip around a person's neck and/or back for a sustained period of time with the purpose to restrict their breathing and/or blood supply. This definition shall include strangleholds and/or carotid artery neck restraints.

C. "Directive" shall mean written policies and procedures consistent with the Attorney General Guidelines and Essex County Prosecutor.

D. "De-escalation" shall mean the use of verbal skills, communication, command presence and body positioning to influence a situation to create an outcome that is safe for officers, subjects and the public in general. This definition shall include verbal de-escalation techniques and physical de-escalation techniques.

E. "Positional Asphyxiation" shall mean a form of asphyxia that prevents suspects from breathing adequately, including by kneeling or otherwise placing weight on a subject's neck as set forth by the Attorney General Guidelines.

F. "Use of Force Continuum" shall mean guidelines as to how much force may be used against a resisting subject in a given situation.

III. USE OF FORCE AND DE-ESCALATION TECHNIQUES

The Township's Police Department shall maintain one or more Directives outlining the following: (i) a Use of Force Continuum defining constructive authority, physical contact, physical force, mechanical force and deadly force; (ii) Chokeholds, as defined above, shall not be permitted, except in the very limited situations when deadly force is necessary to address an imminent threat to life as set forth by the Attorney General Guidelines, dated June 5, 2020; (iii) De-escalation techniques; (iv) an officer's duty to intervene in order to minimize the use of force whenever practicable; (v) an officer's requirement to utilize the least amount of force reasonably necessary to prevent the dangers associated with Positional Asphyxiation; (vi) an officer's requirement to identify themselves prior to shooting whenever reasonable, and (vii) a ban on discharging a firearm at or from a moving vehicle in any instance where deadly force is not otherwise justified. All Directives shall be consistent with New Jersey Attorney General guidelines and any guidelines promulgated by the Essex County Prosecutor.

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The Township's Police Department shall maintain national accreditation and periodic certifications by CALEA and the Township shall provide funding for full compliance. Additionally, the Township's Police Department shall maintain training which meets or exceeds New Jersey Attorney General guidelines.

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V. VIOLATIONS AND PENALTIES

The terms of this Chapter shall be implemented by the Appropriate Authority as defined in West Orange Municipal Ordinance 2-14.4 and consistent with N.J.S.A. 40A:14-118 and all other applicable New Jersey State Laws.

VI. SEVERABILITY

Each section, subsection, sentence, clause and phrase of this Ordinance is declared to be an independent section, subsection, sentence, clause and phrase. If any portion of this Ordinance, or its application to any person or circumstances, shall be adjudged or otherwise determined to be

invalid, unconstitutional, void, or ineffective for any clause or reason, such determination shall not affect the remaining provisions of this Ordinance, and the application of such remaining provisions shall not be affected thereby and shall remain in full force and effect, and to this end, the provisions of this Ordinance are severable.

VII. REPEAL OF CONFLICTING ORDINANCES

All ordinances or parts of ordinances contrary to or inconsistent with the provisions of this chapter are hereby repealed to the extent of such conflict or inconsistency.

VIII. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

_____
Michelle Casalino
Council President

_____
Honorable Robert D. Parisi
Mayor

Introduced:

Adopted:

Approved as to form on the basis of the facts provided:

_____
Richard D. Trenk
Township Attorney

Legislative History

The purpose of this Ordinance is to require the Township's Police Department to maintain written directives consistent with the New Jersey Attorney General Guidelines which address the use of force and related techniques by its officers to prevent positional asphyxia and/or sustained pressure on an individual. Additionally, this Ordinance shall require comprehensive reporting and use of force reports. Lastly, this Ordinance shall require the Township's Police Department to maintain CALEA accreditation.

2610-20

BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING $13,463,500 THEREFOR AND AUTHORIZING THE ISSUANCE OF $12,822,345 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

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

Section 1. The several improvements described in Section 3 of this bond ordinance are hereby respectively authorized to be undertaken by the Township of West Orange, in the County of Essex, New Jersey (the "Township") as general improvements. For the several improvements or purposes described in Section 3, there are hereby appropriated the respective sums of money therein stated as the appropriation made for each improvement or purpose, such sums amounting in the aggregate to $13,463,500, and further including the aggregate sum of $641,155 as the several down payments for the improvements or purposes required by the Local Bond Law. The down payments have been made available by virtue of provision for down payment or for capital improvement purposes in one or more previously adopted budgets.

Section 2. In order to finance the cost of the several improvements or purposes not covered by application of the several down payments, negotiable bonds are hereby authorized to be issued in the principal amount of $12,822,345 pursuant to the Local Bond Law. In

anticipation of the issuance of the bonds, negotiable bond anticipation notes are hereby authorized to be issued pursuant to and within the limitations prescribed by the Local Bond Law.

Section 3. The several improvements hereby authorized and the several purposes for which the bonds are to be issued, the estimated cost of each improvement and the appropriation therefor, the estimated maximum amount of bonds or notes to be issued for each improvement and the period of usefulness of each improvement are as follows:

Purpose	Appropriation & Estimated Cost	Estimated Maximum Amount of Bonds & Notes	Period of Usefulness
a) Acquisition of capital equipment including but not limited to gear washer/extractor and dryer, thermal imaging cameras, hoses, life safety and maintenance tools/detection equipment, reusable Personal Protective Equipment(PPE), new power cots/stretchers, truck/trailer mounted sewer camera, pond aerators, and electronic roadway signs and major repair of capital equipment	$490,000	$466,650	10 years
b) Indoor facility capital improvements including but not limited to improvement of the snack bar and locker room roof, fire safety improvements at the municipal building, general facility improvements and fireflies improvements	$1,160,000	$1,104,750	15 years
c) Information technology improvements including but	$1,667,000	$1,587,615	5 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
not limited to software, upgrades, station apparatus monitors, PC replacement program, IT infrastructure upgrade and IT improvements, body and mobile video technology and trunked radio system digital upgrade						
d) Outdoor facility capital improvements including but not limited to high school field fencing, pool showers, OSPAC improvements, kiddie park and athletic multi-use field improvements		$1,659,000		$1,580,000		15 years
e) Vehicle acquisition including but not limited to ambulance, Health Department vehicle, fire department 4-wheel drive vehicles, police marked and unmarked vehicles, senior and jitney busses and major repairs of existing vehicles		$814,000		$775,235		5 years
f) Road resurfacing and reconstruction including but not limited to 2020 Phase I, Phase II and Phase III Road Resurfacing Program including curbs, aprons, milling, paving, drainage, speed tables and sanitary sewer work as necessary for streets and roads named for each phase in the list therefor on file in the office of the municipal clerk and		$7,673,500		$7,308,095		15 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
incorporated herein by this reference						
Totals:		$13,463,500		$12,822,345		

Included in the forgoing descriptions are acquisition and installation, equipment, costs and work necessary or incidental thereto and other work and items similarly in need within each appropriation category to the extent of available funds in the appropriation.

The excess of the appropriation made for each of the improvements or purposes aforesaid over the estimated maximum amount of bonds or notes to be issued therefor, as above stated, is the amount of the down payment for each purpose.

Section 4. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the chief financial officer; provided that no bond anticipation note shall mature later than one year from its date, unless such bond anticipation notes are permitted to mature at such later date in accordance with applicable law. The bond anticipation 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 bond anticipation notes issued pursuant to this bond ordinance, and the chief financial officer's signature upon the bond anticipation notes shall be conclusive evidence as to all such determinations. All bond anticipation notes issued hereunder may be renewed from time to time subject to the provisions of the Local Bond Law or other applicable law. The chief financial officer is hereby authorized to sell part or all of the bond anticipation notes from time to time at public or private sale and to deliver them to the purchasers thereof upon receipt of payment of

the purchase price plus accrued interest 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 bond anticipation notes pursuant to this bond ordinance is made. Such report must include the amount, the description, the interest rate and the maturity schedule of the bond anticipation notes sold, the price obtained and the name of the purchaser.

Section 5. 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 6. 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. They are all improvements or purposes that 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 benefitted thereby.

(b) The average period of usefulness, computed on the basis of the respective amounts of obligations authorized for each purpose and the reasonable life thereof within the limitations of the Local Bond Law, is 12.97 years.

(c) The Supplemental Debt Statement required by the Local Bond Law has been duly prepared and filed in the office of the Clerk, and a complete executed duplicate thereof has been

filed in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey. Such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds and notes provided in this bond ordinance by $12,822,345, and the obligations authorized herein will be within all debt limitations prescribed by that Law.

(d) An aggregate amount not exceeding $2,692,700 for items of expense listed in and permitted under N.J.S.A. 40A:2-20 is included in the estimated cost indicated herein for the purposes or improvements.

Section 7. The Township hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Chief Financial Officer on a tax-exempt basis. The Township hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the obligations, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the obligations. The Chief Financial Officer is hereby authorized to act on behalf of the Township to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Township hereby declares the intent of the Township to issue bonds or bond anticipation notes in the amount authorized in Section 2 of this bond ordinance and to use the proceeds to pay or reimburse expenditures for the costs of the purposes described in Section 3 of this bond ordinance. This Section 7 is a declaration of intent within the meaning and for purposes of Treasury Regulations §1.150-2 or any successor provisions of federal income tax law.

Section 8. Any grant moneys received for the purposes or improvements described in Section 3 hereof shall be applied either to direct payment of the cost of the improvements or to payment of the obligations issued pursuant to this bond ordinance. The amount of obligations authorized but not issued hereunder shall be reduced to the extent that such funds are so used.

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 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 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 full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township, and the Township shall be obligated to levy *ad valorem* taxes upon all the taxable real property within the Township for the payment of the obligations and the interest thereon without limitation of rate or amount.

Section 11. This bond ordinance shall take effect 20 days after the first publication thereof after final adoption, as provided by the Local Bond Law.

Re: TOWNSHIP OF WEST ORANGE
$13,463,500/$12,822,345 BOND ORDINANCE
VARIOUS CAPITAL IMPROVEMENTS

__1__ Certified copy of the Supplemental Debt Statement prepared as of the date of introduction of the bond ordinance, together with the electronic confirmation of filing provided by the Division of Local Government Services and evidence of filing in the Clerk's Office.

__2__ Down Payment Certificate.

__3__ Certified copy of the minutes of the meeting of the Township Council held on __/__/__ showing introduction of the bond ordinance.

__4__ Affidavit of Publication in local newspaper following introduction of the bond ordinance.

__5__ Certified copy of the minutes of the meeting of the Township Council held on __/__/__ showing public hearing and final adoption of the bond ordinance.

__6__ Affidavit of Publication in local newspaper following final adoption of the bond ordinance.

__7__ Clerk's Certificate executed no sooner than 21 days following final publication of the bond ordinance.

****

BELOW FOR McMANIMON, SCOTLAND & BAUMANN, LLC USE ONLY

Posted: __/__/__ Useful Life: 12.97 years Reviewed By: ____

'20 Costs: $2,692,700 Mayor's Approval: ___/___/___

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

Supplements/Supplemented By: Ord. #_____ F/A: ___/___/___
Original Appropriation/Authorization: $_____/$_____

Authorization for CFO to Sell Notes: __X__ Yes _____ No
Resolution Authorizing CFO to Sell Notes: F/A ___/___/___

Grant Moneys Expected: 0

==========

NOTES/BONDS ISSUED HEREUNDER						
AMOUNT	**DATE**	**MATURITY**	**RATE**	**PAYDOWN**	**NEW/ RENEWAL**	**REMAINING AUTHOR-IZATION**

DEBT STATEMENT CERTIFICATE

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

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

_____
Karen J. Carnevale, Clerk

(SEAL)

CERTIFICATE OF DOWN PAYMENT

I, John Gross, Chief Financial Officer of the Township of West Orange, in the County of Essex, New Jersey (the "Township") HEREBY CERTIFY that prior to the final adoption on _____, 2020 of a bond ordinance entitled:

> BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING $13,463,500 THEREFOR AND AUTHORIZING THE ISSUANCE OF $12,822,345 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF,

there was available as a down payment for the purposes authorized by the bond ordinance the sum of $641,155, which amount was appropriated as a down payment by the bond ordinance and was made available by provision in a previously adopted 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 _____, 2020.

_____
John Gross, Chief Financial Officer

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

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

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

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

_____

Karen J. Carnevale, Clerk

(SEAL)

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

PRESENT:

ABSENT:

[Attach appropriate minutes hereto]

CERTIFICATE

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

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

_____

Karen J. Carnevale, Clerk

(SEAL)

CLERK'S CERTIFICATE

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

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

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

3. On _____, 2020, a copy of the bond ordinance 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, was posted in the principal municipal building of the Township at the place where public notices are customarily posted. Copies of the bond ordinance were made available to all who requested them.

4. Upon passage on first reading, the bond ordinance, or a summary thereof, was duly published on _____, 2020.

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

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

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

_____
Karen J. Carnevale, Clerk

[SEAL]

NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

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

Title: BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING $13,463,500 THEREFOR AND AUTHORIZING THE ISSUANCE OF $12,822,345 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

Purposes:

Purpose	Appropriation & Estimated Cost	Estimated Maximum Amount of Bonds & Notes	Period of Usefulness
a) Acquisition of capital equipment including but not limited to gear washer/extractor and dryer, thermal imaging cameras, hoses, life safety and maintenance tools/detection equipment, reusable Personal Protective Equipment(PPE), new power cots/stretchers, truck/trailer mounted sewer camera, pond aerators, and electronic roadway signs and major repair of capital equipment	$490,000	$466,650	10 years
b) Indoor facility capital improvements including but not limited to improvement of the snack bar and locker room roof, fire safety	$1,160,000	$1,104,750	15 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
improvements at the municipal building, general facility improvements and fireflies improvements						
c) Information technology improvements including but not limited to software, upgrades, station apparatus monitors, PC replacement program, IT infrastructure upgrade and IT improvements, body and mobile video technology and trunked radio system digital upgrade		$1,667,000		$1,587,615		5 years
d) Outdoor facility capital improvements including but not limited to high school field fencing, pool showers, OSPAC improvements, kiddie park and athletic multi-use field improvements		$1,659,000		$1,580,000		15 years
e) Vehicle acquisition including but not limited to ambulance, Health Department vehicle, fire department 4-wheel drive vehicles, police marked and unmarked vehicles, senior and jitney busses and major repairs of existing vehicles		$814,000		$775,235		5 years
f) Road resurfacing and reconstruction including but not limited to 2020 Phase I, Phase II and Phase III Road Resurfacing Program including curbs, aprons,		$7,673,500		$7,308,095		15 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
milling, paving, drainage, speed tables and sanitary sewer work as necessary for streets and roads named for each phase in the list therefor on file in the office of the municipal clerk and incorporated herein by this reference						
Totals:		$13,463,500		$12,822,345		

Appropriation: $13,463,500
Bonds/Notes Authorized: $12,822,345
Grants (if any) Appropriated: 0
Section 20 Costs: $2,692,700
Useful Life: 12.97 years
This Notice is published pursuant to N.J.S.A. 40A:2-17. Karen J. Carnevale, Clerk

BOND ORDINANCE STATEMENT AND SUMMARY

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

Title: BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING $13,463,500 THEREFOR AND AUTHORIZING THE ISSUANCE OF $12,822,345 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

Purposes:

Purpose	Appropriation & Estimated Cost	Estimated Maximum Amount of Bonds & Notes	Period of Usefulness
a) Acquisition of capital equipment including but not limited to gear washer/extractor and dryer, thermal imaging cameras, hoses, life safety and maintenance tools/detection equipment, reusable Personal Protective Equipment(PPE), new power cots/stretchers, truck/trailer mounted sewer camera, pond aerators, and electronic roadway signs and major repair of capital equipment	$490,000	$466,650	10 years
b) Indoor facility capital improvements including but not limited to improvement of the snack bar and locker room roof, fire safety improvements at the	$1,160,000	$1,104,750	15 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
municipal building, general facility improvements and fireflies improvements						
c) Information technology improvements including but not limited to software, upgrades, station apparatus monitors, PC replacement program, IT infrastructure upgrade and IT improvements, body and mobile video technology and trunked radio system digital upgrade		$1,667,000		$1,587,615		5 years
d) Outdoor facility capital improvements including but not limited to high school field fencing, pool showers, OSPAC improvements, kiddie park and athletic multi-use field improvements		$1,659,000		$1,580,000		15 years
e) Vehicle acquisition including but not limited to ambulance, Health Department vehicle, fire department 4-wheel drive vehicles, police marked and unmarked vehicles, senior and jitney busses and major repairs of existing vehicles		$814,000		$775,235		5 years
f) Road resurfacing and reconstruction including but not limited to 2020 Phase I, Phase II and Phase III Road Resurfacing Program including curbs, aprons, milling, paving, drainage,		$7,673,500		$7,308,095		15 years

Purpose		Appropriation & Estimated Cost		Estimated Maximum Amount of Bonds & Notes		Period of Usefulness
speed tables and sanitary sewer work as necessary for streets and roads named for each phase in the list therefor on file in the office of the municipal clerk and incorporated herein by this reference						
Totals:		$13,463,500		$12,822,345		

Appropriation: $13,463,500
Bonds/Notes Authorized: $12,822,345
Grants (if any) Appropriated: 0
Section 20 Costs: $2,692,700
Useful Life: 12.97 years

Karen J. Carnevale, Clerk

2611-20

AN ORDINANCE AMENDING CHAPTER 15, SECTION 15-7 TO UPDATE THE TOWNSHIP'S RENT CONTROL ORDINANCE

I. PURPOSE

WHEREAS, the Township of West Orange has a rent control ordinance which has been amended from time to time due to an ongoing and emergent need for regulation with respect to the leasing of premises and charging of rents to tenants; and

WHEREAS, from time to time the Township must consider whether the need for rent control in the Township persists; and

WHEREAS, a housing shortage has existed in the Township since 1972 and has not abated;

NOW, THEREFORE, 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 15 of the Township Code shall be and hereby is re-affirmed and re-adopted, and is hereby amended as follows:

II. AMENDMENTS

15-7 EFFECTIVE DATE; TERMINATION; RENEWAL.

15-7.1 Effective Date.

This chapter is to take effect immediately on October 17, 1972 and shall remain in full force and effect for a period not to exceed two (2) years from the effective date and shall automatically terminate, cease and be of no force and effect unless specifically extended by the Township Council by ordinance extending the term for no more than two (2) years at a time.

Any extension action shall be taken by the Township Council prior to the second anniversary date of this chapter and any subsequent extensions shall be taken prior to the respective second anniversary dates of this chapter thereafter, or any Ordinance re-adopting this chapter. (1972 Code § 17-6.1; Ord. No. 364-75 § 1)

15-7.2 Renewal.

The Township Council has determined that the housing shortage which has existed in the Township since 1972 has not abated. This chapter, therefore, is hereby extended for two (2) years from the date of re-adoption of this Ordinance.

15-7.3 Retroactive Application.

This chapter shall apply retroactively, in its entirety, for the time period from October 2010 through the date of adoption.

III. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township in conflict with this Ordinance are herby 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.

_____

Michelle Casalino
Council President

_____

Robert D. Parisi
Mayor

_____

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

Introduced: August 11, 2020

Adopted: September 8, 2020

LEGISLATIVE HISTORY

There is no specific state legislation permitting rent control, but rather rent control is a permissible local economic regulation which must be tailored to address vital, emergent needs in a local housing market. Rent control ordinances are valid under the "necessary and proper" authority given to local governing bodies, as set forth in N.J.S.A. 40:48-2. See also Inganamort v. Borough of Fort Lee, 62 N.J. 521 (1973).

The Township adopted a rent control ordinance (the "Ordinance") in 1972 in order to regulate rents with respect to landlord-tenant relationships throughout the Township. The purpose of this particular legislation is to renew and re-adopt all applicable Code provisions of the Ordinance, with certain amendments.

Because rent control legislation is intended to be emergent, such ordinances should be reviewed approximately every two (2) years to ensure their applicability and that they address any emerging issues. Accordingly, this legislation requires review of the Ordinance every two (2) years, rather than each and every year. Such action is valid under, among other things, N.J.S.A. 40:48-2.

Furthermore, due to an unknown administrative oversight, the Township last adopted the Ordinance in October 2009, which remained valid through October 2010. This legislation will make the Ordinance retroactive for the time period when it was not formally effective. This action is valid under the law as set forth in South Hamilton Associates v. Mayor and Council of the Town of Morristown, 99 N.J. 437 (1985) ("legislation that has as its rational public purpose the necessary protection of the health, safety, and welfare of the public, and is within the police power of the state or its subdivisions, may be applied retroactively").

2612-20

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.1, HANDICAPPED PARKING ON STREETS AND 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 7-32.1, Handicapped Parking on Streets, 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):**

Name of Street	Side	No. of Spaces	Location
Watson Avenue	**East**	**1**	**Beginning 67 feet north of the northerly curbline of Washington Street and extending 18 feet northerly.**

Section 2. 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	No. of Spaces	Location
64 Llewellyn Avenue	**1**	**Beginning 61 feet east of the dead end of Llewellyn Avenue and extending 22 feet easterly.**

Section 3. 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 4. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 5. 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.

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

Michelle Casalino
Council President

Robert D. Parisi, Mayor

Introduced: August 11, 2020

Adopted: September 8, 2020

LEGISLATIVE HISTORY

This Ordinance is in response to requests from handicapped residents who reside at 64 Llewellyn Avenue and 61 Washington Street.

By adopting this Ordinance, the Township will establish a handicapped parking stall on Watson Avenue opposite 61 Washington Street for the non-exclusive use of the resident who cannot have a dedicated stall in front of their home. Such parking stalls are permissible under the laws of New Jersey, and they are designated Handicapped Parking Spaces.

Also established by this Ordinance is a handicapped parking stall adjacent to 64 Llewellyn Avenue. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones.

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. **2613-20**

AN ORDINANCE CREATING A RECLASSIFICATION AND SALARY SCHEDULE OF CERTAIN TOWNSHIP OF WEST ORANGE EMPLOYEES SETTING FORTH THEIR TITLES, CLASSIFICATION AND SALARY RANGES AND ADOPTING A SALARY GUIDE AND ESTABLISHING THE EMPLOYEE'S STATUS AS A TOWNSHIP EMPLOYEE AND UNDER THE GUIDELINES OF THE NEW JERSEY DEPARTMENT OF PERSONNEL.

BE IT ORDAINED by the Township Council of the Township of West Orange as follows:

SECTION 1. That: an ordinance adopting and creating the reclassification and salary schedules of certain Township of West Orange Municipal employees, setting a salary guide and establishing the employee's status as a Township employee and under the guidelines of the New Jersey Department of Personnel as filed in the office of the Municipal Clerk for the following positions:

SEE	APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME
SEE	APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES
SEE	APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS
SEE	APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS
SEE	APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY
SEE	APPENDIX 6 - SALARY RANGES - STIPENDS
SEE	APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS
SEE	APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS
SEE	APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS
SEE	APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE

SECTION 2. All terms and conditions included in any authorized collective bargaining agreements and/or employment contracts are hereby included in SECTION 1 above.

SECTION 3. All part time employee hourly rates are determined by dividing the Minimum and Maximum rates by the # of annual hours a full time employee would work for that position using the salaries identified in Section 1 above.

SECTION 4. Part time employees have no annual increment for their hourly rate in Section 1 above.

SECTION 5. This ordinance and the titles and salary ranges herein provided shall become effective on the dates specified and as indicated above in SECTION 1. Where the specified timeframes have expired, the salary range specified in the latest timeframe will remain in effect until a new range is adopted by Ordinance.

SECTION 6. Effective as of the date of adoption of this salary ordinance, the Mayor is hereby authorized to enter into acknowledgement agreements with employees identifying, specifying and memorializing the limitations of both pre and post-retirement benefits provided by the Township. Specifically included, but not limited to, is the provision of fully paid post-employment family health benefits to employees upon retirement shall be strictly limited to employees hired prior to the date of adoption of this Ordinance. This section shall not impact employees covered under a separate Collective Bargaining Agreement. As part of entering into such acknowledgement agreements, a master list of all active employees, retiree and their surviving spouses eligible to receive limited post-employment health benefits shall be maintained.

SECTION 7. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this ordinance are, to the extent of such inconsistency, hereby repealed.

SECTION 8. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

_____

ROBERT D. PARISI, MAYOR

_____

MICHELLE CASALINO, COUNCIL PRESIDENT

Introduced: Augist 11, 2020

Adopted: September 8, 2020

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

_____

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

LEGISLATIVE HISTORY

This Ordinance is to reflect:

Error Correction	Tenant Relations Assistant	To Management
Error Correction	Mechanic	
Error Correction	Mechanic's Helper	

Implementation of 2020 Municipal Budget

Identify, specify and memorialize limitations of pre-retirement and post-employment benefits for Township employees.

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Accountant															
AU10010	0.00%	1/1/2018	12/31/2018	19,008	27,899	36,790	45,681	54,572	63,463	72,354	6	8,891	1,820	10.44	39.75
AU10010	1.00%	1/1/2019	12/31/2019	19,198	28,178	37,158	46,138	55,118	64,098	73,077	6	8,980	1,820	10.55	40.15
AU10010	1.50%	1/1/2020	6/30/2020	19,486	28,601	37,715	46,830	55,944	65,059	74,174	6	9,115	1,820	10.71	40.75
AU10010	1.50%	7/1/2020	12/31/2020	19,778	29,030	38,281	47,532	56,784	66,035	75,286	6	9,251	1,820	10.87	41.37
AU10010	1.50%	1/1/2021	6/30/2021	20,075	29,465	38,855	48,245	57,635	67,025	76,416	6	9,390	1,820	11.03	41.99
AU10010	1.50%	7/1/2021	12/31/2021	20,376	29,907	39,438	48,969	58,500	68,031	77,562	6	9,531	1,820	11.20	42.62
AU10010	1.50%	1/1/2022	6/30/2022	20,682	30,356	40,030	49,704	59,377	69,051	78,725	6	9,674	1,820	11.36	43.26
AU10010	1.50%	7/1/2022	12/31/2022	20,992	30,811	40,630	50,449	60,268	70,087	79,906	6	9,819	1,820	11.53	43.90
Administrative Analyst															
AU10020	0.00%	1/1/2018	12/31/2018	31,680	41,257	50,834	60,410	69,987	79,564	89,141	6	9,577	1,820	17.41	48.98
AU10020	1.00%	1/1/2019	12/31/2019	31,997	41,669	51,342	61,015	70,687	80,360	90,032	6	9,673	1,820	17.58	49.47
AU10020	1.50%	1/1/2020	6/30/2020	32,477	42,295	52,112	61,930	71,747	81,565	91,383	6	9,818	1,820	17.84	50.21
AU10020	1.50%	7/1/2020	12/31/2020	32,964	42,929	52,894	62,859	72,824	82,788	92,753	6	9,965	1,820	18.11	50.96
AU10020	1.50%	1/1/2021	6/30/2021	33,459	43,573	53,687	63,802	73,916	84,030	94,145	6	10,114	1,820	18.38	51.73
AU10020	1.50%	7/1/2021	12/31/2021	33,960	44,226	54,493	64,759	75,025	85,291	95,557	6	10,266	1,820	18.66	52.50
AU10020	1.50%	1/1/2022	6/30/2022	34,470	44,890	55,310	65,730	76,150	86,570	96,990	6	10,420	1,820	18.94	53.29
AU10020	1.50%	7/1/2022	12/31/2022	34,987	45,563	56,140	66,716	77,292	87,869	98,445	6	10,576	1,820	19.22	54.09
Administrative Clerk															
AU10030	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10030	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10030	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10030	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10030	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10030	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU10030	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,300	80,223	6	9,924	1,820	11.36	44.08
AU10030	1.50%	7/1/2022	12/31/2022	20,992	31,065	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74
Administrative Clerk/HR Coordinator															

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	20,376	31,089	41,803	52,516	63,229	73,942	84,655	6	10,713	1,820	11.20	46.51
AU10040	1.50%	1/1/2022	6/30/2022	20,682	31,556	42,430	53,304	64,178	75,051	85,925	6	10,874	1,820	11.36	47.21
AU10040	1.50%	7/1/2022	12/31/2022	20,992	32,029	43,066	54,103	65,140	76,177	87,214	6	11,037	1,820	11.53	47.92

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Administrative Secretary															
AU10050	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10050	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10050	1.50%	1/1/2020	6/30/2020	49,486	53,328	57,171	61,013	64,855	68,698	72,540	6	3,842	1,820	27.19	39.86
AU10050	1.50%	7/1/2020	12/31/2020	50,228	54,128	58,028	61,928	65,828	69,728	73,628	6	3,900	1,820	27.60	40.45
AU10050	1.50%	1/1/2021	6/30/2021	50,982	54,940	58,899	62,857	66,816	70,774	74,732	6	3,958	1,820	28.01	41.06
AU10050	1.50%	7/1/2021	12/31/2021	51,747	55,764	59,782	63,800	67,818	71,836	75,853	6	4,018	1,820	28.43	41.68
AU10050	1.50%	1/1/2022	6/30/2022	52,523	56,601	60,679	64,757	68,835	72,913	76,991	6	4,078	1,820	28.86	42.30
AU10050	1.50%	7/1/2022	12/31/2022	53,311	57,450	61,589	65,728	69,868	74,007	78,146	6	4,139	1,820	29.29	42.94
Administrative Secretary/Registrar of Vital Statistics															
AU10060	0.00%	1/1/2018	12/31/2018	24,288	33,409	42,529	51,649	60,770	69,890	79,010	6	9,120	1,820	13.35	43.41
AU10060	1.00%	1/1/2019	12/31/2019	24,531	33,743	42,954	52,166	61,377	70,589	79,800	6	9,212	1,820	13.48	43.85
AU10060	1.50%	1/1/2020	6/30/2020	24,899	34,249	43,598	52,948	62,298	71,648	80,997	6	9,350	1,820	13.68	44.50
AU10060	1.50%	7/1/2020	12/31/2020	25,272	34,762	44,252	53,742	63,232	72,722	82,212	6	9,490	1,820	13.89	45.17
AU10060	1.50%	1/1/2021	6/30/2021	25,652	35,284	44,916	54,549	64,181	73,813	83,446	6	9,632	1,820	14.09	45.85
AU10060	1.50%	7/1/2021	12/31/2021	26,036	35,813	45,590	55,367	65,144	74,920	84,697	6	9,777	1,820	14.31	46.54
AU10060	1.50%	1/1/2022	6/30/2022	26,427	36,350	46,274	56,197	66,121	76,044	85,968	6	9,923	1,820	14.52	47.24
AU10060	1.50%	7/1/2022	12/31/2022	26,823	36,896	46,968	57,040	67,113	77,185	87,257	6	10,072	1,820	14.74	47.94
Animal Attendant															
AU10070	0.00%	1/1/2018	12/31/2018	25,598	30,253	34,909	39,565	44,220	48,876	53,532	6	4,656	1,820	14.06	29.41
AU10070	1.00%	1/1/2019	12/31/2019	25,854	30,556	35,258	39,960	44,662	49,365	54,067	6	4,702	1,820	14.21	29.71
AU10070	1.50%	1/1/2020	6/30/2020	26,241	31,014	35,787	40,560	45,332	50,105	54,878	6	4,773	1,820	14.42	30.15
AU10070	1.50%	7/1/2020	12/31/2020	26,635	31,479	36,324	41,168	46,012	50,857	55,701	6	4,844	1,820	14.63	30.60
AU10070	1.50%	1/1/2021	6/30/2021	27,035	31,952	36,869	41,786	46,703	51,620	56,537	6	4,917	1,820	14.85	31.06
AU10070	1.50%	7/1/2021	12/31/2021	27,440	32,431	37,422	42,412	47,403	52,394	57,385	6	4,991	1,820	15.08	31.53
AU10070	1.50%	1/1/2022	6/30/2022	27,852	32,917	37,983	43,048	48,114	53,180	58,245	6	5,066	1,820	15.30	32.00
AU10070	1.50%	7/1/2022	12/31/2022	28,269	33,411	38,553	43,694	48,836	53,977	59,119	6	5,142	1,820	15.53	32.48
Animal Control Officer															

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
AU10080	0.00%	1/1/2018	12/31/2018	19,008	27,077	35,145	43,213	51,282	59,350	67,419	6	8,068	1,820	10.44	37.04
AU10080	1.00%	1/1/2019	12/31/2019	19,198	27,347	35,496	43,646	51,795	59,944	68,093	6	8,149	1,820	10.55	37.41
AU10080	1.50%	1/1/2020	6/30/2020	19,486	27,758	36,029	44,300	52,572	60,843	69,114	6	8,271	1,820	10.71	37.97
AU10080	1.50%	7/1/2020	12/31/2020	19,778	28,174	36,569	44,965	53,360	61,756	70,151	6	8,395	1,820	10.87	38.54
AU10080	1.50%	1/1/2021	6/30/2021	20,075	28,596	37,118	45,639	54,161	62,682	71,203	6	8,521	1,820	11.03	39.12
AU10080	1.50%	7/1/2021	12/31/2021	20,376	29,025	37,675	46,324	54,973	63,622	72,271	6	8,649	1,820	11.20	39.71
AU10080	1.50%	1/1/2022	6/30/2022	20,682	29,461	38,240	47,019	55,798	64,576	73,355	6	8,779	1,820	11.36	40.31
AU10080	1.50%	7/1/2022	12/31/2022	20,992	29,903	38,813	47,724	56,635	65,545	74,456	6	8,911	1,820	11.53	40.91

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Animal Control Officer															
AU10090	0.00%	1/1/2018	12/31/2018	31,680	36,142	40,604	45,067	49,529	53,991	58,453	6	4,462	1,820	17.41	32.12
AU10090	1.00%	1/1/2019	12/31/2019	31,997	36,504	41,010	45,517	50,024	54,531	59,038	6	4,507	1,820	17.58	32.44
AU10090	1.50%	1/1/2020	6/30/2020	32,477	37,051	41,626	46,200	50,774	55,349	59,923	6	4,574	1,820	17.84	32.92
AU10090	1.50%	7/1/2020	12/31/2020	32,964	37,607	42,250	46,893	51,536	56,179	60,822	6	4,643	1,820	18.11	33.42
AU10090	1.50%	1/1/2021	6/30/2021	33,459	38,171	42,884	47,596	52,309	57,022	61,734	6	4,713	1,820	18.38	33.92
AU10090	1.50%	7/1/2021	12/31/2021	33,960	38,744	43,527	48,310	53,094	57,877	62,660	6	4,783	1,820	18.66	34.43
AU10090	1.50%	1/1/2022	6/30/2022	34,470	39,325	44,180	49,035	53,890	58,745	63,600	6	4,855	1,820	18.94	34.95
AU10090	1.50%	7/1/2022	12/31/2022	34,987	39,915	44,843	49,771	54,698	59,626	64,554	6	4,928	1,820	19.22	35.47
Assistant Construction Official/Building Sub Code Of															
AU10100	0.00%	1/1/2018	12/31/2018	21,120	31,388	41,656	51,924	62,192	72,460	82,728	6	10,268	1,820	11.60	45.45
AU10100	1.00%	1/1/2019	12/31/2019	21,331	31,702	42,072	52,443	62,814	73,184	83,555	6	10,371	1,820	11.72	45.91
AU10100	1.50%	1/1/2020	6/30/2020	21,651	32,177	42,704	53,230	63,756	74,282	84,808	6	10,526	1,820	11.90	46.60
AU10100	1.50%	7/1/2020	12/31/2020	21,976	32,660	43,344	54,028	64,712	75,396	86,080	6	10,684	1,820	12.07	47.30
AU10100	1.50%	1/1/2021	6/30/2021	22,306	33,150	43,994	54,839	65,683	76,527	87,371	6	10,844	1,820	12.26	48.01
AU10100	1.50%	7/1/2021	12/31/2021	22,640	33,647	44,654	55,661	66,668	77,675	88,682	6	11,007	1,820	12.44	48.73
AU10100	1.50%	1/1/2022	6/30/2022	22,980	34,152	45,324	56,496	67,668	78,840	90,012	6	11,172	1,820	12.63	49.46
AU10100	1.50%	7/1/2022	12/31/2022	23,325	34,664	46,004	57,344	68,683	80,023	91,362	6	11,340	1,820	12.82	50.20
Assistant Head Nurse															
AU10110	0.00%	1/1/2018	12/31/2018	42,240	47,328	52,416	57,504	62,591	67,679	72,767	6	5,088	1,820	23.21	39.98
AU10110	1.00%	1/1/2019	12/31/2019	42,663	47,801	52,940	58,079	63,217	68,356	73,495	6	5,139	1,820	23.44	40.38
AU10110	1.50%	1/1/2020	6/30/2020	43,303	48,518	53,734	58,950	64,166	69,381	74,597	6	5,216	1,820	23.79	40.99
AU10110	1.50%	7/1/2020	12/31/2020	43,952	49,246	54,540	59,834	65,128	70,422	75,716	6	5,294	1,820	24.15	41.60
AU10110	1.50%	1/1/2021	6/30/2021	44,611	49,985	55,358	60,732	66,105	71,478	76,852	6	5,373	1,820	24.51	42.23
AU10110	1.50%	7/1/2021	12/31/2021	45,281	50,735	56,189	61,643	67,097	72,551	78,005	6	5,454	1,820	24.88	42.86
AU10110	1.50%	1/1/2022	6/30/2022	45,960	51,496	57,031	62,567	68,103	73,639	79,175	6	5,536	1,820	25.25	43.50
AU10110	1.50%	7/1/2022	12/31/2022	46,649	52,268	57,887	63,506	69,125	74,743	80,362	6	5,619	1,820	25.63	44.16
Assistant Health Officer															

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
AU10120	0.00%	1/1/2018	12/31/2018	23,232	36,407	49,582	62,757	75,933	89,108	102,283	6	13,175	1,820	12.76	56.20
AU10120	1.00%	1/1/2019	12/31/2019	23,464	36,771	50,078	63,385	76,692	89,999	103,306	6	13,307	1,820	12.89	56.76
AU10120	1.50%	1/1/2020	6/30/2020	23,816	37,323	50,829	64,336	77,842	91,349	104,855	6	13,506	1,820	13.09	57.61
AU10120	1.50%	7/1/2020	12/31/2020	24,174	37,883	51,592	65,301	79,010	92,719	106,428	6	13,709	1,820	13.28	58.48
AU10120	1.50%	1/1/2021	6/30/2021	24,536	38,451	52,366	66,280	80,195	94,110	108,024	6	13,915	1,820	13.48	59.35
AU10120	1.50%	7/1/2021	12/31/2021	24,904	39,028	53,151	67,275	81,398	95,521	109,645	6	14,123	1,820	13.68	60.24
AU10120	1.50%	1/1/2022	6/30/2022	25,278	39,613	53,948	68,284	82,619	96,954	111,289	6	14,335	1,820	13.89	61.15
AU10120	1.50%	7/1/2022	12/31/2022	25,657	40,207	54,758	69,308	83,858	98,409	112,959	6	14,550	1,820	14.10	62.07

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

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
AU10160	0.00%	1/1/2018	12/31/2018	21,120	27,633	34,145	40,658	47,171	53,683	60,196	6	6,513	1,820	11.60	33.07
AU10160	1.00%	1/1/2019	12/31/2019	21,331	27,909	34,487	41,065	47,642	54,220	60,798	6	6,578	1,820	11.72	33.41
AU10160	1.50%	1/1/2020	6/30/2020	21,651	28,328	35,004	41,681	48,357	55,033	61,710	6	6,676	1,820	11.90	33.91
AU10160	1.50%	7/1/2020	12/31/2020	21,976	28,753	35,529	42,306	49,082	55,859	62,636	6	6,777	1,820	12.07	34.42
AU10160	1.50%	1/1/2021	6/30/2021	22,306	29,184	36,062	42,940	49,819	56,697	63,575	6	6,878	1,820	12.26	34.93
AU10160	1.50%	7/1/2021	12/31/2021	22,640	29,622	36,603	43,585	50,566	57,547	64,529	6	6,981	1,820	12.44	35.46
AU10160	1.50%	1/1/2022	6/30/2022	22,980	30,066	37,152	44,238	51,324	58,411	65,497	6	7,086	1,820	12.63	35.99
AU10160	1.50%	7/1/2022	12/31/2022	23,325	30,517	37,709	44,902	52,094	59,287	66,479	6	7,192	1,820	12.82	36.53

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Violations Clerk															
AU10170	0.00%	1/1/2018	12/31/2018	16,896	22,438	27,979	33,521	39,062	44,604	50,145	6	5,542	1,820	9.28	27.55
AU10170	1.00%	1/1/2019	12/31/2019	17,065	22,662	28,259	33,856	39,453	45,050	50,647	6	5,597	1,820	9.38	27.83
AU10170	1.50%	1/1/2020	6/30/2020	17,321	23,002	28,683	34,364	40,045	45,726	51,407	6	5,681	1,820	9.52	28.25
AU10170	1.50%	7/1/2020	12/31/2020	17,581	23,347	29,113	34,879	40,645	46,412	52,178	6	5,766	1,820	9.66	28.67
AU10170	1.50%	1/1/2021	6/30/2021	17,845	23,697	29,550	35,402	41,255	47,108	52,960	6	5,853	1,820	9.80	29.10
AU10170	1.50%	7/1/2021	12/31/2021	18,112	24,053	29,993	35,933	41,874	47,814	53,755	6	5,940	1,820	9.95	29.54
AU10170	1.50%	1/1/2022	6/30/2022	18,384	24,413	30,443	36,472	42,502	48,532	54,561	6	6,030	1,820	10.10	29.98
AU10170	1.50%	7/1/2022	12/31/2022	18,660	24,780	30,900	37,020	43,140	49,260	55,379	6	6,120	1,820	10.25	30.43
Building Inspector															
AU10180	0.00%	1/1/2018	12/31/2018	19,219	27,778	36,336	44,895	53,454	62,012	70,571	6	8,559	1,820	10.56	38.78
AU10180	1.00%	1/1/2019	12/31/2019	19,412	28,056	36,700	45,344	53,988	62,632	71,276	6	8,644	1,820	10.67	39.16
AU10180	1.50%	1/1/2020	6/30/2020	19,703	28,476	37,250	46,024	54,798	63,572	72,346	6	8,774	1,820	10.83	39.75
AU10180	1.50%	7/1/2020	12/31/2020	19,998	28,904	37,809	46,715	55,620	64,525	73,431	6	8,905	1,820	10.99	40.35
AU10180	1.50%	1/1/2021	6/30/2021	20,298	29,337	38,376	47,415	56,454	65,493	74,532	6	9,039	1,820	11.15	40.95
AU10180	1.50%	7/1/2021	12/31/2021	20,603	29,777	38,952	48,126	57,301	66,476	75,650	6	9,175	1,820	11.32	41.57
AU10180	1.50%	1/1/2022	6/30/2022	20,912	30,224	39,536	48,848	58,161	67,473	76,785	6	9,312	1,820	11.49	42.19
AU10180	1.50%	7/1/2022	12/31/2022	21,225	30,677	40,129	49,581	59,033	68,485	77,937	6	9,452	1,820	11.66	42.82
Building Sub code Official															
AU10190	0.00%	1/1/2018	12/31/2018	21,120	31,606	42,093	52,579	63,066	73,552	84,038	6	10,486	1,820	11.60	46.17
AU10190	1.00%	1/1/2019	12/31/2019	21,331	31,923	42,514	53,105	63,696	74,287	84,879	6	10,591	1,820	11.72	46.64
AU10190	1.50%	1/1/2020	6/30/2020	21,651	32,401	43,151	53,902	64,652	75,402	86,152	6	10,750	1,820	11.90	47.34
AU10190	1.50%	7/1/2020	12/31/2020	21,976	32,887	43,799	54,710	65,621	76,533	87,444	6	10,911	1,820	12.07	48.05
AU10190	1.50%	1/1/2021	6/30/2021	22,306	33,381	44,456	55,531	66,606	77,681	88,756	6	11,075	1,820	12.26	48.77
AU10190	1.50%	7/1/2021	12/31/2021	22,640	33,881	45,123	56,364	67,605	78,846	90,087	6	11,241	1,820	12.44	49.50
AU10190	1.50%	1/1/2022	6/30/2022	22,980	34,390	45,799	57,209	68,619	80,029	91,438	6	11,410	1,820	12.63	50.24
AU10190	1.50%	7/1/2022	12/31/2022	23,325	34,905	46,486	58,067	69,648	81,229	92,810	6	11,581	1,820	12.82	50.99
Chief REHS Public Health															

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
AU10200	0.00%	1/1/2018	12/31/2018	21,120	32,101	43,083	54,064	65,045	76,027	87,008	6	10,981	1,820	11.60	47.81
AU10200	1.00%	1/1/2019	12/31/2019	21,331	32,422	43,514	54,605	65,696	76,787	87,878	6	11,091	1,820	11.72	48.28
AU10200	1.50%	1/1/2020	6/30/2020	21,651	32,909	44,166	55,424	66,681	77,939	89,196	6	11,257	1,820	11.90	49.01
AU10200	1.50%	7/1/2020	12/31/2020	21,976	33,402	44,829	56,255	67,681	79,108	90,534	6	11,426	1,820	12.07	49.74
AU10200	1.50%	1/1/2021	6/30/2021	22,306	33,903	45,501	57,099	68,697	80,294	91,892	6	11,598	1,820	12.26	50.49
AU10200	1.50%	7/1/2021	12/31/2021	22,640	34,412	46,184	57,955	69,727	81,499	93,271	6	11,772	1,820	12.44	51.25
AU10200	1.50%	1/1/2022	6/30/2022	22,980	34,928	46,876	58,825	70,773	82,721	94,670	6	11,948	1,820	12.63	52.02
AU10200	1.50%	7/1/2022	12/31/2022	23,325	35,452	47,580	59,707	71,835	83,962	96,090	6	12,128	1,820	12.82	52.80

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Chief REHS Public Health/Information Technology															
AU10210	0.00%	1/1/2018	12/31/2018	52,800	60,104	67,408	74,712	82,016	89,321	96,625	6	7,304	1,820	29.01	53.09
AU10210	1.00%	1/1/2019	12/31/2019	53,328	60,705	68,082	75,460	82,837	90,214	97,591	6	7,377	1,820	29.30	53.62
AU10210	1.50%	1/1/2020	6/30/2020	54,128	61,616	69,104	76,591	84,079	91,567	99,055	6	7,488	1,820	29.74	54.43
AU10210	1.50%	7/1/2020	12/31/2020	54,940	62,540	70,140	77,740	85,340	92,940	100,540	6	7,600	1,820	30.19	55.24
AU10210	1.50%	1/1/2021	6/30/2021	55,764	63,478	71,192	78,906	86,620	94,335	102,049	6	7,714	1,820	30.64	56.07
AU10210	1.50%	7/1/2021	12/31/2021	56,601	64,430	72,260	80,090	87,920	95,750	103,579	6	7,830	1,820	31.10	56.91
AU10210	1.50%	1/1/2022	6/30/2022	57,450	65,397	73,344	81,291	89,239	97,186	105,133	6	7,947	1,820	31.57	57.77
AU10210	1.50%	7/1/2022	12/31/2022	58,311	66,378	74,444	82,511	90,577	98,644	106,710	6	8,066	1,820	32.04	58.63
Code Enforcement Officer															
AU10344	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10344	1.00%	1/1/2019	12/31/2019	23,238	31,507	39,776	48,045	56,313	64,582	72,851	6	8,269	1,820	12.77	40.03
AU10344	1.50%	1/1/2020	6/30/2020	23,587	31,980	40,372	48,765	57,158	65,551	73,944	6	8,393	1,820	12.96	40.63
AU10344	1.50%	7/1/2020	12/31/2020	23,941	32,459	40,978	49,497	58,015	66,534	75,053	6	8,519	1,820	13.15	41.24
AU10344	1.50%	1/1/2021	6/30/2021	24,300	32,946	41,593	50,239	58,886	67,532	76,179	6	8,646	1,820	13.35	41.86
AU10344	1.50%	7/1/2021	12/31/2021	24,664	33,440	42,217	50,993	59,769	68,545	77,321	6	8,776	1,820	13.55	42.48
AU10344	1.50%	1/1/2022	6/30/2022	25,034	33,942	42,850	51,758	60,665	69,573	78,481	6	8,908	1,820	13.76	43.12
AU10344	1.50%	7/1/2022	12/31/2022	25,410	34,451	43,493	52,534	61,575	70,617	79,658	6	9,041	1,820	13.96	43.77
Code Enforcement Officer Trainee															
AU10345	0.00%	1/1/2018	12/31/2018	21,000	26,500	32,000	37,500	43,000	48,500	54,000	6	5,500	1,820	11.54	29.67
AU10345	1.00%	1/1/2019	12/31/2019	25,250	30,805	36,360	41,915	47,470	53,025	58,580	6	5,555	1,820	13.87	32.19
AU10345	1.50%	1/1/2020	6/30/2020	25,629	31,267	36,905	42,544	48,182	53,820	59,459	6	5,638	1,820	14.08	32.67
AU10345	1.50%	7/1/2020	12/31/2020	26,013	31,736	37,459	43,182	48,905	54,628	60,351	6	5,723	1,820	14.29	33.16
AU10345	1.50%	1/1/2021	6/30/2021	26,403	32,212	38,021	43,830	49,638	55,447	61,256	6	5,809	1,820	14.51	33.66
AU10345	1.50%	7/1/2021	12/31/2021	26,799	32,695	38,591	44,487	50,383	56,279	62,175	6	5,896	1,820	14.72	34.16
AU10345	1.50%	1/1/2022	6/30/2022	27,201	33,186	39,170	45,154	51,139	57,123	63,107	6	5,984	1,820	14.95	34.67
AU10345	1.50%	7/1/2022	12/31/2022	27,609	33,684	39,758	45,832	51,906	57,980	64,054	6	6,074	1,820	15.17	35.19
Data Processing Coordinator															

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	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
AU10230	1.50%	1/1/2020	6/30/2020	19,486	29,354	39,222	49,090	58,958	68,826	78,693	6	9,868	1,820	10.71	43.24
AU10230	1.50%	7/1/2020	12/31/2020	19,778	29,794	39,810	49,826	59,842	69,858	79,874	6	10,016	1,820	10.87	43.89
AU10230	1.50%	1/1/2021	6/30/2021	20,075	30,241	40,407	50,574	60,740	70,906	81,072	6	10,166	1,820	11.03	44.55
AU10230	1.50%	7/1/2021	12/31/2021	20,376	30,695	41,014	51,332	61,651	71,969	82,288	6	10,319	1,820	11.20	45.21
AU10230	1.50%	1/1/2022	6/30/2022	20,682	31,155	41,629	52,102	62,576	73,049	83,522	6	10,473	1,820	11.36	45.89
AU10230	1.50%	7/1/2022	12/31/2022	20,992	31,623	42,253	52,884	63,514	74,145	84,775	6	10,631	1,820	11.53	46.58

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Data Processing Technician															
AU10240	0.00%	1/1/2018	12/31/2018	26,400	31,155	35,910	40,665	45,419	50,174	54,929	6	4,755	1,820	14.51	30.18
AU10240	1.00%	1/1/2019	12/31/2019	26,664	31,467	36,269	41,071	45,874	50,676	55,478	6	4,802	1,820	14.65	30.48
AU10240	1.50%	1/1/2020	6/30/2020	27,064	31,939	36,813	41,687	46,562	51,436	56,311	6	4,874	1,820	14.87	30.94
AU10240	1.50%	7/1/2020	12/31/2020	27,470	32,418	37,365	42,313	47,260	52,208	57,155	6	4,948	1,820	15.09	31.40
AU10240	1.50%	1/1/2021	6/30/2021	27,882	32,904	37,926	42,947	47,969	52,991	58,012	6	5,022	1,820	15.32	31.87
AU10240	1.50%	7/1/2021	12/31/2021	28,300	33,397	38,494	43,592	48,689	53,786	58,883	6	5,097	1,820	15.55	32.35
AU10240	1.50%	1/1/2022	6/30/2022	28,725	33,898	39,072	44,245	49,419	54,592	59,766	6	5,174	1,820	15.78	32.84
AU10240	1.50%	7/1/2022	12/31/2022	29,156	34,407	39,658	44,909	50,160	55,411	60,662	6	5,251	1,820	16.02	33.33
Deputy Municipal Clerk															
AU10250	0.00%	1/1/2018	12/31/2018	21,120	30,055	38,990	47,925	56,860	65,795	74,730	6	8,935	1,820	11.60	41.06
AU10250	1.00%	1/1/2019	12/31/2019	21,331	30,356	39,380	48,404	57,429	66,453	75,478	6	9,024	1,820	11.72	41.47
AU10250	1.50%	1/1/2020	6/30/2020	21,651	30,811	39,971	49,131	58,290	67,450	76,610	6	9,160	1,820	11.90	42.09
AU10250	1.50%	7/1/2020	12/31/2020	21,976	31,273	40,570	49,868	59,165	68,462	77,759	6	9,297	1,820	12.07	42.72
AU10250	1.50%	1/1/2021	6/30/2021	22,306	31,742	41,179	50,616	60,052	69,489	78,925	6	9,437	1,820	12.26	43.37
AU10250	1.50%	7/1/2021	12/31/2021	22,640	32,218	41,797	51,375	60,953	70,531	80,109	6	9,578	1,820	12.44	44.02
AU10250	1.50%	1/1/2022	6/30/2022	22,980	32,702	42,424	52,145	61,867	71,589	81,311	6	9,722	1,820	12.63	44.68
AU10250	1.50%	7/1/2022	12/31/2022	23,325	33,192	43,060	52,928	62,795	72,663	82,531	6	9,868	1,820	12.82	45.35
											0				
Deputy Municipal Court Administrator															
AU10260	0.00%	1/1/2018	12/31/2018	19,008	28,673	38,338	48,004	57,669	67,334	76,999	6	9,665	1,820	10.44	42.31
AU10260	1.00%	1/1/2019	12/31/2019	19,198	28,960	38,722	48,484	58,245	68,007	77,769	6	9,762	1,820	10.55	42.73
AU10260	1.50%	1/1/2020	6/30/2020	19,486	29,394	39,303	49,211	59,119	69,027	78,936	6	9,908	1,820	10.71	43.37
AU10260	1.50%	7/1/2020	12/31/2020	19,778	29,835	39,892	49,949	60,006	70,063	80,120	6	10,057	1,820	10.87	44.02
AU10260	1.50%	1/1/2021	6/30/2021	20,075	30,283	40,491	50,698	60,906	71,114	81,321	6	10,208	1,820	11.03	44.68
AU10260	1.50%	7/1/2021	12/31/2021	20,376	30,737	41,098	51,459	61,820	72,180	82,541	6	10,361	1,820	11.20	45.35
AU10260	1.50%	1/1/2022	6/30/2022	20,682	31,198	41,714	52,231	62,747	73,263	83,779	6	10,516	1,820	11.36	46.03
AU10260	1.50%	7/1/2022	12/31/2022	20,992	31,666	42,340	53,014	63,688	74,362	85,036	6	10,674	1,820	11.53	46.72
Deputy Registrar/Keyboarding Clerk 3															

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
AU10490	0.00%	1/1/2018	12/31/2018	25,592	31,093	36,594	42,094	47,595	53,096	58,597	6	5,501	1,820	14.06	32.20
AU10490	1.00%	1/1/2019	12/31/2019	25,848	31,404	36,960	42,515	48,071	53,627	59,182	6	5,556	1,820	14.20	32.52
AU10490	1.50%	1/1/2020	6/30/2020	26,236	31,875	37,514	43,153	48,792	54,431	60,070	6	5,639	1,820	14.42	33.01
AU10490	1.50%	7/1/2020	12/31/2020	26,629	32,353	38,077	43,800	49,524	55,248	60,971	6	5,724	1,820	14.63	33.50
AU10490	1.50%	1/1/2021	6/30/2021	27,029	32,838	38,648	44,457	50,267	56,076	61,886	6	5,810	1,820	14.85	34.00
AU10490	1.50%	7/1/2021	12/31/2021	27,434	33,331	39,227	45,124	51,021	56,917	62,814	6	5,897	1,820	15.07	34.51
AU10490	1.50%	1/1/2022	6/30/2022	27,846	33,831	39,816	45,801	51,786	57,771	63,756	6	5,985	1,820	15.30	35.03
AU10490	1.50%	7/1/2022	12/31/2022	28,263	34,338	40,413	46,488	52,563	58,638	64,713	6	6,075	1,820	15.53	35.56

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Drafting Technician															
AU10270	0.00%	1/1/2018	12/31/2018	16,896	22,755	28,614	34,472	40,331	46,190	52,048	6	5,859	1,820	9.28	28.60
AU10270	1.00%	1/1/2019	12/31/2019	17,065	22,982	28,900	34,817	40,734	46,652	52,569	6	5,917	1,820	9.38	28.88
AU10270	1.50%	1/1/2020	6/30/2020	17,321	23,327	29,333	35,339	41,345	47,351	53,357	6	6,006	1,820	9.52	29.32
AU10270	1.50%	7/1/2020	12/31/2020	17,581	23,677	29,773	35,869	41,965	48,062	54,158	6	6,096	1,820	9.66	29.76
AU10270	1.50%	1/1/2021	6/30/2021	17,845	24,032	30,220	36,407	42,595	48,782	54,970	6	6,188	1,820	9.80	30.20
AU10270	1.50%	7/1/2021	12/31/2021	18,112	24,393	30,673	36,953	43,234	49,514	55,795	6	6,280	1,820	9.95	30.66
AU10270	1.50%	1/1/2022	6/30/2022	18,384	24,759	31,133	37,508	43,882	50,257	56,632	6	6,375	1,820	10.10	31.12
AU10270	1.50%	7/1/2022	12/31/2022	18,660	25,130	31,600	38,070	44,541	51,011	57,481	6	6,470	1,820	10.25	31.58
Drafting Technician/CAD System Operator/Engineering Aide															
AU10280	0.00%	1/1/2018	12/31/2018	22,176	28,475	34,774	41,073	47,371	53,670	59,969	6	6,299	1,820	12.18	32.95
AU10280	1.00%	1/1/2019	12/31/2019	22,398	28,760	35,121	41,483	47,845	54,207	60,569	6	6,362	1,820	12.31	33.28
AU10280	1.50%	1/1/2020	6/30/2020	22,734	29,191	35,648	42,106	48,563	55,020	61,477	6	6,457	1,820	12.49	33.78
AU10280	1.50%	7/1/2020	12/31/2020	23,075	29,629	36,183	42,737	49,291	55,845	62,399	6	6,554	1,820	12.68	34.29
AU10280	1.50%	1/1/2021	6/30/2021	23,421	30,073	36,726	43,378	50,031	56,683	63,335	6	6,652	1,820	12.87	34.80
AU10280	1.50%	7/1/2021	12/31/2021	23,772	30,524	37,277	44,029	50,781	57,533	64,285	6	6,752	1,820	13.06	35.32
AU10280	1.50%	1/1/2022	6/30/2022	24,129	30,982	37,836	44,689	51,543	58,396	65,250	6	6,853	1,820	13.26	35.85
AU10280	1.50%	7/1/2022	12/31/2022	24,491	31,447	38,403	45,360	52,316	59,272	66,228	6	6,956	1,820	13.46	36.39
Drafting Technician/CAD System Operator															
AU10290	0.00%	1/1/2018	12/31/2018	22,176	28,035	33,894	39,752	45,611	51,470	57,328	6	5,859	1,820	12.18	31.50
AU10290	1.00%	1/1/2019	12/31/2019	22,398	28,315	34,233	40,150	46,067	51,984	57,902	6	5,917	1,820	12.31	31.81
AU10290	1.50%	1/1/2020	6/30/2020	22,734	28,740	34,746	40,752	46,758	52,764	58,770	6	6,006	1,820	12.49	32.29
AU10290	1.50%	7/1/2020	12/31/2020	23,075	29,171	35,267	41,363	47,460	53,556	59,652	6	6,096	1,820	12.68	32.78
AU10290	1.50%	1/1/2021	6/30/2021	23,421	29,609	35,796	41,984	48,171	54,359	60,547	6	6,188	1,820	12.87	33.27
AU10290	1.50%	7/1/2021	12/31/2021	23,772	30,053	36,333	42,614	48,894	55,174	61,455	6	6,280	1,820	13.06	33.77
AU10290	1.50%	1/1/2022	6/30/2022	24,129	30,504	36,878	43,253	49,627	56,002	62,377	6	6,375	1,820	13.26	34.27
AU10290	1.50%	7/1/2022	12/31/2022	24,491	30,961	37,431	43,902	50,372	56,842	63,312	6	6,470	1,820	13.46	34.79
											0				
Electrical Inspector															

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
AU10300	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10300	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10300	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10300	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10300	1.50%	1/1/2021	6/30/2021	20,298	28,812	37,325	45,838	54,352	62,865	71,378	6	8,513	1,820	11.15	39.22
AU10300	1.50%	7/1/2021	12/31/2021	20,603	29,244	37,885	46,526	55,167	63,808	72,449	6	8,641	1,820	11.32	39.81
AU10300	1.50%	1/1/2022	6/30/2022	20,912	29,682	38,453	47,224	55,994	64,765	73,536	6	8,771	1,820	11.49	40.40
AU10300	1.50%	7/1/2022	12/31/2022	21,225	30,128	39,030	47,932	56,834	65,736	74,639	6	8,902	1,820	11.66	41.01

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Electrical Sub code Official															
AU10310	0.00%	1/1/2018	12/31/2018	21,120	30,668	40,217	49,765	59,313	68,861	78,409	6	9,548	1,820	11.60	43.08
AU10310	1.00%	1/1/2019	12/31/2019	21,331	30,975	40,619	50,262	59,906	69,550	79,194	6	9,644	1,820	11.72	43.51
AU10310	1.50%	1/1/2020	6/30/2020	21,651	31,440	41,228	51,016	60,805	70,593	80,381	6	9,788	1,820	11.90	44.17
AU10310	1.50%	7/1/2020	12/31/2020	21,976	31,911	41,846	51,782	61,717	71,652	81,587	6	9,935	1,820	12.07	44.83
AU10310	1.50%	1/1/2021	6/30/2021	22,306	32,390	42,474	52,558	62,643	72,727	82,811	6	10,084	1,820	12.26	45.50
AU10310	1.50%	7/1/2021	12/31/2021	22,640	32,876	43,111	53,347	63,582	73,818	84,053	6	10,235	1,820	12.44	46.18
AU10310	1.50%	1/1/2022	6/30/2022	22,980	33,369	43,758	54,147	64,536	74,925	85,314	6	10,389	1,820	12.63	46.88
AU10310	1.50%	7/1/2022	12/31/2022	23,325	33,869	44,414	54,959	65,504	76,049	86,594	6	10,545	1,820	12.82	47.58
Field Representative/Health Education															
AU10320	0.00%	1/1/2018	12/31/2018	19,008	27,549	36,089	44,630	53,171	61,711	70,252	6	8,541	1,820	10.44	38.60
AU10320	1.00%	1/1/2019	12/31/2019	19,198	27,824	36,450	45,076	53,703	62,329	70,955	6	8,626	1,820	10.55	38.99
AU10320	1.50%	1/1/2020	6/30/2020	19,486	28,242	36,997	45,753	54,508	63,264	72,019	6	8,755	1,820	10.71	39.57
AU10320	1.50%	7/1/2020	12/31/2020	19,778	28,665	37,552	46,439	55,326	64,212	73,099	6	8,887	1,820	10.87	40.16
AU10320	1.50%	1/1/2021	6/30/2021	20,075	29,095	38,115	47,135	56,156	65,176	74,196	6	9,020	1,820	11.03	40.77
AU10320	1.50%	7/1/2021	12/31/2021	20,376	29,532	38,687	47,842	56,998	66,153	75,309	6	9,155	1,820	11.20	41.38
AU10320	1.50%	1/1/2022	6/30/2022	20,682	29,975	39,267	48,560	57,853	67,146	76,438	6	9,293	1,820	11.36	42.00
AU10320	1.50%	7/1/2022	12/31/2022	20,992	30,424	39,856	49,289	58,721	68,153	77,585	6	9,432	1,820	11.53	42.63
Field Representative/Housing Inspection															
AU10330	0.00%	1/1/2018	12/31/2018	19,008	25,698	32,389	39,079	45,769	52,460	59,150	6	6,690	1,820	10.44	32.50
AU10330	1.00%	1/1/2019	12/31/2019	24,248	31,005	37,763	44,520	51,277	58,034	64,792	6	6,757	1,820	13.32	35.60
AU10330	1.50%	1/1/2020	6/30/2020	24,612	31,471	38,329	45,188	52,046	58,905	65,763	6	6,859	1,820	13.52	36.13
AU10330	1.50%	7/1/2020	12/31/2020	24,981	31,943	38,904	45,866	52,827	59,788	66,750	6	6,961	1,820	13.73	36.68
AU10330	1.50%	1/1/2021	6/30/2021	25,356	32,422	39,488	46,554	53,619	60,685	67,751	6	7,066	1,820	13.93	37.23
AU10330	1.50%	7/1/2021	12/31/2021	25,736	32,908	40,080	47,252	54,424	61,596	68,767	6	7,172	1,820	14.14	37.78
AU10330	1.50%	1/1/2022	6/30/2022	26,122	33,402	40,681	47,961	55,240	62,520	69,799	6	7,279	1,820	14.35	38.35
AU10330	1.50%	7/1/2022	12/31/2022	26,514	33,903	41,291	48,680	56,069	63,457	70,846	6	7,389	1,820	14.57	38.93
Field Representative/Property Improvement															

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
AU10340	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10340	1.00%	1/1/2019	12/31/2019	24,248	32,517	40,786	49,055	57,323	65,592	73,861	6	8,269	1,820	13.32	40.58
AU10340	1.50%	1/1/2020	6/30/2020	24,612	33,005	41,398	49,790	58,183	66,576	74,969	6	8,393	1,820	13.52	41.19
AU10340	1.50%	7/1/2020	12/31/2020	24,981	33,500	42,018	50,537	59,056	67,575	76,093	6	8,519	1,820	13.73	41.81
AU10340	1.50%	1/1/2021	6/30/2021	25,356	34,002	42,649	51,295	59,942	68,588	77,235	6	8,646	1,820	13.93	42.44
AU10340	1.50%	7/1/2021	12/31/2021	25,736	34,512	43,288	52,065	60,841	69,617	78,393	6	8,776	1,820	14.14	43.07
AU10340	1.50%	1/1/2022	6/30/2022	26,122	35,030	43,938	52,846	61,753	70,661	79,569	6	8,908	1,820	14.35	43.72
AU10340	1.50%	7/1/2022	12/31/2022	26,514	35,555	44,597	53,638	62,680	71,721	80,763	6	9,041	1,820	14.57	44.38

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Field Representative/Property Improvement Bilingual															
AU10350	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10350	1.00%	1/1/2019	12/31/2019	24,248	32,517	40,786	49,055	57,323	65,592	73,861	6	8,269	1,820	13.32	40.58
AU10350	1.50%	1/1/2020	6/30/2020	24,612	33,005	41,398	49,790	58,183	66,576	74,969	6	8,393	1,820	13.52	41.19
AU10350	1.50%	7/1/2020	12/31/2020	24,981	33,500	42,018	50,537	59,056	67,575	76,093	6	8,519	1,820	13.73	41.81
AU10350	1.50%	1/1/2021	6/30/2021	25,356	34,002	42,649	51,295	59,942	68,588	77,235	6	8,646	1,820	13.93	42.44
AU10350	1.50%	7/1/2021	12/31/2021	25,736	34,512	43,288	52,065	60,841	69,617	78,393	6	8,776	1,820	14.14	43.07
AU10350	1.50%	1/1/2022	6/30/2022	26,122	35,030	43,938	52,846	61,753	70,661	79,569	6	8,908	1,820	14.35	43.72
AU10350	1.50%	7/1/2022	12/31/2022	26,514	35,555	44,597	53,638	62,680	71,721	80,763	6	9,041	1,820	14.57	44.38
Fire Prevention Specialist															
AU10360	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10360	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10360	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10360	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10360	1.50%	1/1/2021	6/30/2021	20,298	28,812	37,325	45,838	54,352	62,865	71,378	6	8,513	1,820	11.15	39.22
AU10360	1.50%	7/1/2021	12/31/2021	20,603	29,244	37,885	46,526	55,167	63,808	72,449	6	8,641	1,820	11.32	39.81
AU10360	1.50%	1/1/2022	6/30/2022	20,912	29,682	38,453	47,224	55,994	64,765	73,536	6	8,771	1,820	11.49	40.40
AU10360	1.50%	7/1/2022	12/31/2022	21,225	30,128	39,030	47,932	56,834	65,736	74,639	6	8,902	1,820	11.66	41.01
Fire Protection Sub code Official															
AU10370	0.00%	1/1/2018	12/31/2018	19,219	28,828	38,437	48,046	57,655	67,263	76,872	6	9,609	1,820	10.56	42.24
AU10370	1.00%	1/1/2019	12/31/2019	19,412	29,116	38,821	48,526	58,231	67,936	77,641	6	9,705	1,820	10.67	42.66
AU10370	1.50%	1/1/2020	6/30/2020	19,703	29,553	39,404	49,254	59,105	68,955	78,806	6	9,851	1,820	10.83	43.30
AU10370	1.50%	7/1/2020	12/31/2020	19,998	29,996	39,995	49,993	59,991	69,990	79,988	6	9,998	1,820	10.99	43.95
AU10370	1.50%	1/1/2021	6/30/2021	20,298	30,446	40,595	50,743	60,891	71,039	81,188	6	10,148	1,820	11.15	44.61
AU10370	1.50%	7/1/2021	12/31/2021	20,603	30,903	41,204	51,504	61,804	72,105	82,405	6	10,300	1,820	11.32	45.28
AU10370	1.50%	1/1/2022	6/30/2022	20,912	31,367	41,822	52,277	62,732	73,187	83,641	6	10,455	1,820	11.49	45.96
AU10370	1.50%	7/1/2022	12/31/2022	21,225	31,837	42,449	53,061	63,673	74,284	84,896	6	10,612	1,820	11.66	46.65
Garage Attendant															

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
AU10380	0.00%	1/1/2018	12/31/2018	18,415	23,273	28,130	32,988	37,845	42,703	47,560	6	4,858	2,080	8.85	22.87
AU10380	1.00%	1/1/2019	12/31/2019	18,599	23,505	28,411	33,318	38,224	43,130	48,036	6	4,906	2,080	8.94	23.09
AU10380	1.50%	1/1/2020	6/30/2020	18,878	23,858	28,838	33,817	38,797	43,777	48,756	6	4,980	2,080	9.08	23.44
AU10380	1.50%	7/1/2020	12/31/2020	19,161	24,216	29,270	34,325	39,379	44,433	49,488	6	5,054	2,080	9.21	23.79
AU10380	1.50%	1/1/2021	6/30/2021	19,449	24,579	29,709	34,839	39,970	45,100	50,230	6	5,130	2,080	9.35	24.15
AU10380	1.50%	7/1/2021	12/31/2021	19,741	24,948	30,155	35,362	40,569	45,776	50,984	6	5,207	2,080	9.49	24.51
AU10380	1.50%	1/1/2022	6/30/2022	20,037	25,322	30,607	35,892	41,178	46,463	51,748	6	5,285	2,080	9.63	24.88
AU10380	1.50%	7/1/2022	12/31/2022	20,337	25,702	31,066	36,431	41,795	47,160	52,524	6	5,365	2,080	9.78	25.25

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Graduate Nurse, Public Health Nurse															
AU10390	0.00%	1/1/2018	12/31/2018	19,008	26,822	34,636	42,449	50,263	58,077	65,890	6	7,814	1,820	10.44	36.20
AU10390	1.00%	1/1/2019	12/31/2019	19,198	27,090	34,982	42,874	50,766	58,657	66,549	6	7,892	1,820	10.55	36.57
AU10390	1.50%	1/1/2020	6/30/2020	19,486	27,496	35,507	43,517	51,527	59,537	67,548	6	8,010	1,820	10.71	37.11
AU10390	1.50%	7/1/2020	12/31/2020	19,778	27,909	36,039	44,170	52,300	60,430	68,561	6	8,130	1,820	10.87	37.67
AU10390	1.50%	1/1/2021	6/30/2021	20,075	28,327	36,580	44,832	53,085	61,337	69,589	6	8,252	1,820	11.03	38.24
AU10390	1.50%	7/1/2021	12/31/2021	20,376	28,752	37,129	45,505	53,881	62,257	70,633	6	8,376	1,820	11.20	38.81
AU10390	1.50%	1/1/2022	6/30/2022	20,682	29,184	37,685	46,187	54,689	63,191	71,693	6	8,502	1,820	11.36	39.39
AU10390	1.50%	7/1/2022	12/31/2022	20,992	29,621	38,251	46,880	55,509	64,139	72,768	6	8,629	1,820	11.53	39.98
Health Educator															
AU10410	0.00%	1/1/2018	12/31/2018	19,008	27,549	36,089	44,630	53,171	61,711	70,252	6	8,541	1,820	10.44	38.60
AU10410	1.00%	1/1/2019	12/31/2019	19,198	27,824	36,450	45,076	53,703	62,329	70,955	6	8,626	1,820	10.55	38.99
AU10410	1.50%	1/1/2020	6/30/2020	19,486	28,242	36,997	45,753	54,508	63,264	72,019	6	8,755	1,820	10.71	39.57
AU10410	1.50%	7/1/2020	12/31/2020	19,778	28,665	37,552	46,439	55,326	64,212	73,099	6	8,887	1,820	10.87	40.16
AU10410	1.50%	1/1/2021	6/30/2021	20,075	29,095	38,115	47,135	56,156	65,176	74,196	6	9,020	1,820	11.03	40.77
AU10410	1.50%	7/1/2021	12/31/2021	20,376	29,532	38,687	47,842	56,998	66,153	75,309	6	9,155	1,820	11.20	41.38
AU10410	1.50%	1/1/2022	6/30/2022	20,682	29,975	39,267	48,560	57,853	67,146	76,438	6	9,293	1,820	11.36	42.00
AU10410	1.50%	7/1/2022	12/31/2022	20,992	30,424	39,856	49,289	58,721	68,153	77,585	6	9,432	1,820	11.53	42.63
Housing Assistance Technician															
AU10420	0.00%	1/1/2018	12/31/2018	19,008	29,461	39,914	50,366	60,819	71,272	81,724	6	10,453	1,820	10.44	44.90
AU10420	1.00%	1/1/2019	12/31/2019	19,198	29,755	40,313	50,870	61,427	71,984	82,542	6	10,557	1,820	10.55	45.35
AU10420	1.50%	1/1/2020	6/30/2020	19,486	30,202	40,917	51,633	62,349	73,064	83,780	6	10,716	1,820	10.71	46.03
AU10420	1.50%	7/1/2020	12/31/2020	19,778	30,655	41,531	52,407	63,284	74,160	85,037	6	10,876	1,820	10.87	46.72
AU10420	1.50%	1/1/2021	6/30/2021	20,075	31,115	42,154	53,194	64,233	75,273	86,312	6	11,039	1,820	11.03	47.42
AU10420	1.50%	7/1/2021	12/31/2021	20,376	31,581	42,786	53,992	65,197	76,402	87,607	6	11,205	1,820	11.20	48.14
AU10420	1.50%	1/1/2022	6/30/2022	20,682	32,055	43,428	54,801	66,175	77,548	88,921	6	11,373	1,820	11.36	48.86
AU10420	1.50%	7/1/2022	12/31/2022	20,992	32,536	44,080	55,623	67,167	78,711	90,255	6	11,544	1,820	11.53	49.59
Housing Inspector Trainee															

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
AU10430	0.00%	1/1/2018	12/31/2018	29,040	34,058	39,077	44,095	49,113	54,132	59,150	6	5,018	1,820	15.96	32.50
AU10430	1.00%	1/1/2019	12/31/2019	29,331	34,399	39,468	44,536	49,605	54,673	59,742	6	5,069	1,820	16.12	32.83
AU10430	1.50%	1/1/2020	6/30/2020	29,771	34,915	40,060	45,204	50,349	55,493	60,638	6	5,145	1,820	16.36	33.32
AU10430	1.50%	7/1/2020	12/31/2020	30,217	35,439	40,660	45,882	51,104	56,326	61,547	6	5,222	1,820	16.60	33.82
AU10430	1.50%	1/1/2021	6/30/2021	30,670	35,970	41,270	46,570	51,870	57,170	62,471	6	5,300	1,820	16.85	34.32
AU10430	1.50%	7/1/2021	12/31/2021	31,130	36,510	41,889	47,269	52,649	58,028	63,408	6	5,380	1,820	17.10	34.84
AU10430	1.50%	1/1/2022	6/30/2022	31,597	37,058	42,518	47,978	53,438	58,898	64,359	6	5,460	1,820	17.36	35.36
AU10430	1.50%	7/1/2022	12/31/2022	32,071	37,613	43,156	48,698	54,240	59,782	65,324	6	5,542	1,820	17.62	35.89

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 1															
AU10440	0.00%	1/1/2018	12/31/2018	16,896	21,575	26,253	30,932	35,610	40,289	44,967	6	4,678	1,820	9.28	24.71
AU10440	1.00%	1/1/2019	12/31/2019	17,065	21,790	26,516	31,241	35,966	40,691	45,417	6	4,725	1,820	9.38	24.95
AU10440	1.50%	1/1/2020	6/30/2020	17,321	22,117	26,913	31,709	36,506	41,302	46,098	6	4,796	1,820	9.52	25.33
AU10440	1.50%	7/1/2020	12/31/2020	17,581	22,449	27,317	32,185	37,053	41,921	46,789	6	4,868	1,820	9.66	25.71
AU10440	1.50%	1/1/2021	6/30/2021	17,845	22,786	27,727	32,668	37,609	42,550	47,491	6	4,941	1,820	9.80	26.09
AU10440	1.50%	7/1/2021	12/31/2021	18,112	23,127	28,143	33,158	38,173	43,188	48,204	6	5,015	1,820	9.95	26.49
AU10440	1.50%	1/1/2022	6/30/2022	18,384	23,474	28,565	33,655	38,746	43,836	48,927	6	5,090	1,820	10.10	26.88
AU10440	1.50%	7/1/2022	12/31/2022	18,660	23,826	28,993	34,160	39,327	44,494	49,661	6	5,167	1,820	10.25	27.29
Keyboarding Clerk 1/Asst. Senior Citizen Program A															
AU10450	0.00%	1/1/2018	12/31/2018	22,176	26,854	31,533	36,211	40,889	45,568	50,246	6	4,678	1,820	12.18	27.61
AU10450	1.00%	1/1/2019	12/31/2019	22,398	27,123	31,848	36,573	41,298	46,023	50,748	6	4,725	1,820	12.31	27.88
AU10450	1.50%	1/1/2020	6/30/2020	22,734	27,530	32,326	37,122	41,918	46,714	51,510	6	4,796	1,820	12.49	28.30
AU10450	1.50%	7/1/2020	12/31/2020	23,075	27,943	32,811	37,679	42,546	47,414	52,282	6	4,868	1,820	12.68	28.73
AU10450	1.50%	1/1/2021	6/30/2021	23,421	28,362	33,303	38,244	43,185	48,125	53,066	6	4,941	1,820	12.87	29.16
AU10450	1.50%	7/1/2021	12/31/2021	23,772	28,787	33,802	38,817	43,832	48,847	53,862	6	5,015	1,820	13.06	29.59
AU10450	1.50%	1/1/2022	6/30/2022	24,129	29,219	34,309	39,400	44,490	49,580	54,670	6	5,090	1,820	13.26	30.04
AU10450	1.50%	7/1/2022	12/31/2022	24,491	29,657	34,824	39,991	45,157	50,324	55,490	6	5,167	1,820	13.46	30.49
Keyboarding Clerk 1/Senior Livability Coordinator															
AU10445	1.00%	1/1/2019	12/31/2019	20,000	25,767	31,533	37,300	43,067	48,833	54,600	6	5,767	1,820	10.99	30.00
AU10445	1.50%	1/1/2020	6/30/2020	20,300	26,153	32,006	37,860	43,713	49,566	55,419	6	5,853	1,820	11.15	30.45
AU10445	1.50%	7/1/2020	12/31/2020	20,605	26,545	32,486	38,427	44,368	50,309	56,250	6	5,941	1,820	11.32	30.91
AU10445	1.50%	1/1/2021	6/30/2021	20,914	26,944	32,974	39,004	45,034	51,064	57,094	6	6,030	1,820	11.49	31.37
AU10445	1.50%	7/1/2021	12/31/2021	21,227	27,348	33,468	39,589	45,709	51,830	57,950	6	6,121	1,820	11.66	31.84
AU10445	1.50%	1/1/2022	6/30/2022	21,546	27,758	33,970	40,183	46,395	52,607	58,820	6	6,212	1,820	11.84	32.32
AU10445	1.50%	7/1/2022	12/31/2022	21,869	28,174	34,480	40,785	47,091	53,396	59,702	6	6,306	1,820	12.02	32.80
Keyboarding Clerk 2															
AU10460	0.00%	1/1/2018	12/31/2018	17,952	22,823	27,695	32,566	37,437	42,309	47,180	6	4,871	1,820	9.86	25.92

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
AU10460	1.00%	1/1/2019	12/31/2019	18,132	23,052	27,972	32,892	37,812	42,732	47,652	6	4,920	1,820	9.96	26.18
AU10460	1.50%	1/1/2020	6/30/2020	18,404	23,397	28,391	33,385	38,379	43,373	48,367	6	4,994	1,820	10.11	26.58
AU10460	1.50%	7/1/2020	12/31/2020	18,680	23,748	28,817	33,886	38,955	44,023	49,092	6	5,069	1,820	10.26	26.97
AU10460	1.50%	1/1/2021	6/30/2021	18,960	24,105	29,249	34,394	39,539	44,684	49,829	6	5,145	1,820	10.42	27.38
AU10460	1.50%	7/1/2021	12/31/2021	19,244	24,466	29,688	34,910	40,132	45,354	50,576	6	5,222	1,820	10.57	27.79
AU10460	1.50%	1/1/2022	6/30/2022	19,533	24,833	30,133	35,434	40,734	46,034	51,335	6	5,300	1,820	10.73	28.21
AU10460	1.50%	7/1/2022	12/31/2022	19,826	25,206	30,585	35,965	41,345	46,725	52,105	6	5,380	1,820	10.89	28.63

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 2/Asst. Secretary ABC Board															
AU10470	0.00%	1/1/2018	12/31/2018	18,691	23,563	28,434	33,306	38,177	43,049	47,920	6	4,871	1,820	10.27	26.33
AU10470	1.00%	1/1/2019	12/31/2019	18,878	23,798	28,719	33,639	38,559	43,479	48,399	6	4,920	1,820	10.37	26.59
AU10470	1.50%	1/1/2020	6/30/2020	19,161	24,155	29,149	34,143	39,137	44,131	49,125	6	4,994	1,820	10.53	26.99
AU10470	1.50%	7/1/2020	12/31/2020	19,449	24,518	29,587	34,655	39,724	44,793	49,862	6	5,069	1,820	10.69	27.40
AU10470	1.50%	1/1/2021	6/30/2021	19,741	24,885	30,030	35,175	40,320	45,465	50,610	6	5,145	1,820	10.85	27.81
AU10470	1.50%	7/1/2021	12/31/2021	20,037	25,259	30,481	35,703	40,925	46,147	51,369	6	5,222	1,820	11.01	28.22
AU10470	1.50%	1/1/2022	6/30/2022	20,337	25,638	30,938	36,238	41,539	46,839	52,140	6	5,300	1,820	11.17	28.65
AU10470	1.50%	7/1/2022	12/31/2022	20,642	26,022	31,402	36,782	42,162	47,542	52,922	6	5,380	1,820	11.34	29.08
Keyboarding Clerk 3															
AU10480	0.00%	1/1/2018	12/31/2018	17,952	23,453	28,953	34,454	39,955	45,456	50,956	6	5,501	1,820	9.86	28.00
AU10480	1.00%	1/1/2019	12/31/2019	18,132	23,687	29,243	34,799	40,354	45,910	51,466	6	5,556	1,820	9.96	28.28
AU10480	1.50%	1/1/2020	6/30/2020	18,404	24,043	29,682	35,321	40,960	46,599	52,238	6	5,639	1,820	10.11	28.70
AU10480	1.50%	7/1/2020	12/31/2020	18,680	24,403	30,127	35,851	41,574	47,298	53,021	6	5,724	1,820	10.26	29.13
AU10480	1.50%	1/1/2021	6/30/2021	18,960	24,769	30,579	36,388	42,198	48,007	53,817	6	5,809	1,820	10.42	29.57
AU10480	1.50%	7/1/2021	12/31/2021	19,244	25,141	31,037	36,934	42,831	48,727	54,624	6	5,897	1,820	10.57	30.01
AU10480	1.50%	1/1/2022	6/30/2022	19,533	25,518	31,503	37,488	43,473	49,458	55,443	6	5,985	1,820	10.73	30.46
AU10480	1.50%	7/1/2022	12/31/2022	19,826	25,901	31,976	38,050	44,125	50,200	56,275	6	6,075	1,820	10.89	30.92
Laborer 1															
AU10500	0.00%	1/1/2018	12/31/2018	19,008	25,775	32,542	39,310	46,077	52,844	59,611	6	6,767	2,080	9.14	28.66
AU10500	1.00%	1/1/2019	12/31/2019	19,198	26,033	32,868	39,703	46,537	53,372	60,207	6	6,835	2,080	9.23	28.95
AU10500	1.50%	1/1/2020	6/30/2020	19,486	26,424	33,361	40,298	47,236	54,173	61,110	6	6,937	2,080	9.37	29.38
AU10500	1.50%	7/1/2020	12/31/2020	19,778	26,820	33,861	40,903	47,944	54,985	62,027	6	7,041	2,080	9.51	29.82
AU10500	1.50%	1/1/2021	6/30/2021	20,075	27,222	34,369	41,516	48,663	55,810	62,957	6	7,147	2,080	9.65	30.27
AU10500	1.50%	7/1/2021	12/31/2021	20,376	27,630	34,885	42,139	49,393	56,647	63,902	6	7,254	2,080	9.80	30.72
AU10500	1.50%	1/1/2022	6/30/2022	20,682	28,045	35,408	42,771	50,134	57,497	64,860	6	7,363	2,080	9.94	31.18
AU10500	1.50%	7/1/2022	12/31/2022	20,992	28,466	35,939	43,413	50,886	58,360	65,833	6	7,473	2,080	10.09	31.65
Maintenance Worker 1, Grounds															

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
AU10520	0.00%	1/1/2018	12/31/2018	10,404	12,683	14,961	17,240	19,519	21,798	24,076	6	2,279	2,080	5.00	11.58
AU10520	1.00%	1/1/2019	12/31/2019	10,508	12,810	15,111	17,413	19,714	22,015	24,317	6	2,301	2,080	5.05	11.69
AU10520	1.50%	1/1/2020	6/30/2020	10,666	13,002	15,338	17,674	20,010	22,346	24,682	6	2,336	2,080	5.13	11.87
AU10520	1.50%	7/1/2020	12/31/2020	10,826	13,197	15,568	17,939	20,310	22,681	25,052	6	2,371	2,080	5.20	12.04
AU10520	1.50%	1/1/2021	6/30/2021	10,988	13,395	15,801	18,208	20,615	23,021	25,428	6	2,407	2,080	5.28	12.22
AU10520	1.50%	7/1/2021	12/31/2021	11,153	13,596	16,038	18,481	20,924	23,366	25,809	6	2,443	2,080	5.36	12.41
AU10520	1.50%	1/1/2022	6/30/2022	11,320	13,800	16,279	18,758	21,238	23,717	26,196	6	2,479	2,080	5.44	12.59
AU10520	1.50%	7/1/2022	12/31/2022	11,490	14,006	16,523	19,040	21,556	24,073	26,589	6	2,517	2,080	5.52	12.78

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Mason															
AU10530	0.00%	1/1/2018	12/31/2018	19,008	26,833	34,657	42,482	50,306	58,131	65,955	6	7,825	2,080	9.14	31.71
AU10530	1.00%	1/1/2019	12/31/2019	19,198	27,101	35,004	42,907	50,809	58,712	66,615	6	7,903	2,080	9.23	32.03
AU10530	1.50%	1/1/2020	6/30/2020	19,486	27,507	35,529	43,550	51,571	59,593	67,614	6	8,021	2,080	9.37	32.51
AU10530	1.50%	7/1/2020	12/31/2020	19,778	27,920	36,062	44,203	52,345	60,487	68,628	6	8,142	2,080	9.51	32.99
AU10530	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10530	1.50%	7/1/2021	12/31/2021	20,376	28,764	37,152	45,539	53,927	62,315	70,703	6	8,388	2,080	9.80	33.99
AU10530	1.50%	1/1/2022	6/30/2022	20,682	29,195	37,709	46,222	54,736	63,250	71,763	6	8,514	2,080	9.94	34.50
AU10530	1.50%	7/1/2022	12/31/2022	20,992	29,633	38,275	46,916	55,557	64,198	72,840	6	8,641	2,080	10.09	35.02
Mechanic															
AU10540	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10540	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10540	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10540	1.50%	7/1/2020	12/31/2020	35,202	41,433	47,663	53,893	60,123	66,354	72,584	6	6,230	2,080	16.92	34.90
AU10540	1.50%	1/1/2021	6/30/2021	35,730	42,054	48,378	54,701	61,025	67,349	73,672	6	6,324	2,080	17.18	35.42
AU10540	1.50%	7/1/2021	12/31/2021	36,266	42,685	49,103	55,522	61,941	68,359	74,778	6	6,419	2,080	17.44	35.95
AU10540	1.50%	1/1/2022	6/30/2022	36,810	43,325	49,840	56,355	62,870	69,384	75,899	6	6,515	2,080	17.70	36.49
AU10540	1.50%	7/1/2022	12/31/2022	37,363	43,975	50,588	57,200	63,813	70,425	77,038	6	6,613	2,080	17.96	37.04
Mechanic's Helper															
AU10550	0.00%	1/1/2018	12/31/2018	33,831	38,426	43,020	47,614	52,209	56,803	61,397	6	4,594	2,080	16.27	29.52
AU10550	1.00%	1/1/2019	12/31/2019	34,170	38,810	43,450	48,090	52,731	57,371	62,011	6	4,640	2,080	16.43	29.81
AU10550	1.50%	1/1/2020	6/30/2020	34,682	39,392	44,102	48,812	53,522	58,232	62,941	6	4,710	2,080	16.67	30.26
AU10550	1.50%	7/1/2020	12/31/2020	21,278	28,380	35,481	42,582	49,683	56,784	63,886	6	7,101	2,080	10.23	30.71
AU10550	1.50%	1/1/2021	6/30/2021	21,598	28,805	36,013	43,221	50,428	57,636	64,844	6	7,208	2,080	10.38	31.17
AU10550	1.50%	7/1/2021	12/31/2021	21,921	29,237	36,553	43,869	51,185	58,501	65,816	6	7,316	2,080	10.54	31.64
AU10550	1.50%	1/1/2022	6/30/2022	22,250	29,676	37,101	44,527	51,953	59,378	66,804	6	7,426	2,080	10.70	32.12
AU10550	1.50%	7/1/2022	12/31/2022	22,584	30,121	37,658	45,195	52,732	60,269	67,806	6	7,537	2,080	10.86	32.60
Municipal Director of Welfare															

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
AU10560	0.00%	1/1/2018	12/31/2018	19,008	27,543	36,078	44,613	53,148	61,683	70,218	6	8,535	1,820	10.44	38.58
AU10560	1.00%	1/1/2019	12/31/2019	19,198	27,819	36,439	45,059	53,680	62,300	70,920	6	8,620	1,820	10.55	38.97
AU10560	1.50%	1/1/2020	6/30/2020	19,486	28,236	36,985	45,735	54,485	63,234	71,984	6	8,750	1,820	10.71	39.55
AU10560	1.50%	7/1/2020	12/31/2020	19,778	28,659	37,540	46,421	55,302	64,183	73,064	6	8,881	1,820	10.87	40.14
AU10560	1.50%	1/1/2021	6/30/2021	20,075	29,089	38,103	47,117	56,132	65,146	74,160	6	9,014	1,820	11.03	40.75
AU10560	1.50%	7/1/2021	12/31/2021	20,376	29,526	38,675	47,824	56,974	66,123	75,272	6	9,149	1,820	11.20	41.36
AU10560	1.50%	1/1/2022	6/30/2022	20,682	29,968	39,255	48,542	57,828	67,115	76,401	6	9,287	1,820	11.36	41.98
AU10560	1.50%	7/1/2022	12/31/2022	20,992	30,418	39,844	49,270	58,696	68,121	77,547	6	9,426	1,820	11.53	42.61
Municipal Director of Welfare/Senior Citizen Program Aide															
AU10570	0.00%	1/1/2018	12/31/2018	26,928	35,463	43,998	52,533	61,068	69,603	78,138	6	8,535	1,820	14.80	42.93
AU10570	1.00%	1/1/2019	12/31/2019	27,197	35,818	44,438	53,058	61,679	70,299	78,919	6	8,620	1,820	14.94	43.36
AU10570	1.50%	1/1/2020	6/30/2020	27,605	36,355	45,105	53,854	62,604	71,354	80,103	6	8,750	1,820	15.17	44.01
AU10570	1.50%	7/1/2020	12/31/2020	28,019	36,900	45,781	54,662	63,543	72,424	81,305	6	8,881	1,820	15.40	44.67
AU10570	1.50%	1/1/2021	6/30/2021	28,440	37,454	46,468	55,482	64,496	73,510	82,524	6	9,014	1,820	15.63	45.34
AU10570	1.50%	7/1/2021	12/31/2021	28,866	38,016	47,165	56,314	65,464	74,613	83,762	6	9,149	1,820	15.86	46.02
AU10570	1.50%	1/1/2022	6/30/2022	29,299	38,586	47,872	57,159	66,446	75,732	85,019	6	9,287	1,820	16.10	46.71
AU10570	1.50%	7/1/2022	12/31/2022	29,739	39,165	48,591	58,016	67,442	76,868	86,294	6	9,426	1,820	16.34	47.41
Omnibus Operator															
AU10590	0.00%	1/1/2018	12/31/2018	16,896	21,390	25,883	30,376	34,870	39,363	43,857	6	4,493	1,820	9.28	24.10
AU10590	1.00%	1/1/2019	12/31/2019	17,065	21,603	26,142	30,680	35,218	39,757	44,295	6	4,538	1,820	9.38	24.34
AU10590	1.50%	1/1/2020	6/30/2020	17,321	21,927	26,534	31,140	35,747	40,353	44,960	6	4,606	1,820	9.52	24.70
AU10590	1.50%	7/1/2020	12/31/2020	17,581	22,256	26,932	31,607	36,283	40,959	45,634	6	4,676	1,820	9.66	25.07
AU10590	1.50%	1/1/2021	6/30/2021	17,845	22,590	27,336	32,082	36,827	41,573	46,319	6	4,746	1,820	9.80	25.45
AU10590	1.50%	7/1/2021	12/31/2021	18,112	22,929	27,746	32,563	37,380	42,196	47,013	6	4,817	1,820	9.95	25.83
AU10590	1.50%	1/1/2022	6/30/2022	18,384	23,273	28,162	33,051	37,940	42,829	47,719	6	4,889	1,820	10.10	26.22
AU10590	1.50%	7/1/2022	12/31/2022	18,660	23,622	28,585	33,547	38,509	43,472	48,434	6	4,962	1,820	10.25	26.61
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance															
AU10600	0.00%	1/1/2018	12/31/2018	20,064	24,558	29,051	33,545	38,038	42,532	47,025	6	4,493	1,820	11.02	25.84

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
AU10600	1.00%	1/1/2019	12/31/2019	20,265	24,803	29,342	33,880	38,418	42,957	47,495	6	4,538	1,820	11.13	26.10
AU10600	1.50%	1/1/2020	6/30/2020	20,569	25,175	29,782	34,388	38,995	43,601	48,208	6	4,606	1,820	11.30	26.49
AU10600	1.50%	7/1/2020	12/31/2020	20,877	25,553	30,228	34,904	39,580	44,255	48,931	6	4,676	1,820	11.47	26.89
AU10600	1.50%	1/1/2021	6/30/2021	21,190	25,936	30,682	35,428	40,173	44,919	49,665	6	4,746	1,820	11.64	27.29
AU10600	1.50%	7/1/2021	12/31/2021	21,508	26,325	31,142	35,959	40,776	45,593	50,410	6	4,817	1,820	11.82	27.70
AU10600	1.50%	1/1/2022	6/30/2022	21,831	26,720	31,609	36,498	41,388	46,277	51,166	6	4,889	1,820	11.99	28.11
AU10600	1.50%	7/1/2022	12/31/2022	22,158	27,121	32,083	37,046	42,008	46,971	51,933	6	4,963	1,820	12.17	28.53
Parking Enforcement Officer															
AU10610	0.00%	1/1/2018	12/31/2018	23,063	24,344	25,626	26,907	28,188	29,470	30,751	6	1,281	1,820	12.67	16.90
AU10610	1.00%	1/1/2019	12/31/2019	23,294	24,588	25,882	27,176	28,470	29,764	31,058	6	1,294	1,820	12.80	17.07
AU10610	1.50%	1/1/2020	6/30/2020	23,643	24,957	26,270	27,584	28,897	30,211	31,524	6	1,314	1,820	12.99	17.32
AU10610	1.50%	7/1/2020	12/31/2020	23,998	25,331	26,664	27,998	29,331	30,664	31,997	6	1,333	1,820	13.19	17.58
AU10610	1.50%	1/1/2021	6/30/2021	24,358	25,711	27,064	28,417	29,771	31,124	32,477	6	1,353	1,820	13.38	17.84
AU10610	1.50%	7/1/2021	12/31/2021	24,723	26,097	27,470	28,844	30,217	31,591	32,964	6	1,374	1,820	13.58	18.11
AU10610	1.50%	1/1/2022	6/30/2022	25,094	26,488	27,882	29,276	30,670	32,065	33,459	6	1,394	1,820	13.79	18.38
AU10610	1.50%	7/1/2022	12/31/2022	25,470	26,885	28,301	29,716	31,131	32,546	33,961	6	1,415	1,820	13.99	18.66

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Payroll Clerk															
AU10620	0.00%	1/1/2018	12/31/2018	29,568	33,360	37,152	40,943	44,735	48,527	52,319	6	3,792	1,820	16.25	28.75
AU10620	1.00%	1/1/2019	12/31/2019	29,864	33,694	37,523	41,353	45,182	49,012	52,842	6	3,830	1,820	16.41	29.03
AU10620	1.50%	1/1/2020	6/30/2020	30,312	34,199	38,086	41,973	45,860	49,747	53,634	6	3,887	1,820	16.65	29.47
AU10620	1.50%	7/1/2020	12/31/2020	30,766	34,712	38,657	42,603	46,548	50,494	54,439	6	3,945	1,820	16.90	29.91
AU10620	1.50%	1/1/2021	6/30/2021	31,228	35,233	39,237	43,242	47,246	51,251	55,256	6	4,005	1,820	17.16	30.36
AU10620	1.50%	7/1/2021	12/31/2021	31,696	35,761	39,826	43,890	47,955	52,020	56,084	6	4,065	1,820	17.42	30.82
AU10620	1.50%	1/1/2022	6/30/2022	32,172	36,297	40,423	44,549	48,674	52,800	56,926	6	4,126	1,820	17.68	31.28
AU10620	1.50%	7/1/2022	12/31/2022	32,654	36,842	41,029	45,217	49,404	53,592	57,779	6	4,188	1,820	17.94	31.75
Personnel Assistant															
AU10630	0.00%	1/1/2018	12/31/2018	19,008	28,289	37,571	46,852	56,134	65,415	74,696	6	9,281	1,820	10.44	41.04
AU10630	1.00%	1/1/2019	12/31/2019	19,198	28,572	37,947	47,321	56,695	66,069	75,443	6	9,374	1,820	10.55	41.45
AU10630	1.50%	1/1/2020	6/30/2020	19,486	29,001	38,516	48,031	57,545	67,060	76,575	6	9,515	1,820	10.71	42.07
AU10630	1.50%	7/1/2020	12/31/2020	19,778	29,436	39,093	48,751	58,408	68,066	77,724	6	9,658	1,820	10.87	42.71
AU10630	1.50%	1/1/2021	6/30/2021	20,075	29,878	39,680	49,482	59,285	69,087	78,889	6	9,802	1,820	11.03	43.35
AU10630	1.50%	7/1/2021	12/31/2021	20,376	30,326	40,275	50,224	60,174	70,123	80,073	6	9,949	1,820	11.20	44.00
AU10630	1.50%	1/1/2022	6/30/2022	20,682	30,781	40,879	50,978	61,077	71,175	81,274	6	10,099	1,820	11.36	44.66
AU10630	1.50%	7/1/2022	12/31/2022	20,992	31,242	41,492	51,743	61,993	72,243	82,493	6	10,250	1,820	11.53	45.33
Personnel Officer															
AU10640	0.00%	1/1/2018	12/31/2018	19,008	29,335	39,662	49,989	60,317	70,644	80,971	6	10,327	1,820	10.44	44.49
AU10640	1.00%	1/1/2019	12/31/2019	19,198	29,629	40,059	50,489	60,920	71,350	81,780	6	10,430	1,820	10.55	44.93
AU10640	1.50%	1/1/2020	6/30/2020	19,486	30,073	40,660	51,247	61,834	72,420	83,007	6	10,587	1,820	10.71	45.61
AU10640	1.50%	7/1/2020	12/31/2020	19,778	30,524	41,270	52,015	62,761	73,507	84,252	6	10,746	1,820	10.87	46.29
AU10640	1.50%	1/1/2021	6/30/2021	20,075	30,982	41,889	52,796	63,702	74,609	85,516	6	10,907	1,820	11.03	46.99
AU10640	1.50%	7/1/2021	12/31/2021	20,376	31,447	42,517	53,588	64,658	75,728	86,799	6	11,070	1,820	11.20	47.69
AU10640	1.50%	1/1/2022	6/30/2022	20,682	31,918	43,155	54,391	65,628	76,864	88,101	6	11,236	1,820	11.36	48.41
AU10640	1.50%	7/1/2022	12/31/2022	20,992	32,397	43,802	55,207	66,612	78,017	89,422	6	11,405	1,820	11.53	49.13
Planner Trainee															

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
AU10650	0.00%	1/1/2018	12/31/2018	26,400	30,715	35,029	39,344	43,659	47,973	52,288	6	4,315	1,820	14.51	28.73
AU10650	1.00%	1/1/2019	12/31/2019	26,664	31,022	35,380	39,737	44,095	48,453	52,811	6	4,358	1,820	14.65	29.02
AU10650	1.50%	1/1/2020	6/30/2020	27,064	31,487	35,910	40,333	44,757	49,180	53,603	6	4,423	1,820	14.87	29.45
AU10650	1.50%	7/1/2020	12/31/2020	27,470	31,960	36,449	40,938	45,428	49,917	54,407	6	4,489	1,820	15.09	29.89
AU10650	1.50%	1/1/2021	6/30/2021	27,882	32,439	36,996	41,553	46,109	50,666	55,223	6	4,557	1,820	15.32	30.34
AU10650	1.50%	7/1/2021	12/31/2021	28,300	32,926	37,551	42,176	46,801	51,426	56,051	6	4,625	1,820	15.55	30.80
AU10650	1.50%	1/1/2022	6/30/2022	28,725	33,419	38,114	42,809	47,503	52,198	56,892	6	4,695	1,820	15.78	31.26
AU10650	1.50%	7/1/2022	12/31/2022	29,156	33,921	38,686	43,451	48,216	52,981	57,746	6	4,765	1,820	16.02	31.73

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Plumbing Inspector															
AU10660	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10660	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10660	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10660	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10660	1.50%	1/1/2021	6/30/2021	20,298	28,812	37,325	45,838	54,352	62,865	71,378	6	8,513	1,820	11.15	39.22
AU10660	1.50%	7/1/2021	12/31/2021	20,603	29,244	37,885	46,526	55,167	63,808	72,449	6	8,641	1,820	11.32	39.81
AU10660	1.50%	1/1/2022	6/30/2022	20,912	29,682	38,453	47,224	55,994	64,765	73,536	6	8,771	1,820	11.49	40.40
AU10660	1.50%	7/1/2022	12/31/2022	21,225	30,128	39,030	47,932	56,834	65,736	74,639	6	8,902	1,820	11.66	41.01
Plumbing Sub code Official															
AU10670	0.00%	1/1/2018	12/31/2018	19,219	28,828	38,437	48,046	57,655	67,263	76,872	6	9,609	1,820	10.56	42.24
AU10670	1.00%	1/1/2019	12/31/2019	19,412	29,116	38,821	48,526	58,231	67,936	77,641	6	9,705	1,820	10.67	42.66
AU10670	1.50%	1/1/2020	6/30/2020	19,703	29,553	39,404	49,254	59,105	68,955	78,806	6	9,851	1,820	10.83	43.30
AU10670	1.50%	7/1/2020	12/31/2020	19,998	29,996	39,995	49,993	59,991	69,990	79,988	6	9,998	1,820	10.99	43.95
AU10670	1.50%	1/1/2021	6/30/2021	20,298	30,446	40,595	50,743	60,891	71,039	81,188	6	10,148	1,820	11.15	44.61
AU10670	1.50%	7/1/2021	12/31/2021	20,603	30,903	41,204	51,504	61,804	72,105	82,405	6	10,300	1,820	11.32	45.28
AU10670	1.50%	1/1/2022	6/30/2022	20,912	31,367	41,822	52,277	62,732	73,187	83,641	6	10,455	1,820	11.49	45.96
AU10670	1.50%	7/1/2022	12/31/2022	21,225	31,837	42,449	53,061	63,673	74,284	84,896	6	10,612	1,820	11.66	46.65
Principal Account Clerk															
AU10680	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10680	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10680	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10680	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10680	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10680	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU10680	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,299	80,223	6	9,924	1,820	11.36	44.08
AU10680	1.50%	7/1/2022	12/31/2022	20,992	31,065	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74
Principal Account Clerk/DPT/Accounts Payable															

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
AU10700	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10700	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10700	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10700	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10700	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10700	1.50%	7/1/2021	12/31/2021	20,376	30,153	39,930	49,707	59,484	69,261	79,037	6	9,777	1,820	11.20	43.43
AU10700	1.50%	1/1/2022	6/30/2022	20,682	30,605	40,529	50,452	60,376	70,299	80,223	6	9,924	1,820	11.36	44.08
AU10700	1.50%	7/1/2022	12/31/2022	20,992	31,065	41,137	51,209	61,282	71,354	81,426	6	10,072	1,820	11.53	44.74

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Health Nurse															
AU10710	0.00%	1/1/2018	12/31/2018	19,008	27,327	35,646	43,965	52,283	60,602	68,921	6	8,319	1,820	10.44	37.87
AU10710	1.00%	1/1/2019	12/31/2019	19,198	27,600	36,002	44,404	52,806	61,208	69,610	6	8,402	1,820	10.55	38.25
AU10710	1.50%	1/1/2020	6/30/2020	19,486	28,014	36,542	45,070	53,598	62,126	70,654	6	8,528	1,820	10.71	38.82
AU10710	1.50%	7/1/2020	12/31/2020	19,778	28,434	37,090	45,746	54,402	63,058	71,714	6	8,656	1,820	10.87	39.40
AU10710	1.50%	1/1/2021	6/30/2021	20,075	28,861	37,647	46,432	55,218	64,004	72,790	6	8,786	1,820	11.03	39.99
AU10710	1.50%	7/1/2021	12/31/2021	20,376	29,294	38,211	47,129	56,047	64,964	73,882	6	8,918	1,820	11.20	40.59
AU10710	1.50%	1/1/2022	6/30/2022	20,682	29,733	38,785	47,836	56,887	65,939	74,990	6	9,051	1,820	11.36	41.20
AU10710	1.50%	7/1/2022	12/31/2022	20,992	30,179	39,366	48,553	57,741	66,928	76,115	6	9,187	1,820	11.53	41.82
Public Works Repairer															
AU10720	0.00%	1/1/2018	12/31/2018	19,008	26,833	34,657	42,482	50,306	58,131	65,955	6	7,825	2,080	9.14	31.71
AU10720	1.00%	1/1/2019	12/31/2019	19,198	27,101	35,004	42,907	50,809	58,712	66,615	6	7,903	2,080	9.23	32.03
AU10720	1.50%	1/1/2020	6/30/2020	19,486	27,507	35,529	43,550	51,571	59,593	67,614	6	8,021	2,080	9.37	32.51
AU10720	1.50%	7/1/2020	12/31/2020	19,778	27,920	36,062	44,203	52,345	60,487	68,628	6	8,142	2,080	9.51	32.99
AU10720	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10720	1.50%	7/1/2021	12/31/2021	20,376	28,764	37,152	45,539	53,927	62,315	70,703	6	8,388	2,080	9.80	33.99
AU10720	1.50%	1/1/2022	6/30/2022	20,682	29,195	37,709	46,222	54,736	63,250	71,763	6	8,514	2,080	9.94	34.50
AU10720	1.50%	7/1/2022	12/31/2022	20,992	29,633	38,275	46,916	55,557	64,198	72,840	6	8,641	2,080	10.09	35.02
Pumping Station Attendant															
AU10730	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10730	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10730	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10730	1.50%	7/1/2020	12/31/2020	19,778	28,579	37,380	46,181	54,982	63,783	72,584	6	8,801	2,080	9.51	34.90
AU10730	1.50%	1/1/2021	6/30/2021	20,075	29,008	37,941	46,874	55,807	64,740	73,672	6	8,933	2,080	9.65	35.42
AU10730	1.50%	7/1/2021	12/31/2021	20,376	29,443	38,510	47,577	56,644	65,711	74,778	6	9,067	2,080	9.80	35.95
AU10730	1.50%	1/1/2022	6/30/2022	20,682	29,885	39,088	48,291	57,493	66,696	75,899	6	9,203	2,080	9.94	36.49
AU10730	1.50%	7/1/2022	12/31/2022	20,992	30,333	39,674	49,015	58,356	67,697	77,038	6	9,341	2,080	10.09	37.04
Pumping Station Repairer/Mechanic															

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
AU10750	0.00%	1/1/2018	12/31/2018	21,120	29,081	37,042	45,002	52,963	60,924	68,884	6	7,961	2,080	10.15	33.12
AU10750	1.00%	1/1/2019	12/31/2019	21,331	29,372	37,412	45,452	53,493	61,533	69,573	6	8,040	2,080	10.26	33.45
AU10750	1.50%	1/1/2020	6/30/2020	21,651	29,812	37,973	46,134	54,295	62,456	70,617	6	8,161	2,080	10.41	33.95
AU10750	1.50%	7/1/2020	12/31/2020	21,976	30,259	38,543	46,826	55,109	63,393	71,676	6	8,283	2,080	10.57	34.46
AU10750	1.50%	1/1/2021	6/30/2021	22,306	30,713	39,121	47,528	55,936	64,344	72,751	6	8,408	2,080	10.72	34.98
AU10750	1.50%	7/1/2021	12/31/2021	22,640	31,174	39,708	48,241	56,775	65,309	73,842	6	8,534	2,080	10.88	35.50
AU10750	1.50%	1/1/2022	6/30/2022	22,980	31,642	40,303	48,965	57,627	66,288	74,950	6	8,662	2,080	11.05	36.03
AU10750	1.50%	7/1/2022	12/31/2022	23,325	32,116	40,908	49,699	58,491	67,283	76,074	6	8,792	2,080	11.21	36.57

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Records Support Technician 1															
AU10760	0.00%	1/1/2018	12/31/2018	26,400	31,155	35,910	40,665	45,420	50,174	54,929	6	4,755	1,820	14.51	30.18
AU10760	1.00%	1/1/2019	12/31/2019	26,664	31,467	36,269	41,071	45,874	50,676	55,479	6	4,802	1,820	14.65	30.48
AU10760	1.50%	1/1/2020	6/30/2020	27,064	31,939	36,813	41,687	46,562	51,436	56,311	6	4,874	1,820	14.87	30.94
AU10760	1.50%	7/1/2020	12/31/2020	27,470	32,418	37,365	42,313	47,260	52,208	57,155	6	4,948	1,820	15.09	31.40
AU10760	1.50%	1/1/2021	6/30/2021	27,882	32,904	37,926	42,947	47,969	52,991	58,013	6	5,022	1,820	15.32	31.88
AU10760	1.50%	7/1/2021	12/31/2021	28,300	33,397	38,495	43,592	48,689	53,786	58,883	6	5,097	1,820	15.55	32.35
AU10760	1.50%	1/1/2022	6/30/2022	28,725	33,898	39,072	44,245	49,419	54,593	59,766	6	5,174	1,820	15.78	32.84
AU10760	1.50%	7/1/2022	12/31/2022	29,156	34,407	39,658	44,909	50,160	55,411	60,663	6	5,251	1,820	16.02	33.33
Recreation Leader															
AU10770	0.00%	1/1/2018	12/31/2018	35,021	37,521	40,021	42,521	45,021	47,521	50,021	6	2,500	1,820	19.24	27.48
AU10770	1.00%	1/1/2019	12/31/2019	35,371	37,896	40,421	42,946	45,471	47,996	50,521	6	2,525	1,820	19.43	27.76
AU10770	1.50%	1/1/2020	6/30/2020	35,901	38,464	41,027	43,590	46,153	48,716	51,279	6	2,563	1,820	19.73	28.18
AU10770	1.50%	7/1/2020	12/31/2020	36,440	39,041	41,643	44,244	46,845	49,447	52,048	6	2,601	1,820	20.02	28.60
AU10770	1.50%	1/1/2021	6/30/2021	36,987	39,627	42,267	44,908	47,548	50,188	52,829	6	2,640	1,820	20.32	29.03
AU10770	1.50%	7/1/2021	12/31/2021	37,541	40,221	42,901	45,581	48,261	50,941	53,621	6	2,680	1,820	20.63	29.46
AU10770	1.50%	1/1/2022	6/30/2022	38,105	40,825	43,545	46,265	48,985	51,705	54,425	6	2,720	1,820	20.94	29.90
AU10770	1.50%	7/1/2022	12/31/2022	38,676	41,437	44,198	46,959	49,720	52,481	55,242	6	2,761	1,820	21.25	30.35
Recreation Program Coordinator														-	
AU10780	0.00%	1/1/2018	12/31/2018	10,404	21,752	33,100	44,447	55,795	67,143	78,491	6	11,348	1,820	5.72	43.13
AU10780	1.00%	1/1/2019	12/31/2019	10,508	21,969	33,431	44,892	56,353	67,814	79,276	6	11,461	1,820	5.77	43.56
AU10780	1.50%	1/1/2020	6/30/2020	10,666	22,299	33,932	45,565	57,198	68,832	80,465	6	11,633	1,820	5.86	44.21
AU10780	1.50%	7/1/2020	12/31/2020	10,826	22,633	34,441	46,249	58,056	69,864	81,672	6	11,808	1,820	5.95	44.87
AU10780	1.50%	1/1/2021	6/30/2021	10,988	22,973	34,958	46,942	58,927	70,912	82,897	6	11,985	1,820	6.04	45.55
AU10780	1.50%	7/1/2021	12/31/2021	11,153	23,317	35,482	47,647	59,811	71,976	84,140	6	12,165	1,820	6.13	46.23
AU10780	1.50%	1/1/2022	6/30/2022	11,320	23,667	36,014	48,361	60,708	73,055	85,402	6	12,347	1,820	6.22	46.92
AU10780	1.50%	7/1/2022	12/31/2022	11,490	24,022	36,554	49,087	61,619	74,151	86,684	6	12,532	1,820	6.31	47.63
Recreation Program Coordinator w/ Certified Pool Operator														-	

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
AU10785	1.00%	1/1/2019	12/31/2019	15,508	26,978	38,447	49,917	61,386	72,856	84,326	6	11,470	1,820	8.52	46.33
AU10785	1.50%	1/1/2020	6/30/2020	15,741	27,382	39,024	50,666	62,307	73,949	85,591	6	11,642	1,820	8.65	47.03
AU10785	1.50%	7/1/2020	12/31/2020	15,977	27,793	39,609	51,426	63,242	75,058	86,874	6	11,816	1,820	8.78	47.73
AU10785	1.50%	1/1/2021	6/30/2021	16,216	28,210	40,203	52,197	64,191	76,184	88,178	6	11,994	1,820	8.91	48.45
AU10785	1.50%	7/1/2021	12/31/2021	16,460	28,633	40,807	52,980	65,153	77,327	89,500	6	12,173	1,820	9.04	49.18
AU10785	1.50%	1/1/2022	6/30/2022	16,707	29,063	41,419	53,775	66,131	78,487	90,843	6	12,356	1,820	9.18	49.91
AU10785	1.50%	7/1/2022	12/31/2022	16,957	29,499	42,040	54,581	67,123	79,664	92,205	6	12,541	1,820	9.32	50.66

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
REHS Public Health															
AU10790	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10790	1.00%	1/1/2019	12/31/2019	42,662	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10790	1.50%	1/1/2020	6/30/2020	43,302	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10790	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,022	60,558	66,093	71,628	77,164	6	5,535	1,820	24.15	42.40
AU10790	1.50%	1/1/2021	6/30/2021	44,611	50,229	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10790	1.50%	7/1/2021	12/31/2021	45,280	50,983	56,685	62,388	68,091	73,793	79,496	6	5,703	1,820	24.88	43.68
AU10790	1.50%	1/1/2022	6/30/2022	45,960	51,748	57,536	63,324	69,112	74,900	80,688	6	5,788	1,820	25.25	44.33
AU10790	1.50%	7/1/2022	12/31/2022	46,649	52,524	58,399	64,274	70,149	76,024	81,899	6	5,875	1,820	25.63	45.00
REHS Public Health Bilingual															
AU10800	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10800	1.00%	1/1/2019	12/31/2019	42,663	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10800	1.50%	1/1/2020	6/30/2020	43,303	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10800	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,023	60,558	66,093	71,628	77,163	6	5,535	1,820	24.15	42.40
AU10800	1.50%	1/1/2021	6/30/2021	44,611	50,230	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10800	1.50%	7/1/2021	12/31/2021	45,281	50,983	56,686	62,388	68,091	73,793	79,496	6	5,703	1,820	24.88	43.68
AU10800	1.50%	1/1/2022	6/30/2022	45,960	51,748	57,536	63,324	69,112	74,900	80,688	6	5,788	1,820	25.25	44.33
AU10800	1.50%	7/1/2022	12/31/2022	46,649	52,524	58,399	64,274	70,149	76,024	81,898	6	5,875	1,820	25.63	45.00
REHS Public Health Trainee															
AU10810	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10810	1.00%	1/1/2019	12/31/2019	42,663	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10810	1.50%	1/1/2020	6/30/2020	43,303	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10810	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,023	60,558	66,093	71,628	77,163	6	5,535	1,820	24.15	42.40
AU10810	1.50%	1/1/2021	6/30/2021	44,611	50,230	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10810	1.50%	7/1/2021	12/31/2021	45,281	50,983	56,686	62,388	68,091	73,793	79,496	6	5,703	1,820	24.88	43.68
AU10810	1.50%	1/1/2022	6/30/2022	45,960	51,748	57,536	63,324	69,112	74,900	80,688	6	5,788	1,820	25.25	44.33
AU10810	1.50%	7/1/2022	12/31/2022	46,649	52,524	58,399	64,274	70,149	76,024	81,898	6	5,875	1,820	25.63	45.00
Secretarial Assistant															

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
AU10820	0.00%	1/1/2018	12/31/2018	19,008	25,088	31,169	37,249	43,330	49,410	55,490	6	6,080	1,820	10.44	30.49
AU10820	1.00%	1/1/2019	12/31/2019	19,198	25,339	31,481	37,622	43,763	49,904	56,045	6	6,141	1,820	10.55	30.79
AU10820	1.50%	1/1/2020	6/30/2020	19,486	25,719	31,953	38,186	44,419	50,653	56,886	6	6,233	1,820	10.71	31.26
AU10820	1.50%	7/1/2020	12/31/2020	19,778	26,105	32,432	38,759	45,086	51,413	57,739	6	6,327	1,820	10.87	31.72
AU10820	1.50%	1/1/2021	6/30/2021	20,075	26,497	32,919	39,340	45,762	52,184	58,605	6	6,422	1,820	11.03	32.20
AU10820	1.50%	7/1/2021	12/31/2021	20,376	26,894	33,412	39,930	46,448	52,966	59,485	6	6,518	1,820	11.20	32.68
AU10820	1.50%	1/1/2022	6/30/2022	20,682	27,298	33,914	40,529	47,145	53,761	60,377	6	6,616	1,820	11.36	33.17
AU10820	1.50%	7/1/2022	12/31/2022	20,992	27,707	34,422	41,137	47,852	54,567	61,282	6	6,715	1,820	11.53	33.67

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

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
AU10860	0.00%	1/1/2018	12/31/2018	19,008	24,836	30,664	36,492	42,320	48,148	53,976	6	5,828	2,080	9.14	25.95
AU10860	1.00%	1/1/2019	12/31/2019	19,198	25,085	30,971	36,857	42,744	48,630	54,516	6	5,886	2,080	9.23	26.21
AU10860	1.50%	1/1/2020	6/30/2020	19,486	25,461	31,435	37,410	43,385	49,359	55,334	6	5,975	2,080	9.37	26.60
AU10860	1.50%	7/1/2020	12/31/2020	19,778	25,843	31,907	37,971	44,035	50,100	56,164	6	6,064	2,080	9.51	27.00
AU10860	1.50%	1/1/2021	6/30/2021	20,075	26,230	32,386	38,541	44,696	50,851	57,006	6	6,155	2,080	9.65	27.41
AU10860	1.50%	7/1/2021	12/31/2021	20,376	26,624	32,871	39,119	45,366	51,614	57,862	6	6,248	2,080	9.80	27.82
AU10860	1.50%	1/1/2022	6/30/2022	20,682	27,023	33,364	39,706	46,047	52,388	58,729	6	6,341	2,080	9.94	28.24
AU10860	1.50%	7/1/2022	12/31/2022	20,992	27,429	33,865	40,301	46,738	53,174	59,610	6	6,436	2,080	10.09	28.66

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

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
AU10910	0.00%	1/1/2018	12/31/2018	19,008	27,236	35,464	43,692	51,920	60,148	68,376	6	8,228	2,080	9.14	32.87
AU10910	1.00%	1/1/2019	12/31/2019	19,198	27,508	35,819	44,129	52,439	60,749	69,059	6	8,310	2,080	9.23	33.20
AU10910	1.50%	1/1/2020	6/30/2020	19,486	27,921	36,356	44,791	53,226	61,660	70,095	6	8,435	2,080	9.37	33.70
AU10910	1.50%	7/1/2020	12/31/2020	19,778	28,340	36,901	45,463	54,024	62,585	71,147	6	8,561	2,080	9.51	34.21
AU10910	1.50%	1/1/2021	6/30/2021	20,075	28,765	37,455	46,145	54,834	63,524	72,214	6	8,690	2,080	9.65	34.72
AU10910	1.50%	7/1/2021	12/31/2021	20,376	29,196	38,017	46,837	55,657	64,477	73,297	6	8,820	2,080	9.80	35.24
AU10910	1.50%	1/1/2022	6/30/2022	20,682	29,634	38,587	47,539	56,492	65,444	74,397	6	8,952	2,080	9.94	35.77
AU10910	1.50%	7/1/2022	12/31/2022	20,992	30,079	39,166	48,252	57,339	66,426	75,513	6	9,087	2,080	10.09	36.30

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

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
AU10950	0.00%	1/1/2018	12/31/2018	21,120	32,031	42,942	53,853	64,763	75,674	86,585	6	10,911	1,820	11.60	47.57
AU10950	1.00%	1/1/2019	12/31/2019	21,331	31,101	40,871	50,640	60,410	70,180	79,950	6	9,770	1,820	11.72	43.93
AU10950	1.50%	1/1/2020	6/30/2020	21,651	31,568	41,484	51,400	61,316	71,233	81,149	6	9,916	1,820	11.90	44.59
AU10950	1.50%	7/1/2020	12/31/2020	21,976	32,041	42,106	52,171	62,236	72,301	82,366	6	10,065	1,820	12.07	45.26
AU10950	1.50%	1/1/2021	6/30/2021	22,306	32,522	42,738	52,954	63,170	73,386	83,602	6	10,216	1,820	12.26	45.93
AU10950	1.50%	7/1/2021	12/31/2021	22,640	33,009	43,379	53,748	64,117	74,486	84,856	6	10,369	1,820	12.44	46.62
AU10950	1.50%	1/1/2022	6/30/2022	22,980	33,505	44,029	54,554	65,079	75,604	86,128	6	10,525	1,820	12.63	47.32
AU10950	1.50%	7/1/2022	12/31/2022	23,325	34,007	44,690	55,372	66,055	76,738	87,420	6	10,683	1,820	12.82	48.03

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

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
AU10990	0.00%	1/1/2018	12/31/2018	21,120	29,893	38,666	47,439	56,211	64,984	73,757	6	8,773	2,080	10.15	35.46
AU10990	1.00%	1/1/2019	12/31/2019	21,331	30,192	39,052	47,913	56,773	65,634	74,494	6	8,861	2,080	10.26	35.81
AU10990	1.50%	1/1/2020	6/30/2020	21,651	30,645	39,638	48,632	57,625	66,618	75,612	6	8,993	2,080	10.41	36.35
AU10990	1.50%	7/1/2020	12/31/2020	21,976	31,104	40,233	49,361	58,489	67,618	76,746	6	9,128	2,080	10.57	36.90
AU10990	1.50%	1/1/2021	6/30/2021	22,306	31,571	40,836	50,101	59,367	68,632	77,897	6	9,265	2,080	10.72	37.45
AU10990	1.50%	7/1/2021	12/31/2021	22,640	32,045	41,449	50,853	60,257	69,661	79,066	6	9,404	2,080	10.88	38.01
AU10990	1.50%	1/1/2022	6/30/2022	22,980	32,525	42,071	51,616	61,161	70,706	80,252	6	9,545	2,080	11.05	38.58
AU10990	1.50%	7/1/2022	12/31/2022	23,325	33,013	42,702	52,390	62,079	71,767	81,455	6	9,688	2,080	11.21	39.16

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

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
Truck Driver															
AU11030	0.00%	1/1/2018	12/31/2018	19,008	26,073	33,138	40,203	47,267	54,332	61,397	6	7,065	2,080	9.14	29.52
AU11030	1.00%	1/1/2019	12/31/2019	19,198	26,334	33,469	40,605	47,740	54,875	62,011	6	7,135	2,080	9.23	29.81
AU11030	1.50%	1/1/2020	6/30/2020	19,486	26,729	33,971	41,214	48,456	55,699	62,941	6	7,242	2,080	9.37	30.26
AU11030	1.50%	7/1/2020	12/31/2020	19,778	27,130	34,481	41,832	49,183	56,534	63,885	6	7,351	2,080	9.51	30.71
AU11030	1.50%	1/1/2021	6/30/2021	20,075	27,537	34,998	42,459	49,921	57,382	64,843	6	7,461	2,080	9.65	31.17
AU11030	1.50%	7/1/2021	12/31/2021	20,376	27,950	35,523	43,096	50,669	58,243	65,816	6	7,573	2,080	9.80	31.64
AU11030	1.50%	1/1/2022	6/30/2022	20,682	28,369	36,056	43,743	51,430	59,116	66,803	6	7,687	2,080	9.94	32.12
AU11030	1.50%	7/1/2022	12/31/2022	20,992	28,794	36,597	44,399	52,201	60,003	67,805	6	7,802	2,080	10.09	32.60

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

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

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
MA10030	1.50%	7/1/2022	12/31/2022	79,366	87,502	95,639	103,775	111,911	120,047	128,183	6	8,136	1,820	43.61	70.43

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

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

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Chief Financial Officer															
MA10070	0.00%	1/1/2018	6/30/2018	63,360	80,123	96,885	113,648	130,410	147,173	163,935	6	16,763	1,820	34.81	90.07
MA10070	0.00%	7/1/2018	12/31/2018	73,360	90,123	106,885	123,648	140,410	157,173	173,935	6	16,763	1,820	40.31	95.57
MA10070	1.00%	1/1/2019	12/31/2019	74,094	91,024	107,954	124,884	141,814	158,744	175,674	6	16,930	1,820	40.71	96.52
MA10070	1.50%	1/1/2020	6/30/2020	75,205	92,389	109,573	126,757	143,941	161,125	178,309	6	17,184	1,820	41.32	97.97
MA10070	1.50%	7/1/2020	12/31/2020	76,333	93,775	111,217	128,659	146,100	163,542	180,984	6	17,442	1,820	41.94	99.44
MA10070	1.50%	1/1/2021	6/30/2021	77,478	95,182	112,885	130,588	148,292	165,995	183,699	6	17,703	1,820	42.57	100.93
MA10070	1.50%	7/1/2021	12/31/2021	78,640	96,609	114,578	132,547	150,516	168,485	186,454	6	17,969	1,820	43.21	102.45
MA10070	1.50%	1/1/2022	6/30/2022	79,820	98,058	116,297	134,536	152,774	171,013	189,251	6	18,239	1,820	43.86	103.98
MA10070	1.50%	7/1/2022	12/31/2022	81,017	99,529	118,041	136,554	155,066	173,578	192,090	6	18,512	1,820	44.51	105.54
Chief Judge of the Municipal Court															
MA10080	0.00%	1/1/2018	12/31/2022	43,000	43,000	43,000	43,000	43,000	43,000	43,000	0	-	1,820	23.63	23.63
Communications Manager															
MA10090	0.00%	1/1/2018	12/31/2018	89,200	91,840	94,480	97,120	99,761	102,401	105,041	6	2,640	1,820	49.01	57.71
MA10090	1.00%	1/1/2019	12/31/2019	90,092	92,759	95,425	98,092	100,758	103,425	106,091	6	2,666	1,820	49.50	58.29
MA10090	1.50%	1/1/2020	6/30/2020	91,444	94,150	96,857	99,563	102,269	104,976	107,682	6	2,706	1,820	50.24	59.17
MA10090	1.50%	7/1/2020	12/31/2020	92,815	95,563	98,310	101,057	103,804	106,551	109,298	6	2,747	1,820	51.00	60.05
MA10090	1.50%	1/1/2021	6/30/2021	94,208	96,996	99,784	102,572	105,361	108,149	110,937	6	2,788	1,820	51.76	60.95
MA10090	1.50%	7/1/2021	12/31/2021	95,621	98,451	101,281	104,111	106,941	109,771	112,601	6	2,830	1,820	52.54	61.87
MA10090	1.50%	1/1/2022	6/30/2022	97,055	99,928	102,800	105,673	108,545	111,418	114,290	6	2,872	1,820	53.33	62.80
MA10090	1.50%	7/1/2022	12/31/2022	98,511	101,427	104,342	107,258	110,173	113,089	116,004	6	2,916	1,820	54.13	63.74
Communications Manager w/ OEM Coordinator															
MA10095	1.00%	1/1/2019	12/31/2019	94,592	97,266	99,940	102,614	105,288	107,962	110,636	6	2,674	1,820	51.97	60.79
MA10095	1.50%	1/1/2020	6/30/2020	96,011	98,725	101,439	104,153	106,867	109,581	112,295	6	2,714	1,820	52.75	61.70
MA10095	1.50%	7/1/2020	12/31/2020	97,452	100,206	102,961	105,716	108,470	111,225	113,980	6	2,755	1,820	53.54	62.63
MA10095	1.50%	1/1/2021	6/30/2021	98,913	101,709	104,505	107,301	110,098	112,894	115,690	6	2,796	1,820	54.35	63.57
MA10095	1.50%	7/1/2021	12/31/2021	100,397	103,235	106,073	108,911	111,749	114,587	117,425	6	2,838	1,820	55.16	64.52
MA10095	1.50%	1/1/2022	6/30/2022	101,903	104,784	107,664	110,545	113,425	116,306	119,186	6	2,881	1,820	55.99	65.49

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
MA10095	1.50%	7/1/2022	12/31/2022	103,431	106,355	109,279	112,203	115,127	118,050	120,974	6	2,924	1,820	56.83	66.47

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Construction Official															
MA10100	0.00%	1/1/2018	12/31/2018	23,232	37,368	51,504	65,640	79,776	93,912	108,049	6	14,136	1,820	12.76	59.37
MA10100	1.00%	1/1/2019	12/31/2019	28,514	42,792	57,069	71,347	85,624	99,902	114,179	6	14,277	1,820	15.67	62.74
MA10100	1.50%	1/1/2020	6/30/2020	28,942	43,434	57,925	72,417	86,909	101,400	115,892	6	14,492	1,820	15.90	63.68
MA10100	1.50%	7/1/2020	12/31/2020	29,376	44,085	58,794	73,503	88,212	102,921	117,630	6	14,709	1,820	16.14	64.63
MA10100	1.50%	1/1/2021	6/30/2021	29,817	44,747	59,676	74,606	89,535	104,465	119,395	6	14,930	1,820	16.38	65.60
MA10100	1.50%	7/1/2021	12/31/2021	30,264	45,418	60,571	75,725	90,878	106,032	121,185	6	15,154	1,820	16.63	66.59
MA10100	1.50%	1/1/2022	6/30/2022	30,718	46,099	61,480	76,861	92,242	107,622	123,003	6	15,381	1,820	16.88	67.58
MA10100	1.50%	7/1/2022	12/31/2022	31,179	46,791	62,402	78,014	93,625	109,237	124,848	6	15,612	1,820	17.13	68.60
Deputy Municipal Department Head															
MA10110	0.00%	1/1/2018	12/31/2018	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.00%	1/1/2019	12/31/2019	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.50%	1/1/2020	6/30/2020	30,400	41,400	52,400	63,400	74,400	85,400	96,400	6	11,000	1,820	16.70	52.97
MA10110	1.50%	7/1/2020	12/31/2020	30,856	42,021	53,186	64,351	75,516	86,681	97,846	6	11,165	1,820	16.95	53.76
MA10110	1.50%	1/1/2021	6/30/2021	31,319	42,651	53,984	65,316	76,649	87,981	99,313	6	11,332	1,820	17.21	54.57
MA10110	1.50%	7/1/2021	12/31/2021	31,789	43,291	54,794	66,296	77,798	89,301	100,803	6	11,502	1,820	17.47	55.39
MA10110	1.50%	1/1/2022	6/30/2022	32,266	43,941	55,615	67,290	78,965	90,640	102,315	6	11,675	1,820	17.73	56.22
MA10110	1.50%	7/1/2022	12/31/2022	32,750	44,600	56,450	68,300	80,150	92,000	103,850	6	11,850	1,820	17.99	57.06
Deputy Municipal Department Head/Informatio															
MA10120	0.00%	1/1/2018	12/31/2018	68,080	75,472	82,864	90,256	97,648	105,041	112,433	6	7,392	1,820	37.41	61.78
MA10120	1.00%	1/1/2019	12/31/2019	68,761	76,227	83,693	91,159	98,625	106,091	113,557	6	7,466	1,820	37.78	62.39
MA10120	1.50%	1/1/2020	6/30/2020	69,793	77,371	84,948	92,526	100,104	107,682	115,260	6	7,578	1,820	38.35	63.33
MA10120	1.50%	7/1/2020	12/31/2020	70,839	78,531	86,223	93,914	101,606	109,298	116,989	6	7,692	1,820	38.92	64.28
MA10120	1.50%	1/1/2021	6/30/2021	71,902	79,709	87,516	95,323	103,130	110,937	118,744	6	7,807	1,820	39.51	65.24
MA10120	1.50%	7/1/2021	12/31/2021	72,981	80,905	88,829	96,753	104,677	112,601	120,525	6	7,924	1,820	40.10	66.22
MA10120	1.50%	1/1/2022	6/30/2022	74,075	82,118	90,161	98,204	106,247	114,290	122,333	6	8,043	1,820	40.70	67.22
MA10120	1.50%	7/1/2022	12/31/2022	75,186	83,350	91,514	99,677	107,841	116,004	124,168	6	8,164	1,820	41.31	68.22
Director of Planning and Development															

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
MA10130	0.00%	1/1/2018	12/31/2018	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10130	1.00%	1/1/2019	12/31/2019	38,396	52,788	67,179	81,571	95,962	110,354	124,745	6	14,391	1,820	21.10	68.54
MA10130	1.50%	1/1/2020	6/30/2020	38,972	53,580	68,187	82,794	97,402	112,009	126,616	6	14,607	1,820	21.41	69.57
MA10130	1.50%	7/1/2020	12/31/2020	39,557	54,383	69,210	84,036	98,863	113,689	128,516	6	14,826	1,820	21.73	70.61
MA10130	1.50%	1/1/2021	6/30/2021	40,150	55,199	70,248	85,297	100,346	115,395	130,443	6	15,049	1,820	22.06	71.67
MA10130	1.50%	7/1/2021	12/31/2021	40,753	56,027	71,302	86,576	101,851	117,125	132,400	6	15,275	1,820	22.39	72.75
MA10130	1.50%	1/1/2022	6/30/2022	41,364	56,868	72,371	87,875	103,379	118,882	134,386	6	15,504	1,820	22.73	73.84
MA10130	1.50%	7/1/2022	12/31/2022	41,984	57,721	73,457	89,193	104,929	120,666	136,402	6	15,736	1,820	23.07	74.95

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Director of Public Works															
MA10140	0.00%	1/1/2018	12/31/2018	42,240	61,479	80,718	99,957	119,196	138,435	157,674	6	19,239	1,820	23.21	86.63
MA10140	1.00%	1/1/2019	12/31/2019	42,663	62,094	81,525	100,957	120,388	139,820	159,251	6	19,431	1,820	23.44	87.50
MA10140	1.50%	1/1/2020	6/30/2020	43,303	63,025	82,748	102,471	122,194	141,917	161,640	6	19,723	1,820	23.79	88.81
MA10140	1.50%	7/1/2020	12/31/2020	43,952	63,971	83,990	104,008	124,027	144,046	164,064	6	20,019	1,820	24.15	90.15
MA10140	1.50%	1/1/2021	6/30/2021	44,611	64,930	85,249	105,568	125,887	146,206	166,525	6	20,319	1,820	24.51	91.50
MA10140	1.50%	7/1/2021	12/31/2021	45,281	65,904	86,528	107,152	127,776	148,400	169,023	6	20,624	1,820	24.88	92.87
MA10140	1.50%	1/1/2022	6/30/2022	45,960	66,893	87,826	108,759	129,692	150,625	171,559	6	20,933	1,820	25.25	94.26
MA10140	1.50%	7/1/2022	12/31/2022	46,649	67,896	89,143	110,391	131,638	152,885	174,132	6	21,247	1,820	25.63	95.68
Director of Recreation															
MA10150	0.00%	1/1/2018	12/31/2018	35,904	51,044	66,184	81,324	96,463	111,603	126,743	6	15,140	1,820	19.73	69.64
MA10150	1.00%	1/1/2019	12/31/2019	36,263	51,554	66,846	82,137	97,428	112,719	128,010	6	15,291	1,820	19.92	70.34
MA10150	1.50%	1/1/2020	6/30/2020	36,807	52,328	67,848	83,369	98,889	114,410	129,931	6	15,521	1,820	20.22	71.39
MA10150	1.50%	7/1/2020	12/31/2020	37,359	53,112	68,866	84,619	100,373	116,126	131,880	6	15,753	1,820	20.53	72.46
MA10150	1.50%	1/1/2021	6/30/2021	37,919	53,909	69,899	85,889	101,878	117,868	133,858	6	15,990	1,820	20.83	73.55
MA10150	1.50%	7/1/2021	12/31/2021	38,488	54,718	70,947	87,177	103,406	119,636	135,866	6	16,230	1,820	21.15	74.65
MA10150	1.50%	1/1/2022	6/30/2022	39,066	55,539	72,012	88,485	104,958	121,431	137,904	6	16,473	1,820	21.46	75.77
MA10150	1.50%	7/1/2022	12/31/2022	39,652	56,372	73,092	89,812	106,532	123,252	139,972	6	16,720	1,820	21.79	76.91
Fire Chief *															
MA10160	0.00%	1/1/2018	12/31/2018	142,447						154,426	2	5,989	1,820	78.27	84.85
MA10160	0.00%	1/1/2019	12/31/2019	142,447						154,426	2	5,989	1,820	78.27	84.85
MA10160	1.50%	1/1/2020	6/30/2020	144,584						156,742	2	6,079	1,820	79.44	86.12
MA10160	1.50%	7/1/2020	12/31/2020	146,752						159,093	2	6,170	1,820	80.63	87.41
MA10160	1.50%	1/1/2021	6/30/2021	148,954						161,480	2	6,263	1,820	81.84	88.73
MA10160	1.50%	7/1/2021	12/31/2021	151,188						163,902	2	6,357	1,820	83.07	90.06
MA10160	1.50%	1/1/2022	6/30/2022	153,456						166,360	2	6,452	1,820	84.32	91.41
MA10160	1.50%	7/1/2022	12/31/2022	155,758						168,856	2	6,549	1,820	85.58	92.78

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Fire Chief w/ EMT *															
MA10180	0.00%	1/1/2018	12/31/2018	145,447						157,427	2	5,990	1,820	79.92	86.50
MA10180	0.00%	1/1/2019	12/31/2019	146,447						158,427	2	5,990	1,820	80.47	87.05
MA10180	1.50%	1/1/2020	6/30/2020	148,584						160,743	2	6,080	1,820	81.64	88.32
MA10180	1.50%	7/1/2020	12/31/2020	150,752						163,094	2	6,171	1,820	82.83	89.61
MA10180	1.50%	1/1/2021	6/30/2021	152,954						165,481	2	6,264	1,820	84.04	90.92
MA10180	1.50%	7/1/2021	12/31/2021	155,188						167,903	2	6,358	1,820	85.27	92.25
MA10180	1.50%	1/1/2022	6/30/2022	157,456						170,362	2	6,453	1,820	86.51	93.61
MA10180	1.50%	7/1/2022	12/31/2022	159,758						172,857	2	6,550	1,820	87.78	94.98
Fire Chief w/ EMT and OEM Coordinator *															
MA10190	0.00%	1/1/2018	12/31/2018	149,977						161,956	2	5,990	1,820	82.40	88.99
MA10190	0.00%	1/1/2019	12/31/2019	150,977						162,956	2	5,990	1,820	82.95	89.54
MA10190	1.50%	1/1/2020	6/30/2020	153,182						165,340	2	6,079	1,820	84.17	90.85
MA10190	1.50%	7/1/2020	12/31/2020	155,419						167,760	2	6,171	1,820	85.40	92.18
MA10190	1.50%	1/1/2021	6/30/2021	157,691						170,217	2	6,263	1,820	86.64	93.53
MA10190	1.50%	7/1/2021	12/31/2021	159,996						172,710	2	6,357	1,820	87.91	94.90
MA10190	1.50%	1/1/2022	6/30/2022	162,336						175,241	2	6,452	1,820	89.20	96.29
MA10190	1.50%	7/1/2022	12/31/2022	164,711						177,809	2	6,549	1,820	90.50	97.70
Fire Director															
MA10190	0.00%	1/1/2018	12/31/2018	42,240	61,746	81,251	100,757	120,262	139,767	159,273	6	19,505	1,820	23.21	87.51
MA10190	1.00%	1/1/2019	12/31/2019	42,663	62,363	82,064	101,764	121,465	141,165	160,866	6	19,700	1,820	23.44	88.39
MA10190	1.50%	1/1/2020	6/30/2020	43,303	63,299	83,295	103,291	123,287	143,283	163,279	6	19,996	1,820	23.79	89.71
MA10190	1.50%	7/1/2020	12/31/2020	43,952	64,248	84,544	104,840	125,136	145,432	165,728	6	20,296	1,820	24.15	91.06
MA10190	1.50%	1/1/2021	6/30/2021	44,611	65,212	85,812	106,413	127,013	147,613	168,214	6	20,600	1,820	24.51	92.43
MA10190	1.50%	7/1/2021	12/31/2021	45,281	66,190	87,099	108,009	128,918	149,828	170,737	6	20,909	1,820	24.88	93.81
MA10190	1.50%	1/1/2022	6/30/2022	45,960	67,183	88,406	109,629	130,852	152,075	173,298	6	21,223	1,820	25.25	95.22
MA10190	1.50%	7/1/2022	12/31/2022	46,649	68,191	89,732	111,273	132,815	154,356	175,897	6	21,541	1,820	25.63	96.65
Health Officer															

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
MA10200	0.00%	1/1/2018	12/31/2018	40,128	53,582	67,037	80,491	93,945	107,399	120,854	6	13,454	1,820	22.05	66.40
MA10200	1.00%	1/1/2019	12/31/2019	40,530	54,118	67,707	81,296	94,885	108,473	122,062	6	13,589	1,820	22.27	67.07
MA10200	1.50%	1/1/2020	6/30/2020	41,137	54,930	68,723	82,515	96,308	110,100	123,893	6	13,793	1,820	22.60	68.07
MA10200	1.50%	7/1/2020	12/31/2020	41,755	55,754	69,753	83,753	97,752	111,752	125,751	6	13,999	1,820	22.94	69.09
MA10200	1.50%	1/1/2021	6/30/2021	42,381	56,590	70,800	85,009	99,219	113,428	127,638	6	14,209	1,820	23.29	70.13
MA10200	1.50%	7/1/2021	12/31/2021	43,017	57,439	71,862	86,284	100,707	115,130	129,552	6	14,423	1,820	23.64	71.18
MA10200	1.50%	1/1/2022	6/30/2022	43,662	58,301	72,940	87,579	102,218	116,857	131,496	6	14,639	1,820	23.99	72.25
MA10200	1.50%	7/1/2022	12/31/2022	44,317	59,175	74,034	88,892	103,751	118,609	133,468	6	14,859	1,820	24.35	73.33

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Health Officer/Right to Know Coordinator															
MA10210	0.00%	1/1/2018	12/31/2018	45,250	58,704	72,158	85,613	99,067	112,521	125,975	6	13,454	1,820	24.86	69.22
MA10210	1.00%	1/1/2019	12/31/2019	45,702	59,291	72,880	86,469	100,057	113,646	127,235	6	13,589	1,820	25.11	69.91
MA10210	1.50%	1/1/2020	6/30/2020	46,388	60,180	73,973	87,766	101,558	115,351	129,143	6	13,793	1,820	25.49	70.96
MA10210	1.50%	7/1/2020	12/31/2020	47,084	61,083	75,083	89,082	103,082	117,081	131,081	6	13,999	1,820	25.87	72.02
MA10210	1.50%	1/1/2021	6/30/2021	47,790	61,999	76,209	90,418	104,628	118,837	133,047	6	14,209	1,820	26.26	73.10
MA10210	1.50%	7/1/2021	12/31/2021	48,507	62,929	77,352	91,775	106,197	120,620	135,043	6	14,423	1,820	26.65	74.20
MA10210	1.50%	1/1/2022	6/30/2022	49,234	63,873	78,512	93,151	107,790	122,429	137,068	6	14,639	1,820	27.05	75.31
MA10210	1.50%	7/1/2022	12/31/2022	49,973	64,831	79,690	94,549	109,407	124,266	139,124	6	14,859	1,820	27.46	76.44
Health Officer/Right to Know Coordinator and 'Health Interlocal Officer															
MA10215	0.00%	1/1/2018	12/31/2018	55,306	68,760	82,214	95,668	109,122	122,576	136,030	6	13,454	1,820	30.39	74.74
MA10215	1.00%	1/1/2019	12/31/2019	55,859	69,447	83,036	96,625	110,213	123,802	137,391	6	13,589	1,820	30.69	75.49
MA10215	1.50%	1/1/2020	6/30/2020	56,697	70,489	84,282	98,074	111,867	125,659	139,452	6	13,793	1,820	31.15	76.62
MA10215	1.50%	7/1/2020	12/31/2020	57,547	71,546	85,546	99,545	113,545	127,544	141,543	6	13,999	1,820	31.62	77.77
MA10215	1.50%	1/1/2021	6/30/2021	58,410	72,620	86,829	101,038	115,248	129,457	143,666	6	14,209	1,820	32.09	78.94
MA10215	1.50%	7/1/2021	12/31/2021	59,286	73,709	88,131	102,554	116,976	131,399	145,821	6	14,423	1,820	32.57	80.12
MA10215	1.50%	1/1/2022	6/30/2022	60,176	74,814	89,453	104,092	118,731	133,370	148,009	6	14,639	1,820	33.06	81.32
MA10215	1.50%	7/1/2022	12/31/2022	61,078	75,937	90,795	105,654	120,512	135,370	150,229	6	14,858	1,820	33.56	82.54
Judge of the Municipal Court															
MA10220	0.00%	1/1/2018	12/31/2022	38,500	38,500	38,500	38,500	38,500	38,500	38,500	0	-	1,820	21.15	21.15
Municipal Clerk															
MA10230	0.00%	1/1/2018	12/31/2018	71,280	80,771	90,261	99,751	109,242	118,732	128,222	6	9,490	1,820	39.17	70.45
MA10230	1.00%	1/1/2019	12/31/2019	77,043	86,628	96,214	105,799	115,384	124,969	134,555	6	9,585	1,820	42.33	73.93
MA10230	1.50%	1/1/2020	6/30/2020	78,199	87,928	97,657	107,386	117,115	126,844	136,573	6	9,729	1,820	42.97	75.04
MA10230	1.50%	7/1/2020	12/31/2020	79,372	89,247	99,122	108,997	118,872	128,747	138,621	6	9,875	1,820	43.61	76.17
MA10230	1.50%	1/1/2021	6/30/2021	80,562	90,585	100,609	110,632	120,655	130,678	140,701	6	10,023	1,820	44.27	77.31
MA10230	1.50%	7/1/2021	12/31/2021	81,771	91,944	102,118	112,291	122,465	132,638	142,811	6	10,173	1,820	44.93	78.47

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
MA10230	1.50%	1/1/2022	6/30/2022	82,997	93,323	103,649	113,975	124,301	134,627	144,954	6	10,326	1,820	45.60	79.64
MA10230	1.50%	7/1/2022	12/31/2022	84,242	94,723	105,204	115,685	126,166	136,647	147,128	6	10,481	1,820	46.29	80.84

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Municipal Court Administrator															
MA10240	0.00%	1/1/2018	12/31/2018	42,240	53,341	64,442	75,543	86,643	97,744	108,845	6	11,101	1,820	23.21	59.80
MA10240	1.00%	1/1/2019	12/31/2019	42,662	53,874	65,086	76,298	87,510	98,722	109,933	6	11,212	1,820	23.44	60.40
MA10240	1.50%	1/1/2020	6/30/2020	43,302	54,682	66,062	77,442	88,822	100,202	111,582	6	11,380	1,820	23.79	61.31
MA10240	1.50%	7/1/2020	12/31/2020	43,952	55,503	67,053	78,604	90,155	101,705	113,256	6	11,551	1,820	24.15	62.23
MA10240	1.50%	1/1/2021	6/30/2021	44,611	56,335	68,059	79,783	91,507	103,231	114,955	6	11,724	1,820	24.51	63.16
MA10240	1.50%	7/1/2021	12/31/2021	45,280	57,180	69,080	80,980	92,880	104,780	116,679	6	11,900	1,820	24.88	64.11
MA10240	1.50%	1/1/2022	6/30/2022	45,960	58,038	70,116	82,195	94,273	106,351	118,430	6	12,078	1,820	25.25	65.07
MA10240	1.50%	7/1/2022	12/31/2022	46,649	58,908	71,168	83,427	95,687	107,946	120,206	6	12,260	1,820	25.63	66.05
Municipal Engineer/Director of Public Works															
MA10250	0.00%	1/1/2018	12/31/2018	42,240	61,479	80,718	99,957	119,196	138,435	157,674	6	19,239	1,820	23.21	86.63
MA10250	1.00%	1/1/2019	12/31/2019	42,663	62,094	81,525	100,957	120,388	139,820	159,251	6	19,431	1,820	23.44	87.50
MA10250	1.50%	1/1/2020	6/30/2020	43,303	63,025	82,748	102,471	122,194	141,917	161,640	6	19,723	1,820	23.79	88.81
MA10250	1.50%	7/1/2020	12/31/2020	43,952	63,971	83,990	104,008	124,027	144,046	164,064	6	20,019	1,820	24.15	90.15
MA10250	1.50%	1/1/2021	6/30/2021	44,611	64,930	85,249	105,568	125,887	146,206	166,525	6	20,319	1,820	24.51	91.50
MA10250	1.50%	7/1/2021	12/31/2021	45,281	65,904	86,528	107,152	127,776	148,400	169,023	6	20,624	1,820	24.88	92.87
MA10250	1.50%	1/1/2022	6/30/2022	45,960	66,893	87,826	108,759	129,692	150,625	171,559	6	20,933	1,820	25.25	94.26
MA10250	1.50%	7/1/2022	12/31/2022	46,649	67,896	89,143	110,391	131,638	152,885	174,132	6	21,247	1,820	25.63	95.68
Municipal Engineer/Director of Public Works/Assessment Search Officer															
MA10260	0.00%	1/1/2018	12/31/2018	44,790	64,030	83,269	102,508	121,747	140,986	160,225	6	19,239	1,820	24.61	88.04
MA10260	1.00%	1/1/2019	12/31/2019	45,238	64,670	84,101	103,533	122,964	142,396	161,827	6	19,431	1,820	24.86	88.92
MA10260	1.50%	1/1/2020	6/30/2020	45,917	65,640	85,363	105,086	124,809	144,532	164,255	6	19,723	1,820	25.23	90.25
MA10260	1.50%	7/1/2020	12/31/2020	46,606	66,625	86,643	106,662	126,681	146,700	166,718	6	20,019	1,820	25.61	91.60
MA10260	1.50%	1/1/2021	6/30/2021	47,305	67,624	87,943	108,262	128,581	148,900	169,219	6	20,319	1,820	25.99	92.98
MA10260	1.50%	7/1/2021	12/31/2021	48,014	68,638	89,262	109,886	130,510	151,134	171,757	6	20,624	1,820	26.38	94.37
MA10260	1.50%	1/1/2022	6/30/2022	48,735	69,668	90,601	111,534	132,467	153,401	174,334	6	20,933	1,820	26.78	95.79
MA10260	1.50%	7/1/2022	12/31/2022	49,466	70,713	91,960	113,207	134,454	155,702	176,949	6	21,247	1,820	27.18	97.22
Municipal Department Head															

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
MA10270	0.00%	1/1/2018	12/31/2018	38,016	52,265	66,514	80,763	95,012	109,261	123,510	6	14,249	1,820	20.89	67.86
MA10270	1.00%	1/1/2019	12/31/2019	38,396	52,788	67,179	81,571	95,962	110,354	124,745	6	14,391	1,820	21.10	68.54
MA10270	1.50%	1/1/2020	6/30/2020	38,972	53,580	68,187	82,794	97,402	112,009	126,616	6	14,607	1,820	21.41	69.57
MA10270	1.50%	7/1/2020	12/31/2020	39,557	54,383	69,210	84,036	98,863	113,689	128,516	6	14,826	1,820	21.73	70.61
MA10270	1.50%	1/1/2021	6/30/2021	40,150	55,199	70,248	85,297	100,346	115,395	130,443	6	15,049	1,820	22.06	71.67
MA10270	1.50%	7/1/2021	12/31/2021	40,753	56,027	71,302	86,576	101,851	117,125	132,400	6	15,275	1,820	22.39	72.75
MA10270	1.50%	1/1/2022	6/30/2022	41,364	56,868	72,371	87,875	103,379	118,882	134,386	6	15,504	1,820	22.73	73.84
MA10270	1.50%	7/1/2022	12/31/2022	41,984	57,721	73,457	89,193	104,929	120,666	136,402	6	15,736	1,820	23.07	74.95

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Optometrist															
MA10280	0.00%	1/1/2018	12/31/2018	43,243	50,097	56,950	63,803	70,656	77,509	84,362	6	6,853	1,820	23.76	46.35
MA10280	1.00%	1/1/2019	12/31/2019	43,676	50,598	57,519	64,441	71,362	78,284	85,206	6	6,922	1,820	24.00	46.82
MA10280	1.50%	1/1/2020	6/30/2020	44,331	51,356	58,382	65,407	72,433	79,458	86,484	6	7,025	1,820	24.36	47.52
MA10280	1.50%	7/1/2020	12/31/2020	44,996	52,127	59,258	66,389	73,519	80,650	87,781	6	7,131	1,820	24.72	48.23
MA10280	1.50%	1/1/2021	6/30/2021	45,671	52,909	60,147	67,384	74,622	81,860	89,098	6	7,238	1,820	25.09	48.95
MA10280	1.50%	7/1/2021	12/31/2021	46,356	53,702	61,049	68,395	75,742	83,088	90,434	6	7,346	1,820	25.47	49.69
MA10280	1.50%	1/1/2022	6/30/2022	47,051	54,508	61,964	69,421	76,878	84,334	91,791	6	7,457	1,820	25.85	50.43
MA10280	1.50%	7/1/2022	12/31/2022	47,757	55,326	62,894	70,462	78,031	85,599	93,168	6	7,568	1,820	26.24	51.19
Police Chief **															
MA10290	0.00%	1/1/2018	12/31/2018	152,448						167,059	2	7,306	1,820	83.76	91.79
Police Director															
MA10300	0.00%	1/1/2018	12/31/2018	58,277	72,474	86,671	100,869	115,066	129,264	143,461	6	14,197	1,820	32.02	78.82
MA10300	1.00%	1/1/2019	12/31/2019	58,860	73,199	87,538	101,877	116,217	130,556	144,895	6	14,339	1,820	32.34	79.61
MA10300	1.50%	1/1/2020	6/30/2020	59,742	74,297	88,851	103,406	117,960	132,514	147,069	6	14,554	1,820	32.83	80.81
MA10300	1.50%	7/1/2020	12/31/2020	60,639	75,411	90,184	104,957	119,729	134,502	149,275	6	14,773	1,820	33.32	82.02
MA10300	1.50%	1/1/2021	6/30/2021	61,548	76,542	91,537	106,531	121,525	136,520	151,514	6	14,994	1,820	33.82	83.25
MA10300	1.50%	7/1/2021	12/31/2021	62,471	77,691	92,910	108,129	123,348	138,568	153,787	6	15,219	1,820	34.32	84.50
MA10300	1.50%	1/1/2022	6/30/2022	63,408	78,856	94,303	109,751	125,199	140,646	156,094	6	15,448	1,820	34.84	85.77
MA10300	1.50%	7/1/2022	12/31/2022	64,360	80,039	95,718	111,397	127,076	142,756	158,435	6	15,679	1,820	35.36	87.05

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Health Physician															
MA10310	0.00%	1/1/2018	12/31/2018	43,243	50,097	56,950	63,803	70,656	77,509	84,362	6	6,853	1,820	23.76	46.35
MA10310	1.00%	1/1/2019	12/31/2019	43,676	50,598	57,519	64,441	71,362	78,284	85,206	6	6,922	1,820	24.00	46.82
MA10310	1.50%	1/1/2020	6/30/2020	44,331	51,356	58,382	65,407	72,433	79,458	86,484	6	7,025	1,820	24.36	47.52
MA10310	1.50%	7/1/2020	12/31/2020	44,996	52,127	59,258	66,389	73,519	80,650	87,781	6	7,131	1,820	24.72	48.23
MA10310	1.50%	1/1/2021	6/30/2021	45,671	52,909	60,147	67,384	74,622	81,860	89,098	6	7,238	1,820	25.09	48.95
MA10310	1.50%	7/1/2021	12/31/2021	46,356	53,702	61,049	68,395	75,742	83,088	90,434	6	7,346	1,820	25.47	49.69
MA10310	1.50%	1/1/2022	6/30/2022	47,051	54,508	61,964	69,421	76,878	84,334	91,791	6	7,457	1,820	25.85	50.43
MA10310	1.50%	7/1/2022	12/31/2022	47,757	55,326	62,894	70,462	78,031	85,599	93,168	6	7,568	1,820	26.24	51.19
Purchasing Agent															
MA10320	0.00%	1/1/2018	12/31/2018	23,233	35,949	48,665	61,381	74,096	86,812	99,528	6	12,716	1,820	12.77	54.69
MA10320	1.00%	1/1/2019	12/31/2019	23,465	36,308	49,151	61,994	74,837	87,680	100,523	6	12,843	1,820	12.89	55.23
MA10320	1.50%	1/1/2020	6/30/2020	23,817	36,853	49,889	62,924	75,960	88,995	102,031	6	13,036	1,820	13.09	56.06
MA10320	1.50%	7/1/2020	12/31/2020	24,175	37,406	50,637	63,868	77,099	90,330	103,562	6	13,231	1,820	13.28	56.90
MA10320	1.50%	1/1/2021	6/30/2021	24,537	37,967	51,396	64,826	78,256	91,685	105,115	6	13,430	1,820	13.48	57.76
MA10320	1.50%	7/1/2021	12/31/2021	24,905	38,536	52,167	65,798	79,430	93,061	106,692	6	13,631	1,820	13.68	58.62
MA10320	1.50%	1/1/2022	6/30/2022	25,279	39,114	52,950	66,785	80,621	94,457	108,292	6	13,836	1,820	13.89	59.50
MA10320	1.50%	7/1/2022	12/31/2022	25,658	39,701	53,744	67,787	81,830	95,873	109,917	6	14,043	1,820	14.10	60.39
Superintendent of Municipal Parks															
MA10330	0.00%	1/1/2018	12/31/2018	27,456	39,035	50,614	62,193	73,772	85,351	96,930	6	11,579	1,820	15.09	53.26
MA10330	1.00%	1/1/2019	12/31/2019	27,731	39,425	51,120	62,815	74,510	86,205	97,899	6	11,695	1,820	15.24	53.79
MA10330	1.50%	1/1/2020	6/30/2020	28,147	40,017	51,887	63,757	75,627	87,498	99,368	6	11,870	1,820	15.47	54.60
MA10330	1.50%	7/1/2020	12/31/2020	28,569	40,617	52,665	64,714	76,762	88,810	100,858	6	12,048	1,820	15.70	55.42
MA10330	1.50%	1/1/2021	6/30/2021	28,997	41,226	53,455	65,684	77,913	90,142	102,371	6	12,229	1,820	15.93	56.25
MA10330	1.50%	7/1/2021	12/31/2021	29,432	41,845	54,257	66,670	79,082	91,494	103,907	6	12,412	1,820	16.17	57.09
MA10330	1.50%	1/1/2022	6/30/2022	29,874	42,472	55,071	67,670	80,268	92,867	105,465	6	12,599	1,820	16.41	57.95
MA10330	1.50%	7/1/2022	12/31/2022	30,322	43,110	55,897	68,685	81,472	94,260	107,047	6	12,788	1,820	16.66	58.82
Superintendent of Public Works															

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
MA10340	0.00%	1/1/2018	12/31/2018	27,456	40,997	54,538	68,079	81,619	95,160	108,701	6	13,541	1,820	15.09	59.73
MA10340	1.00%	1/1/2019	12/31/2019	27,731	41,407	55,083	68,759	82,436	96,112	109,788	6	13,676	1,820	15.24	60.32
MA10340	1.50%	1/1/2020	6/30/2020	28,147	42,028	55,909	69,791	83,672	97,554	111,435	6	13,881	1,820	15.47	61.23
MA10340	1.50%	7/1/2020	12/31/2020	28,569	42,658	56,748	70,838	84,927	99,017	113,106	6	14,090	1,820	15.70	62.15
MA10340	1.50%	1/1/2021	6/30/2021	28,997	43,298	57,599	71,900	86,201	100,502	114,803	6	14,301	1,820	15.93	63.08
MA10340	1.50%	7/1/2021	12/31/2021	29,432	43,948	58,463	72,979	87,494	102,010	116,525	6	14,515	1,820	16.17	64.02
MA10340	1.50%	1/1/2022	6/30/2022	29,874	44,607	59,340	74,073	88,807	103,540	118,273	6	14,733	1,820	16.41	64.99
MA10340	1.50%	7/1/2022	12/31/2022	30,322	45,276	60,230	75,185	90,139	105,093	120,047	6	14,954	1,820	16.66	65.96

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Tax Assessor															
MA10350	0.00%	1/1/2018	12/31/2018	33,232	48,945	64,657	80,370	96,083	111,795	127,508	6	15,713	1,820	18.26	70.06
MA10350	1.00%	1/1/2019	12/31/2019	33,564	49,434	65,304	81,174	97,043	112,913	128,783	6	15,870	1,820	18.44	70.76
MA10350	1.50%	1/1/2020	6/30/2020	34,068	50,176	66,283	82,391	98,499	114,607	130,715	6	16,108	1,820	18.72	71.82
MA10350	1.50%	7/1/2020	12/31/2020	34,579	50,928	67,278	83,627	99,976	116,326	132,675	6	16,349	1,820	19.00	72.90
MA10350	1.50%	1/1/2021	6/30/2021	35,098	51,692	68,287	84,882	101,476	118,071	134,665	6	16,595	1,820	19.28	73.99
MA10350	1.50%	7/1/2021	12/31/2021	35,624	52,468	69,311	86,155	102,998	119,842	136,685	6	16,844	1,820	19.57	75.10
MA10350	1.50%	1/1/2022	6/30/2022	36,158	53,255	70,351	87,447	104,543	121,639	138,736	6	17,096	1,820	19.87	76.23
MA10350	1.50%	7/1/2022	12/31/2022	36,701	54,053	71,406	88,759	106,111	123,464	140,817	6	17,353	1,820	20.17	77.37
Tax Collector															
MA10360	0.00%	1/1/2018	6/30/2018	25,344	40,142	54,939	69,737	84,534	99,332	114,129	6	14,797	1,820	13.93	62.71
MA10360	0.00%	7/1/2018	12/31/2018	35,344	50,142	64,939	79,737	94,534	109,332	124,129	6	14,797	1,820	19.42	68.20
MA10360	1.00%	1/1/2019	12/31/2019	35,698	50,643	65,589	80,534	95,479	110,425	125,370	6	14,945	1,820	19.61	68.88
MA10360	1.50%	1/1/2020	6/30/2020	36,233	51,403	66,572	81,742	96,912	112,081	127,251	6	15,170	1,820	19.91	69.92
MA10360	1.50%	7/1/2020	12/31/2020	36,777	52,174	67,571	82,968	98,365	113,762	129,160	6	15,397	1,820	20.21	70.97
MA10360	1.50%	1/1/2021	6/30/2021	37,328	52,956	68,584	84,213	99,841	115,469	131,097	6	15,628	1,820	20.51	72.03
MA10360	1.50%	7/1/2021	12/31/2021	37,888	53,751	69,613	85,476	101,338	117,201	133,064	6	15,863	1,820	20.82	73.11
MA10360	1.50%	1/1/2022	6/30/2022	38,456	54,557	70,657	86,758	102,858	118,959	135,059	6	16,101	1,820	21.13	74.21
MA10360	1.50%	7/1/2022	12/31/2022	39,033	55,375	71,717	88,059	104,401	120,743	137,085	6	16,342	1,820	21.45	75.32
Tenant Relations Assistant/HUD Executive Director															
MA10365	0.00%	1/1/2019	12/31/2019	24,752	35,479	46,205	56,931	67,657	78,383	89,109	6	10,726	1,820	13.60	48.96
MA10365	1.00%	1/1/2020	6/30/2020	25,000	35,833	46,667	57,500	68,333	79,167	90,000	6	10,833	1,820	13.74	49.45
MA10365	1.50%	7/1/2020	12/31/2020	25,375	36,371	47,367	58,363	69,358	80,354	91,350	6	10,996	1,820	13.94	50.19
MA10365	1.50%	1/1/2021	6/30/2021	25,756	36,916	48,077	59,238	70,399	81,559	92,720	6	11,161	1,820	14.15	50.95
MA10365	1.50%	7/1/2021	12/31/2021	26,142	37,470	48,798	60,127	71,455	82,783	94,111	6	11,328	1,820	14.36	51.71
MA10365	1.50%	1/1/2022	6/30/2022	26,534	38,032	49,530	61,028	72,527	84,025	95,523	6	11,498	1,820	14.58	52.49
MA10365	1.50%	7/1/2022	12/31/2022	26,932	38,603	50,273	61,944	73,614	85,285	96,956	6	11,671	1,820	14.80	53.27

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
Township Attorney															
MA10370	0.00%	1/1/2017	12/31/2022	42,500	42,500	42,500	42,500	42,500	42,500	42,500	0	-	1,820	23.35	23.35
Township Council															
MA10380	0.00%	1/1/2017	12/31/2022	12,487	12,487	12,487	12,487	12,487	12,487	12,487	0	-	1,820	6.86	6.86
Township Mayor															
MA10390	0.00%	1/1/2017	12/31/2022	24,971	24,971	24,971	24,971	24,971	24,971	24,971	0	-	1,820	13.72	13.72

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Zoning Officer/Planning Supervisor															
MA10400	0.00%	1/1/2018	12/31/2018	19,008	29,875	40,743	51,610	62,478	73,345	84,212	6	10,867	1,820	10.44	46.27
MA10400	1.00%	1/1/2019	12/31/2019	19,198	30,174	41,150	52,126	63,102	74,078	85,054	6	10,976	1,820	10.55	46.73
MA10400	1.50%	1/1/2020	6/30/2020	19,486	30,627	41,768	52,908	64,049	75,190	86,330	6	11,141	1,820	10.71	47.43
MA10400	1.50%	7/1/2020	12/31/2020	19,778	31,086	42,394	53,702	65,010	76,317	87,625	6	11,308	1,820	10.87	48.15
MA10400	1.50%	1/1/2021	6/30/2021	20,075	31,553	43,030	54,507	65,985	77,462	88,940	6	11,477	1,820	11.03	48.87
MA10400	1.50%	7/1/2021	12/31/2021	20,376	32,026	43,675	55,325	66,975	78,624	90,274	6	11,650	1,820	11.20	49.60
MA10400	1.50%	1/1/2022	6/30/2022	20,682	32,506	44,331	56,155	67,979	79,804	91,628	6	11,824	1,820	11.36	50.34
MA10400	1.50%	7/1/2022	12/31/2022	20,992	32,994	44,996	56,997	68,999	81,001	93,002	6	12,002	1,820	11.53	51.10

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance

* Holiday Pay at 7%

** Holiday Pay at 7%, Police Stipend @ $1,250.00 annually. $500 annual Adminitrative Allowances and $1,500 Detective Allowances as assigned.

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Supervising Mechanic															
TS10005	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10005	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10005	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10005	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10005	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10005	1.50%	7/1/2021	12/31/2021	22,640	33,190	43,740	54,290	64,840	75,390	85,940	6	10,550	2,040	11.10	42.13
TS10005	1.50%	1/1/2022	6/30/2022	22,980	33,688	44,396	55,105	65,813	76,521	87,229	6	10,708	2,040	11.26	42.76
TS10005	1.50%	7/1/2022	12/31/2022	23,325	34,193	45,062	55,931	66,800	77,669	88,538	6	10,869	2,040	11.43	43.40
Assistant Supervisor															
TS10010	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10010	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10010	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10010	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10010	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10010	1.50%	7/1/2021	12/31/2021	22,640	33,190	43,740	54,290	64,840	75,390	85,940	6	10,550	2,040	11.10	42.13
TS10010	1.50%	1/1/2022	6/30/2022	22,980	33,688	44,396	55,105	65,813	76,521	87,229	6	10,708	2,040	11.26	42.76
TS10010	1.50%	7/1/2022	12/31/2022	23,325	34,193	45,062	55,931	66,800	77,669	88,538	6	10,869	2,040	11.43	43.40
Assistant Supervisor Public Works															
TS10020	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10020	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10020	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10020	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10020	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10020	1.50%	7/1/2021	12/31/2021	22,640	33,190	43,740	54,290	64,840	75,390	85,940	6	10,550	2,040	11.10	42.13
TS10020	1.50%	1/1/2022	6/30/2022	22,980	33,688	44,396	55,105	65,813	76,521	87,229	6	10,708	2,040	11.26	42.76
TS10020	1.50%	7/1/2022	12/31/2022	23,325	34,193	45,062	55,931	66,800	77,669	88,538	6	10,869	2,040	11.43	43.40
Assistant Supervisor of Public Works/Certified Pool Operator															
TS10030	0.00%	1/1/2018	12/31/2018	26,400	36,063	45,726	55,389	65,052	74,715	84,378	6	9,663	2,040	12.94	41.36

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
TS10030	1.00%	1/1/2019	12/31/2019	26,664	36,424	46,183	55,943	65,703	75,462	85,222	6	9,760	2,040	13.07	41.78
TS10030	1.50%	1/1/2020	6/30/2020	27,064	36,970	46,876	56,782	66,688	76,594	86,500	6	9,906	2,040	13.27	42.40
TS10030	1.50%	7/1/2020	12/31/2020	27,470	37,525	47,579	57,634	67,688	77,743	87,798	6	10,055	2,040	13.47	43.04
TS10030	1.50%	1/1/2021	6/30/2021	27,882	38,088	48,293	58,498	68,704	78,909	89,115	6	10,205	2,040	13.67	43.68
TS10030	1.50%	7/1/2021	12/31/2021	28,300	38,659	49,017	59,376	69,734	80,093	90,451	6	10,358	2,040	13.87	44.34
TS10030	1.50%	1/1/2022	6/30/2022	28,725	39,239	49,753	60,266	70,780	81,294	91,808	6	10,514	2,040	14.08	45.00
TS10030	1.50%	7/1/2022	12/31/2022	29,156	39,827	50,499	61,170	71,842	82,514	93,185	6	10,672	2,040	14.29	45.68

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Supervisor of Public Works/Parking Meter Collector															
TS10040	0.00%	1/1/2018	12/31/2018	21,120	30,961	40,803	50,645	60,486	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10040	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,091	71,031	80,971	6	9,940	2,040	10.46	39.69
TS10040	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,829	51,918	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10040	1.50%	7/1/2020	12/31/2020	21,976	32,216	42,457	52,697	62,938	73,178	83,419	6	10,241	2,040	10.77	40.89
TS10040	1.50%	1/1/2021	6/30/2021	22,305	32,699	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.50
TS10040	1.50%	7/1/2021	12/31/2021	22,640	33,190	43,740	54,290	64,840	75,390	85,940	6	10,550	2,040	11.10	42.13
TS10040	1.50%	1/1/2022	6/30/2022	22,979	33,688	44,396	55,104	65,813	76,521	87,229	6	10,708	2,040	11.26	42.76
TS10040	1.50%	7/1/2022	12/31/2022	23,324	34,193	45,062	55,931	66,800	77,669	88,538	6	10,869	2,040	11.43	43.40
Supervisor of the Department of Public Works															
TS10050	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,068	62,383	72,699	83,015	6	10,316	2,040	10.35	40.69
TS10050	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,845	6	10,419	2,040	10.46	41.10
TS10050	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10050	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,686	78,426	89,167	6	10,741	2,040	12.12	43.71
TS10050	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,343	93,251	6	10,909	2,040	13.63	45.71
TS10050	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,578	94,650	6	11,072	2,040	13.83	46.40
TS10050	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,355	73,593	84,831	96,070	6	11,238	2,040	14.04	47.09
TS10050	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,697	86,104	97,511	6	11,407	2,040	14.25	47.80
Supervisor of the Department of Public Works/Certified Pool Operator															
TS10060	0.00%	1/1/2018	12/31/2018	26,400	36,716	47,032	57,347	67,663	77,979	88,295	6	10,316	2,040	12.94	43.28
TS10060	1.00%	1/1/2019	12/31/2019	26,664	37,083	47,502	57,921	68,340	78,759	89,178	6	10,419	2,040	13.07	43.71
TS10060	1.50%	1/1/2020	6/30/2020	27,064	37,639	48,215	58,790	69,365	79,940	90,515	6	10,575	2,040	13.27	44.37
TS10060	1.50%	7/1/2020	12/31/2020	27,470	38,204	48,938	59,672	70,405	81,139	91,873	6	10,734	2,040	13.47	45.04
TS10060	1.50%	1/1/2021	6/30/2021	27,882	38,777	49,672	60,567	71,462	82,356	93,251	6	10,895	2,040	13.67	45.71
TS10060	1.50%	7/1/2021	12/31/2021	28,300	39,359	50,417	61,475	72,533	83,592	94,650	6	11,058	2,040	13.87	46.40
TS10060	1.50%	1/1/2022	6/30/2022	28,725	39,949	51,173	62,397	73,621	84,846	96,070	6	11,224	2,040	14.08	47.09
TS10060	1.50%	7/1/2022	12/31/2022	29,156	40,548	51,941	63,333	74,726	86,118	97,511	6	11,393	2,040	14.29	47.80
Supervising Mechanic															
TS10070	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69

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
TS10070	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10070	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10070	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10070	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10070	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10070	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10070	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Sewer Repairer Supervisor															
TS10080	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69
TS10080	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10080	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10080	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10080	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10080	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10080	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10080	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80
Tree Maintenance Supervisor															
TS10090	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69
TS10090	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10090	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10090	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10090	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10090	1.50%	7/1/2021	12/31/2021	28,216	39,289	50,361	61,433	72,505	83,577	94,649	6	11,072	2,040	13.83	46.40
TS10090	1.50%	1/1/2022	6/30/2022	28,640	39,878	51,116	62,354	73,593	84,831	96,069	6	11,238	2,040	14.04	47.09
TS10090	1.50%	7/1/2022	12/31/2022	29,069	40,476	51,883	63,290	74,696	86,103	97,510	6	11,407	2,040	14.25	47.80

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014																	
TC10040	0.00%	1/1/2018	12/31/2018	19,008	23,484	27,961	32,437	36,913	41,389	45,866	50,342	54,818	8	4,476	2,080	9.14	26.35
TC10040	1.00%	1/1/2019	12/31/2019	19,198	23,719	28,240	32,761	37,282	41,803	46,324	50,845	55,366	8	4,521	2,080	9.23	26.62
TC10040	1.50%	1/1/2020	6/30/2020	36,539	38,996	41,454	43,911	46,368	48,825	51,282	53,740	56,197	8	2,457	2,080	17.57	27.02
TC10040	1.50%	7/1/2020	12/31/2020	37,087	39,581	42,075	44,569	47,063	49,558	52,052	54,546	57,040	8	2,494	2,080	17.83	27.42
TC10040	1.50%	1/1/2021	6/30/2021	37,644	40,175	42,706	45,238	47,769	50,301	52,832	55,364	57,895	8	2,531	2,080	18.10	27.83
TC10040	1.50%	7/1/2021	12/31/2021	38,208	40,778	43,347	45,917	48,486	51,055	53,625	56,194	58,764	8	2,569	2,080	18.37	28.25
TC10040	1.50%	1/1/2022	6/30/2022	38,781	41,389	43,997	46,605	49,213	51,821	54,429	57,037	59,645	8	2,608	2,080	18.64	28.68
TC10040	1.50%	7/1/2022	12/31/2022	39,363	42,010	44,657	47,304	49,951	52,599	55,246	57,893	60,540	8	2,647	2,080	18.92	29.11
Public Safety Telecommunications Operator																	
TC10050	0.00%	1/1/2018	12/31/2018	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	10.15	23.06
TC10050	1.00%	1/1/2019	12/31/2019	21,331	25,851	30,370	34,889	39,408	43,927			48,446	6	4,519	2,080	10.26	23.29
TC10050	1.50%	1/1/2020	6/30/2020	31,972	34,839	37,706	40,573	43,440	46,306			49,173	6	2,867	2,080	15.37	23.64
TC10050	1.50%	7/1/2020	12/31/2020	32,452	35,362	38,271	41,181	44,091	47,001			49,911	6	2,910	2,080	15.60	24.00
TC10050	1.50%	1/1/2021	6/30/2021	32,939	35,892	38,846	41,799	44,752	47,706			50,659	6	2,953	2,080	15.84	24.36
TC10050	1.50%	7/1/2021	12/31/2021	33,433	36,430	39,428	42,426	45,424	48,422			51,419	6	2,998	2,080	16.07	24.72
TC10050	1.50%	1/1/2022	6/30/2022	33,934	36,977	40,020	43,062	46,105	49,148			52,191	6	3,043	2,080	16.31	25.09
TC10050	1.50%	7/1/2022	12/31/2022	34,443	37,532	40,620	43,708	46,797	49,885			52,973	6	3,088	2,080	16.56	25.47
Public Safety Telecommunications Operator - Trainee																	
TC10060	0.00%	1/1/2018	12/31/2018	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	10.15	23.06
TC10060	1.00%	1/1/2019	12/31/2019	21,331	25,851	30,370	34,889	39,408	43,927			48,446	6	4,519	2,080	10.26	23.29
TC10060	1.50%	1/1/2020	6/30/2020	31,972	34,839	37,706	40,573	43,440	46,306			49,173	6	2,867	2,080	15.37	23.64
TC10060	1.50%	7/1/2020	12/31/2020	32,452	35,362	38,271	41,181	44,091	47,001			49,911	6	2,910	2,080	15.60	24.00
TC10060	1.50%	1/1/2021	6/30/2021	32,939	35,892	38,846	41,799	44,752	47,706			50,659	6	2,953	2,080	15.84	24.36
TC10060	1.50%	7/1/2021	12/31/2021	33,433	36,430	39,428	42,426	45,424	48,422			51,419	6	2,998	2,080	16.07	24.72
TC10060	1.50%	1/1/2022	6/30/2022	33,934	36,977	40,020	43,062	46,105	49,148			52,191	6	3,043	2,080	16.31	25.09
TC10060	1.50%	7/1/2022	12/31/2022	34,443	37,532	40,620	43,708	46,797	49,885			52,973	6	3,088	2,080	16.56	25.47
Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10070	0.00%	1/1/2018	12/31/2018	21,120	24,476	27,832	31,188	34,543	37,899	41,255	44,611	47,967	8	3,356	2,080	10.15	23.06
TC10070	1.00%	1/1/2019	12/31/2019	21,331	24,721	28,110	31,499	34,889	38,278	41,668	45,057	48,446	8	3,389	2,080	10.26	23.29
TC10070	1.50%	1/1/2020	6/30/2020	31,972	34,122	36,273	38,423	40,573	42,723	44,873	47,023	49,173	8	2,150	2,080	15.37	23.64
TC10070	1.50%	7/1/2020	12/31/2020	32,452	34,634	36,817	38,999	41,181	43,364	45,546	47,728	49,911	8	2,182	2,080	15.60	24.00

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
TC10070	1.50%	1/1/2021	6/30/2021	32,939	35,154	37,369	39,584	41,799	44,014	46,229	48,444	50,659	8	2,215	2,080	15.84	24.36
TC10070	1.50%	7/1/2021	12/31/2021	33,433	35,681	37,929	40,178	42,426	44,674	46,923	49,171	51,419	8	2,248	2,080	16.07	24.72
TC10070	1.50%	1/1/2022	6/30/2022	33,934	36,216	38,498	40,780	43,062	45,344	47,626	49,909	52,191	8	2,282	2,080	16.31	25.09
TC10070	1.50%	7/1/2022	12/31/2022	34,443	36,760	39,076	41,392	43,708	46,025	48,341	50,657	52,973	8	2,316	2,080	16.56	25.47

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014																	
TC10080	0.00%	1/1/2018	12/31/2018	21,120	24,476	27,832	31,188	34,543	37,899	41,255	44,611	47,967	8	3,356	2,080	10.15	23.06
TC10080	1.00%	1/1/2019	12/31/2019	21,331	24,721	28,110	31,499	34,889	38,278	41,668	45,057	48,446	8	3,389	2,080	10.26	23.29
TC10080	1.50%	1/1/2020	6/30/2020	31,972	34,122	36,273	38,423	40,573	42,723	44,873	47,023	49,173	8	2,150	2,080	15.37	23.64
TC10080	1.50%	7/1/2020	12/31/2020	32,452	34,634	36,817	38,999	41,181	43,364	45,546	47,728	49,911	8	2,182	2,080	15.60	24.00
TC10080	1.50%	1/1/2021	6/30/2021	32,939	35,154	37,369	39,584	41,799	44,014	46,229	48,444	50,659	8	2,215	2,080	15.84	24.36
TC10080	1.50%	7/1/2021	12/31/2021	33,433	35,681	37,929	40,178	42,426	44,674	46,923	49,171	51,419	8	2,248	2,080	16.07	24.72
TC10080	1.50%	1/1/2022	6/30/2022	33,934	36,216	38,498	40,780	43,062	45,344	47,626	49,909	52,191	8	2,282	2,080	16.31	25.09
TC10080	1.50%	7/1/2022	12/31/2022	34,443	36,760	39,076	41,392	43,708	46,025	48,341	50,657	52,973	8	2,316	2,080	16.56	25.47
Senior Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10100	0.00%	1/1/2018	12/31/2018	21,120	27,017	32,914	38,810	44,707	50,604	56,501	62,398	68,294	8	5,897	2,080	10.15	32.83
TC10100	1.00%	1/1/2019	12/31/2019	21,331	27,287	33,243	39,199	45,154	51,110	57,066	63,022	68,977	8	5,956	2,080	10.26	33.16
TC10100	1.50%	1/1/2020	6/30/2020	45,522	48,583	51,645	54,706	57,767	60,828	63,890	66,951	70,012	8	3,061	2,080	21.89	33.66
TC10100	1.50%	7/1/2020	12/31/2020	46,205	49,312	52,419	55,526	58,634	61,741	64,848	67,955	71,062	8	3,107	2,080	22.21	34.16
TC10100	1.50%	1/1/2021	6/30/2021	46,898	50,052	53,206	56,359	59,513	62,667	65,821	68,974	72,128	8	3,154	2,080	22.55	34.68
TC10100	1.50%	7/1/2021	12/31/2021	47,602	50,803	54,004	57,205	60,406	63,607	66,808	70,009	73,210	8	3,201	2,080	22.89	35.20
TC10100	1.50%	1/1/2022	6/30/2022	48,316	51,565	54,814	58,063	61,312	64,561	67,810	71,059	74,308	8	3,249	2,080	23.23	35.73
TC10100	1.50%	7/1/2022	12/31/2022	49,040	52,338	55,636	58,934	62,232	65,529	68,827	72,125	75,423	8	3,298	2,080	23.58	36.26

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.

APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Engineering Aide Hourly															
SE10010	0.00%	1/1/2018	12/31/2018	4.00						10.00	n/a	-	n/a	4.00	10.00
SE10010	0.00%	1/1/2019	12/31/2019	8.85						10.00	n/a	-	n/a	8.85	10.00
SE10010	0.00%	1/1/2020	12/31/2020	10.30						10.30	n/a	-	n/a	10.30	10.30
SE10010	0.00%	1/1/2021	12/31/2021	11.10						11.10	n/a	-	n/a	11.10	11.10
SE10010	0.00%	1/1/2022	12/31/2022	11.90						11.90	n/a	-	n/a	11.90	11.90
Life Guard Hourly															
SE10020	0.00%	1/1/2018	12/31/2018	7.50						13.00	n/a	-	n/a	7.50	13.00
SE10020	0.00%	1/1/2019	12/31/2019	8.85						13.00	n/a	-	n/a	8.85	13.00
SE10020	0.00%	1/1/2020	12/31/2020	10.30						13.00	n/a	-	n/a	10.30	13.00
SE10020	0.00%	1/1/2021	12/31/2021	11.10						13.00	n/a	-	n/a	11.10	13.00
SE10020	0.00%	1/1/2022	12/31/2022	11.90						13.00	n/a	-	n/a	11.90	13.00
Park Attendant Hourly															
SE10025	0.00%	1/1/2019	12/31/2019	8.85						12.00	n/a	-	n/a	8.85	12.00
SE10025	0.00%	1/1/2020	12/31/2020	10.30						12.00	n/a	-	n/a	10.30	12.00
SE10025	0.00%	1/1/2021	12/31/2021	11.10						12.00	n/a	-	n/a	11.10	12.00
SE10025	0.00%	1/1/2022	12/31/2022	11.90						12.00	n/a	-	n/a	11.90	12.00
Park Caretaker Hourly															
SE10030	0.00%	1/1/2018	12/31/2018	7.50						12.00	n/a	-	n/a	7.50	12.00
SE10030	0.00%	1/1/2019	12/31/2019	8.85						12.00	n/a	-	n/a	8.85	12.00
SE10030	0.00%	1/1/2020	12/31/2020	10.30						12.00	n/a	-	n/a	10.30	12.00
SE10030	0.00%	1/1/2021	12/31/2021	11.10						12.00	n/a	-	n/a	11.10	12.00
SE10030	0.00%	1/1/2022	12/31/2022	11.90						12.00	n/a	-	n/a	11.90	12.00
Recreation Leader Hourly															
SE10045	0.00%	1/1/2018	12/31/2018	8.85						27.48	n/a	-	n/a	8.85	27.48
SE10045	0.00%	1/1/2019	12/31/2019	8.85						27.48	n/a	-	n/a	8.85	27.48
SE10045	0.00%	1/1/2020	12/31/2020	10.30						27.48	n/a	-	n/a	10.30	27.48
SE10045	0.00%	1/1/2021	12/31/2021	11.10						27.48	n/a	-	n/a	11.10	27.48
SE10045	0.00%	1/1/2022	12/31/2022	11.90						27.48	n/a	-	n/a	11.90	27.48
Recreation Supervisor Hourly															
SE10040	0.00%	1/1/2018	12/31/2018	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2019	12/31/2019	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2020	12/31/2020	11.50						21.00	n/a	-	n/a	11.50	21.00
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

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
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

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
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															

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
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

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
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

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
ST10310	0.00%	1/1/2020	12/31/2020	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10310	0.00%	1/1/2021	12/31/2021	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10310	0.00%	1/1/2022	12/31/2022	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

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

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Fire Deputy Chief															
FS10010	0.00%	1/1/2018	12/31/2018	115,807						130,408	1	14,601	2,184	53.03	59.71
FS10010	0.00%	1/1/2019	12/31/2019	115,807						130,408	1	14,601	2,184	53.03	59.71
FS10010	1.50%	1/1/2020	6/30/2020	117,545						132,365	1	14,820	2,184	53.82	60.61
FS10010	1.50%	7/1/2020	12/31/2020	119,308						134,350	1	15,042	2,184	54.63	61.52
FS10010	1.50%	1/1/2021	6/30/2021	121,097						136,365	1	15,268	2,184	55.45	62.44
FS10010	1.50%	7/1/2021	12/31/2021	122,914						138,411	1	15,497	2,184	56.28	63.37
FS10010	1.50%	1/1/2022	6/30/2022	124,758						140,487	1	15,729	2,184	57.12	64.33
FS10010	1.50%	7/1/2022	12/31/2022	126,629						142,594	1	15,965	2,184	57.98	65.29
Fire Deputy Chief with EMT															
FS10020E	0.00%	1/1/2018	12/31/2018	118,807						133,408	1	14,601	2,184	54.40	61.08
FS10020E	0.00%	1/1/2019	12/31/2019	119,807						134,408	1	14,601	2,184	54.86	61.54
FS10020E	1.50%	1/1/2020	6/30/2020	121,545						136,365	1	14,820	2,184	55.65	62.44
FS10020E	1.50%	7/1/2020	12/31/2020	123,308						138,350	1	15,042	2,184	56.46	63.35
FS10020E	1.50%	1/1/2021	6/30/2021	125,097						140,365	1	15,268	2,184	57.28	64.27
FS10020E	1.50%	7/1/2021	12/31/2021	126,914						142,411	1	15,497	2,184	58.11	65.21
FS10020E	1.50%	1/1/2022	6/30/2022	128,758						144,487	1	15,729	2,184	58.95	66.16
FS10020E	1.50%	7/1/2022	12/31/2022	130,629						146,594	1	15,965	2,184	59.81	67.12
Fire Deputy Chief with EMT and Fire Official															
FS10023E	0.00%	1/1/2018	12/31/2018	126,307						140,908	1	14,601	2,184	57.83	64.52
FS10023E	0.00%	1/1/2019	12/31/2019	127,307						141,908	1	14,601	2,184	58.29	64.98
FS10023E	1.50%	1/1/2020	6/30/2020	129,060						143,880	1	14,820	2,184	59.09	65.88
FS10023E	1.50%	7/1/2020	12/31/2020	130,838						145,880	1	15,042	2,184	59.91	66.79
FS10023E	1.50%	1/1/2021	6/30/2021	132,643						147,911	1	15,268	2,184	60.73	67.72
FS10023E	1.50%	7/1/2021	12/31/2021	134,475						149,972	1	15,497	2,184	61.57	68.67
FS10023E	1.50%	1/1/2022	6/30/2022	136,335						152,064	1	15,729	2,184	62.42	69.63
FS10023E	1.50%	7/1/2022	12/31/2022	138,222						154,188	1	15,965	2,184	63.29	70.60

Fire Deputy Chief with EMT and OEM Coordinator															
FS10027E	0.00%	1/1/2018	12/31/2018	123,307						137,908	1	14,601	2,184	56.46	63.14
FS10027E	0.00%	1/1/2019	12/31/2019	124,307						138,908	1	14,601	2,184	56.92	63.60
FS10027E	1.50%	1/1/2020	6/30/2020	126,045						140,865	1	14,820	2,184	57.71	64.50
FS10027E	1.50%	7/1/2020	12/31/2020	127,808						142,850	1	15,042	2,184	58.52	65.41
FS10027E	1.50%	1/1/2021	6/30/2021	129,597						144,865	1	15,268	2,184	59.34	66.33
FS10027E	1.50%	7/1/2021	12/31/2021	131,414						146,911	1	15,497	2,184	60.17	67.27
FS10027E	1.50%	1/1/2022	6/30/2022	133,258						148,987	1	15,729	2,184	61.02	68.22
FS10027E	1.50%	7/1/2022	12/31/2022	135,129						151,094	1	15,965	2,184	61.87	69.18
Fire Captain															
FS10030	0.00%	1/1/2018	12/31/2018	98,689						107,777	1	9,088	2,184	45.19	49.35
FS10030	0.00%	1/1/2019	12/31/2019	98,689						107,777	1	9,088	2,184	45.19	49.35
FS10030	1.50%	1/1/2020	6/30/2020	100,169						109,394	1	9,225	2,184	45.86	50.09
FS10030	1.50%	7/1/2020	12/31/2020	101,672						111,035	1	9,363	2,184	46.55	50.84
FS10030	1.50%	1/1/2021	6/30/2021	103,197						112,701	1	9,504	2,184	47.25	51.60
FS10030	1.50%	7/1/2021	12/31/2021	104,745						114,392	1	9,647	2,184	47.96	52.38
FS10030	1.50%	1/1/2022	6/30/2022	106,316						116,108	1	9,792	2,184	48.68	53.16
FS10030	1.50%	7/1/2022	12/31/2022	107,911						117,850	1	9,939	2,184	49.41	53.96
Fire Captain with EMT															
FS10040E	0.00%	1/1/2018	12/31/2018	101,689						110,777	1	9,088	2,184	46.56	50.72
FS10040E	0.00%	1/1/2019	12/31/2019	102,689						111,777	1	9,088	2,184	47.02	51.18
FS10040E	1.50%	1/1/2020	6/30/2020	104,169						113,394	1	9,225	2,184	47.70	51.92
FS10040E	1.50%	7/1/2020	12/31/2020	105,672						115,035	1	9,363	2,184	48.38	52.67
FS10040E	1.50%	1/1/2021	6/30/2021	107,197						116,701	1	9,504	2,184	49.08	53.43
FS10040E	1.50%	7/1/2021	12/31/2021	108,745						118,392	1	9,647	2,184	49.79	54.21
FS10040E	1.50%	1/1/2022	6/30/2022	110,316						120,108	1	9,792	2,184	50.51	54.99
FS10040E	1.50%	7/1/2022	12/31/2022	111,911						121,850	1	9,939	2,184	51.24	55.79
Fire Captain with EMT and Fire Official															
FS10050E	0.00%	1/1/2018	12/31/2018	109,189						118,277	1	9,088	2,184	50.00	54.16
FS10050E	0.00%	1/1/2019	12/31/2019	110,189						119,277	1	9,088	2,184	50.45	54.61
FS10050E	1.50%	1/1/2020	6/30/2020	111,669						120,894	1	9,225	2,184	51.13	55.35
FS10050E	1.50%	7/1/2020	12/31/2020	113,172						122,535	1	9,363	2,184	51.82	56.11
FS10050E	1.50%	1/1/2021	6/30/2021	114,697						124,200	1	9,503	2,184	52.52	56.87
FS10050E	1.50%	7/1/2021	12/31/2021	116,245						125,891	1	9,646	2,184	53.23	57.64
FS10050E	1.50%	1/1/2022	6/30/2022	117,816						127,607	1	9,791	2,184	53.95	58.43

FS10050E	1.50%	7/1/2022	12/31/2022	119,411						129,348	1	9,937	2,184	54.68	59.23
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.															
Holiday Pay at 7%															

APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Firefighter															
FF10010	0.00%	1/1/2010	12/31/2010	40,240	44,754	49,270	53,784	58,299	62,813	80,444	6	4,514	2,184	18.42	36.83
FF10010	0.00%	1/1/2011	12/31/2011	40,240	44,754	49,269	53,783	58,297	62,811	80,444	6	4,514	2,184	18.42	36.83
FF10010	2.00%	1/1/2012	12/31/2012	41,045	45,649	50,254	54,858	59,463	64,067	82,052	6	4,605	2,184	18.79	37.57
FF10010	2.00%	1/1/2013	12/31/2013	41,866	46,563	51,259	55,956	60,653	65,350	83,694	6	4,697	2,184	19.17	38.32
FF10010	0.00%	1/1/2014	12/31/2014	41,866	46,563	51,259	55,956	60,653	65,350	83,694	6	4,697	2,184	19.17	38.32
FF10010	0.00%	1/1/2015	12/31/2015	41,866	46,563	51,259	55,956	60,653	65,350	83,694	6	4,697	2,184	19.17	38.32
FF10010	2.00%	1/1/2016	12/31/2016	42,703	47,494	52,285	57,075	61,866	66,657	85,368	6	4,791	2,184	19.55	39.09
FF10010	2.00%	1/1/2017	12/31/2017	43,557	48,444	53,331	58,218	63,105	67,992	87,075	6	4,887	2,184	19.94	39.87
Firefighter with EMT															
FF10020E	0.00%	1/1/2010	12/31/2010	41,045	44,754	49,270	53,784	58,299	62,813	82,052	6	4,514	2,184	18.79	37.57
FF10020E	0.00%	1/1/2011	12/31/2011	41,045	44,754	49,269	53,783	58,297	62,811	82,052	6	4,514	2,184	18.79	37.57
FF10020E	2.00%	1/1/2012	12/31/2012	44,045	48,649	53,254	57,858	62,463	67,067	85,052	6	4,605	2,184	20.17	38.94
FF10020E	2.00%	1/1/2013	12/31/2013	44,866	49,563	54,259	58,956	63,653	68,350	86,694	6	4,697	2,184	20.54	39.70
FF10020E	0.00%	1/1/2014	12/31/2014	44,866	49,563	54,259	58,956	63,653	68,350	86,694	6	4,697	2,184	20.54	39.70
FF10020E	0.00%	1/1/2015	12/31/2015	44,866	49,563	54,259	58,956	63,653	68,350	86,694	6	4,697	2,184	20.54	39.70
FF10020E	2.00%	1/1/2016	12/31/2016	45,703	50,494	55,285	60,075	64,866	69,657	88,368	6	4,791	2,184	20.93	40.46
FF10020E	2.00%	1/1/2017	12/31/2017	46,557	51,444	56,331	61,218	66,105	70,992	90,075	6	4,887	2,184	21.32	41.24

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.

Holiday Pay at 7%

APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS

TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Deputy Police Chief																	
PS10010	0.00%	1/1/2010	12/31/2010	127,341								136,637	1	9,296	2,080	61.22	65.69
PS10010	0.00%	1/1/2011	12/31/2011	127,341								136,637	1	9,296	2,080	61.22	65.69
PS10010	2.00%	1/1/2012	12/31/2012	129,888								139,370	1	9,482	2,080	62.45	67.00
PS10010	2.00%	1/1/2013	12/31/2013	132,486								142,157	1	9,672	2,080	63.69	68.34
PS10010	0.00%	1/1/2014	12/31/2014	132,486								142,157	1	9,672	2,080	63.69	68.34
PS10010	0.00%	1/1/2015	12/31/2015	132,486								142,157	1	9,672	2,080	63.69	68.34
PS10010	2.00%	1/1/2016	12/31/2016	135,135								145,000	1	9,865	2,080	64.97	69.71
PS10010	2.00%	1/1/2017	12/31/2017	137,838								147,900	1	10,062	2,080	66.27	71.11
Police Captain																	
PS10020	0.00%	1/1/2010	12/31/2010	112,651								120,860	1	8,209	2,080	54.16	58.11
PS10020	0.00%	1/1/2011	12/31/2011	112,651								120,860	1	8,209	2,080	54.16	58.11
PS10020	2.00%	1/1/2012	12/31/2012	114,904								123,277	1	8,373	2,080	55.24	59.27
PS10020	2.00%	1/1/2013	12/31/2013	117,202								125,743	1	8,541	2,080	56.35	60.45
PS10020	0.00%	1/1/2014	12/31/2014	117,202								125,743	1	8,541	2,080	56.35	60.45
PS10020	0.00%	1/1/2015	12/31/2015	117,202								125,743	1	8,541	2,080	56.35	60.45
PS10020	2.00%	1/1/2016	12/31/2016	119,546								128,258	1	8,711	2,080	57.47	61.66
PS10020	2.00%	1/1/2017	12/31/2017	121,937								130,823	1	8,886	2,080	58.62	62.90
Police Lieutenant																	
PS10030	0.00%	1/1/2010	12/31/2010	99,689								106,956	1	7,267	2,080	47.93	51.42
PS10030	0.00%	1/1/2011	12/31/2011	99,689								106,956	1	7,267	2,080	47.93	51.42
PS10030	2.00%	1/1/2012	12/31/2012	101,683								109,095	1	7,412	2,080	48.89	52.45
PS10030	2.00%	1/1/2013	12/31/2013	103,716								111,277	1	7,561	2,080	49.86	53.50
PS10030	0.00%	1/1/2014	12/31/2014	103,716								111,277	1	7,561	2,080	49.86	53.50
PS10030	0.00%	1/1/2015	12/31/2015	103,716								111,278	1	7,561	2,080	49.86	53.50
PS10030	2.00%	1/1/2016	12/31/2016	105,791								113,503	1	7,712	2,080	50.86	54.57
PS10030	2.00%	1/1/2017	12/31/2017	107,907								115,773	1	7,867	2,080	51.88	55.66
Police Sergeant																	
PS10040	0.00%	1/1/2010	12/31/2010	89,012								94,656	1	5,644	2,080	42.79	45.51
PS10040	0.00%	1/1/2011	12/31/2011	89,012								94,656	1	5,644	2,080	42.79	45.51
PS10040	2.00%	1/1/2012	12/31/2012	90,792								96,549	1	5,757	2,080	43.65	46.42

PS10040	2.00%	1/1/2013	12/31/2013	92,608								98,480	1	5,872	2,080	44.52	47.35
PS10040	0.00%	1/1/2014	12/31/2014	92,608								98,480	1	5,872	2,080	44.52	47.35
PS10040	0.00%	1/1/2015	12/31/2015	92,608								98,480	1	5,872	2,080	44.52	47.35
PS10040	2.00%	1/1/2016	12/31/2016	94,460								100,450	1	5,989	2,080	45.41	48.29
PS10040	2.00%	1/1/2017	12/31/2017	96,349								102,459	1	6,109	2,080	46.32	49.26
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	
Holiday Pay at 7%, Police Stipend @ $1,250.00 annually. $500 annual Adminitrative Allowances and $1,500 Detective Allowances as assigned.																	

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%	1/1/2010	12/31/2010	50,882	56,478	62,075	67,671	73,268	78,864			84,458	6	5,596	2,080	24.46	40.60
PO10010	0.00%	1/1/2011	12/31/2011	50,882	56,478	62,074	67,670	73,266	78,862			84,458	6	5,596	2,080	24.46	40.60
PO10010	2.00%	1/1/2012	12/31/2012	51,900	57,608	63,315	69,023	74,731	80,439			86,147	6	5,708	2,080	24.95	41.42
PO10010	2.00%	1/1/2013	12/31/2013	52,938	58,760	64,582	70,404	76,226	82,048			87,870	6	5,822	2,080	25.45	42.25
PO10010	0.00%	1/1/2014	12/31/2014	52,938	58,760	64,582	70,404	76,226	82,048			87,870	6	5,822	2,080	25.45	42.25
PO10010	0.00%	1/1/2015	12/31/2015	52,938	58,760	64,582	70,404	76,226	82,048			87,870	6	5,822	2,080	25.45	42.25
PO10010	2.00%	1/1/2016	12/31/2016	53,996	59,935	65,873	71,812	77,751	83,689			89,628	6	5,939	2,080	25.96	43.09
PO10010	2.00%	1/1/2017	12/31/2017	55,076	61,134	67,191	73,249	79,306	85,364			91,421	6	6,058	2,080	26.48	43.95
Police Officer Hired after 2/28/2014																	
PO10020	0.00%	1/1/2010	12/31/2010	50,882	55,079	59,277	63,474	67,672	71,869	76,066	80,263	84,458	8	4,197	2,080	24.46	40.60
PO10020	0.00%	1/1/2011	12/31/2011	50,882	55,079	59,276	63,473	67,670	71,867	76,064	80,261	84,458	8	4,197	2,080	24.46	40.60
PO10020	2.00%	1/1/2012	12/31/2012	51,900	56,181	60,462	64,742	69,023	73,304	77,585	81,866	86,147	8	4,281	2,080	24.95	41.42
PO10020	2.00%	1/1/2013	12/31/2013	52,938	57,304	61,671	66,037	70,404	74,770	79,137	83,504	87,870	8	4,367	2,080	25.45	42.25
PO10020	0.00%	1/1/2014	12/31/2014	52,938	57,304	61,671	66,037	70,404	74,770	79,137	83,504	87,870	8	4,367	2,080	25.45	42.25
PO10020	0.00%	1/1/2015	12/31/2015	52,938	57,304	61,671	66,037	70,404	74,770	79,137	83,504	87,870	8	4,367	2,080	25.45	42.25
PO10020	2.00%	1/1/2016	12/31/2016	53,996	58,450	62,904	67,358	71,812	76,266	80,720	85,174	89,628	8	4,454	2,080	25.96	43.09
PO10020	2.00%	1/1/2017	12/31/2017	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
Police Officer Training Step																	
PO10030	0.00%	1/1/2010	12/31/2010	41,393								41,393	0	0	2,080	19.90	19.90
PO10030	0.00%	1/1/2011	12/31/2011	41,393								41,393	0	0	2,080	19.90	19.90
PO10030	2.00%	1/1/2012	12/31/2012	42,221								42,221	0	0	2,080	20.30	20.30
PO10030	2.00%	1/1/2013	12/31/2013	43,065								43,065	0	0	2,080	20.70	20.70
PO10030	0.00%	1/1/2014	12/31/2014	43,065								43,065	0	0	2,080	20.70	20.70
PO10030	0.00%	1/1/2015	12/31/2015	43,065								43,065	0	0	2,080	20.70	20.70
PO10030	2.00%	1/1/2016	12/31/2016	43,927								43,927	0	0	2,080	21.12	21.12
PO10030	2.00%	1/1/2017	12/31/2017	44,806								44,806	0	0	2,080	21.54	21.54

Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.

Holiday Pay at 7%, Police Stipend @ $1,250.00 annually. $500 annual Adminitrative Allowances and $1,500 Detective Allowances as assigned.

#REF!

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12/31/1899

The following list limits the employees, former employees and surviving spouses that are eligible for fully paid family health benefits and Meidicare B reimbursement upon retirement from the Township with 25 years of State of New Jersey Pension credits except to the extent it conflicts with a Collective Bargaining Agreement.

Employee ID	Date of Birth	Employee ID	Date of Birth

0	0	0	0
0	0	0	0
0	0	0	0

0	0	0	0
0	0	0	0
0	0	0	0

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2614-20

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER XXV LAND USE REGULATIONS 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. Chapter XXV Land Use Regulations is hereby amended and supplemented to include the following:

25-19 IH-1 (INCLUSIONARY HOUSING) DISTRICT

a. Purpose

The purpose of the IH-1 District is to provide for inclusionary development that contributes to the region's fair share of affordable housing, in accordance with a court settlement agreement which outlines provisions for same.

b. Description of Zone Boundary

The zone boundary of the IH-1 District shall encompass the entirety of the property identified as Block 179 Lot 32, which shall hereafter be referred to as the "Tract." The zone boundary shall be coincident with the lot lines of Block 179, Lot 32. The municipal zone map is hereby amended to reflect same.

c. General Provisions

1. The development regulations set forth herein shall apply to the Tract as a whole, not to individual lots which may be created within the Tract.
2. The Tract shall be permitted to be subdivided into one or more lots, and one or more buildings or uses shall be permitted on a single lot.
3. The Tract shall be permitted to be constructed in one or more phases consistent with N.J.A.C 5:97-6.4 (d).
4. Any street within the Tract shall be permitted to be public or private.
5. Development of the Tract shall be exempt from all bulk, design, and environmental regulations of the West Orange Land Use Regulations Ordinance, unless otherwise indicated herein, and further provided that nothing herein shall circumvent or contravene the procedural requirements of the Municipal Land Use Law (N.J.S.A. 40:55D-1 et seq.) nor the regulatory requirements of outside agencies including but not limited to New Jersey Department of Environmental Protection and Hudson-Essex-Passaic Soil Conservation District.

d. Use Regulations

1. Permitted Principal Uses.

(a) Multifamily residential

(b) Open space

2. Permitted Accessory Uses

(a) Residential amenities including but not limited to the following, by way of example: clubhouse buildings, swimming pools, fitness centers, lounges, common or private terraces and balconies, courts or open lawn areas for multipurpose use such as lawn games i.e. corn hole, bocce, badminton, croquet, and the like; work space or meeting space for tenants, tenant storage, dog parks and/or dog playgrounds. Rooftop amenities shall be permitted including observation areas or rooms, multipurpose or recreation rooms, vestibules, outdoor terraces, pergolas, shade structures, or the like.

(b) Pet-friendly amenities. As part of the amenity package, in addition to dog parks and/or playgrounds above, a development shall be permitted to include an onsite pet service that shall be permitted to offer walking services, pet-sitting services, a pet spa or grooming service, overnight boarding, or related services, which shall be permitted to operate indoors as part of a building and/or as a stand-alone building.

(c) Residential accessory uses such as leasing and management offices, maintenance buildings, dwelling units for onsite building superintendents, and model units

(d) Parking, which shall be permitted to be structured or surface, and further provided that tandem parking shall be permitted where such spaces are assigned to the same unit

(e) Fences and walls

(f) Signs

(g) Any use that is customarily incidental to a permitted principal use

e. Bulk Regulations

1. The total number of dwelling units shall be 496, and the total number of units shall be permitted to be lowered without variance at the sole discretion of the developer and/or based on outside agency requirements. Model apartments and onsite housing for the building superintendent and maintenance/management staff shall not be included as part of the unit count.

2. The affordable housing set-aside shall be twenty percent (20%) of the total units actually constructed in the development (excluding model apartments and onsite housing for the building superintendent and maintenance/management staff).

3. There shall be no minimum lot size requirement.

4. The maximum area of disturbance for the entire Tract shall be 30 acres. Trails, deer fencing, and buffer planting shall not be counted as part of the area of disturbance.

5. Unrestricted site access (ingress and egress) shall be permitted from Warner Drive and Kuzik Drive.

6. Emergency access (ingress and egress) shall be permitted to Block 179.17, Lots 8 and 9 to the north and Bayowski Road to the south.

7. The affordable units shall consist of moderate-income, low-income, and very low-income units in accordance with the requirements of the settlement agreement. The minimum unit sizes for the affordable units shall be as follows:

   (a) One-bedroom 650 square feet

   (b) Two-bedroom 875 square feet

   (c) Three-bedroom 1,150 square feet

8. The maximum building height shall be 75 feet, and further subject to the standards set forth below, which shall supersede any regulation to the contrary in the West Orange Land Use Regulations Ordinance:

   (a) The building height shall be a vertical dimension measured in a straight line from first story finished floor elevation to the roof line elevation of a flat roof, or the midpoint elevation of a pitched roof.

   (b) The first story shall mean the lowest story that has its finished floor entirely above grade. Cellars and basements shall not be considered a first story.

   (c) The building height shall not be measured based on the grading around the building.

9. The maximum number of stories per building shall be 4 stories, and further subject to the standards set forth below which shall supersede any regulation to the contrary in the West Orange Land Use Regulations:

   (a) Story shall mean the space of a building between the surface of a floor and any floor next above it, or if there be no floor above it, then the space between the floor and the ceiling above it, and as further refined below.

   (b) Any level with a finished floor entirely below grade or partially below grade shall not be considered a story, such as cellars and basements, including walk-out basements and "garage-under" levels.

   (c) Any level that contains 10 or more parking spaces shall not be considered a story.

   (d) Mezzanines shall not be considered a story, provided the floor area of the mezzanine is no greater than 33 percent of the floor area below it.

(e) Lofts serving individual dwelling units as permitted by building code shall not be considered a story.

(f) Rooftop amenities and rooftop features shall not be considered a story or fractional portion thereof.

(g) Architectural roof design features such as attics, mansards, parapets, cupolas, and other similar architectural design features and/or appurtenances shall not be considered a story or fractional portion thereof.

10. The grading around buildings shall be subject to the following:

(a) The maximum exposure of perimeter walls for basements, cellars, or building foundations shall not exceed 50% of the total surface area of such walls, which shall be based on the aggregate area of all perimeter walls, not each wall individually.

(b) Walkout basements and "garage under designs shall be permitted and shall be permitted to have one or more perimeter walls entirely exposed, and further provided that the 50% exposure threshold set forth above for all perimeter walls shall still apply.

11. The minimum buffer width around the entire Tract boundary shall be 100 feet. The buffer shall remain undisturbed except for roads and accessways, utilities and stormwater management improvements, signs, fences, walls, and associated grading.

12. The east face of the Watchung Mountain shall remain undisturbed from the peak of the ridgeline, except that utility construction shall be permitted east of the ridgeline

13. Any deviation from the above requirements shall be considered a "c" variance.

f. Parking Regulations

1. Principal uses. The quantity and dimensions of off-street parking spaces shall be in accordance with the Residential Site Improvement Standards (RSIS). Any deviation shall be considered a de minimis exception from RSIS, not a variance. Tandem parking arrangements shall be permitted in accordance with the use regulations of this Chapter as set forth above. Automated or mechanical parking shall be permitted to meet the RSIS parking count requirement, and shall be exempt from RSIS parking stall size requirements, subject to review and approval of manufacturer's specifications.

2. Accessory uses. Accessory uses such as clubhouses or recreation areas shall be exempt from parking requirements.

g. Tree Removal and Replacement

The removal of trees shall be permitted, and the replacement of trees shall be in accordance with formula below. Any other regulation pertaining to tree removal and replacement in the

Township of West Orange Code shall not apply to the Tract, and shall be superseded by the regulations set forth below, except where otherwise indicated herein.

1. Tree Baseline. The existing tree count on the Tract shall be established at 212 trees per acre.

2. Tree Baseline Loss.

   (a) Tree Baseline Loss shall be established by multiplying the proposed number of acres disturbed by the existing 212 trees per acre on the Tract; by way of example, a proposed disturbance area of 25 acres shall calculated to a Tree Baseline Loss of 5,300 trees, which figure would increase or decrease based upon the final acreage disturbed).

   (b) Tree Baseline Loss shall be reduced for each healthy major tree (greater than 6 inches) within the proposed area of disturbance that is not removed in connection with a proposed development

   (c) Tree Baseline Loss shall be reduced for each non-invasive major tree or minor tree (as defined in the Township of West Orange Code) proposed as part of a landscape plan. The tree replacement calculation shall apply one credit for each such tree which is a native species and ¼ credit for each such tree which is not a native species.

   (d) The Tree Baseline Loss shall be reduced by 212 trees for each acre of forest outside the area of disturbance enclosed by a controlled, gated access deer fence that is eight (8) feet in height, the purpose of which is to regenerate the growth of the native forest, and which deer fencing shall be maintained in perpetuity;

3. Adjusted Tree Baseline Loss.

   (a) Adjusted Tree Baseline Loss shall be calculated as the Tree Baseline Loss after crediting.

   (b) If the Adjusted Tree Baseline Loss calculates to zero (0), or less than zero, the developer shall have no further obligation regarding tree removal or replacement in connection with a proposed development.

   (c) If the Adjusted Tree Baseline Loss calculates to a number greater than zero, then the development shall satisfy the requirements of the West Orange Tree Ordinance only with respect to the Adjusted Tree Baseline Loss.

h. Landscape Regulations

1. Street Trees. Street trees shall be provided in accordance with the West Orange Land Development Code.

2. Additional Trees. The developer shall plant new trees and landscaping along or near the southern border of the Tract for the purpose of supplementing the buffering of the nearest residential units to the south.

3. Any deviation from the regulations of this section shall be considered design exceptions, not variances, subject to the statutory criteria of N.J.S.A. 40:55D- 51 for relief.

i. Signage Regulations

1. Development Entrance Sign. One freestanding sign shall be permitted at the entrance to the development. The sign dimensions shall have a maximum width of 10 feet and a maximum height of 8 feet. The sign may be incorporated as part of a decorative element such as a wall or fence feature, and further provided that the decorative element shall not be included in the calculation of the sign area. The top of the sign, including any decorative element framing it, shall not exceed 10 feet above grade.

2. Identification Signage. Freestanding identification signs shall be permitted to demarcate individual buildings or sections within the development, not to exceed one such sign per building or section. The sign dimensions shall have a maximum width of 8 feet and a maximum height of 6 height, and the top of any such sign shall not exceed 8 feet above grade. This shall apply to accessory recreation or amenity uses as well, such as a clubhouse or pet service, which shall be permitted to have identification signage in accordance with the above.

3. Building Signage. One building sign shall be permitted at each building lobby and/or building entrance. The sign dimensions for each building sign shall have a maximum width of 8 feet and a maximum height of 6 feet.

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.

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

Michelle Casalino
Council President

Robert D. Parisi, Mayor

Introduced: August 11, 2020

Adopted: September 8, 2020

LEGISLATIVE HISTORY

This Ordinance is presented pursuant to the Affordable Housing Settlement Agreement approved by the Township Council on April 14, 2020. The Superior Court of New Jersey confirmed the Settlement Agreement on July 10, 2020.

643-20
August 11, 2020

RESOLUTION

WHEREAS, unless otherwise noted herein, the holders of alcoholic beverage licenses from the Township of West Orange set forth on Exhibit A attached hereto and made part hereof, have made applications to this Township of West Orange ABC Board to renew said licenses for the **2020-2021** license term; and

WHEREAS, said licenses have paid all license renewal fees and submitted the appropriate application to renew; and

WHEREAS, the license was granted 12.39 relief pursuant to N.J.S.A. 33:1-12.39; and

WHEREAS, a public hearing was held before the Township of West Orange ABC Board on **August 11, 2020** and no one appeared in opposition to any license renewal; and

NOW, THEREFORE, BE IT RESOLVED that the Township of West Orange ABC Board wishes to renew the following alcoholic beverage licenses set forth for the **2020-2021** license term:

0722-33-012-002 Eagle Rock Lounge Corp. t/a Eagle Rock Lounge

0722-33-015-001 Essex County Country Club t/a Essex County Country Club

0722-33-017-005 S.V. Holdings t/a Fortissimo

0722-33-032-008 Dominick Enterprises, Inc. (Pocket)

0722-33-041-001 Montclair Golf Club

0722-33-043-008 Los Tapatios, Inc. t/a Los Tapatios

0722-33-048-012 Wilshire Caterers, LLC t/a Grill 350 Restaurant

0722-33-049-009 Frederic N. Kruvant (Pocket License)

0722-33-057-010 Dominick Enterprises, Inc. t/a La Primavera Trattoria

0722-33-059-008 Jenny's LLC t/a Rustica Restaurant and Lounge

0722-44-011-008 Central Liquors, LLC

0722-44-023-006 Brink Liquors, Inc. t/a Brink Wines & Liquor

0722-44-033-006 Valley Warehouse, Inc. t/a Lucky 7 Wine & Liquor

0722-44-047-003 Unique USA, Inc. t/a Party Wines & Liquors

0722-44-054-009 Y & R Enterprises, LLC t/a St. Cloud Wine & Liquor

KAREN J. CARNEVALE, RMC **ABC Board Secretary**	**MICHELLE CASALINO** **Council President/ABC Board member**

Adopted: August 11, 2020