1. Conference Meeting Agenda

   Documents:

   CA 9.8.20.PDF

2. Public Meeting Agenda

   Documents:

   PM 9.8.20.PDF

3. Resolution(S)

   3.I. 170-20

   Documents:

   170-20 RESOLUTION TO ADOPT BUDGET 2020.PDF

   3.II. 171-20

   Documents:

   171-20-20 RAFFLE LICENSES 9.8.20.PDF

   3.III. 172-20

   Documents:

   172-20 RESOLUTION AUTHORIZING SUBORDINATION OF MORTGAGE RE 162 MAPLE STREET.PDF
   172-20 - EXHIBIT A TO 162 MAPLE STREET.PDF

4. Ordinance(S) On Second And Final Reading

   4.I. 2610-20

   Documents:

   2610-10 VARIOUS CAPITAL IMPROVEMENTS 8.11.20.PDF

   4.II. 2611-20

   Documents:

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

   4.III. 2612-20

   Documents:

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

4.IV. 2613-20

Documents:

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

4.V. 2614-20

Documents:

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

5. Ordinance(S) On First Reading

5.I. 2616-20

Documents:

2616-20 REQUIRING REMOVAL OF TREES TO BE ONLY PERFORMED BY LICENSED TREE CARE PROFESSIONALS-REDLINED 2 9.1.20.PDF

5.II. 2617-20

Documents:

2617-20 ORDINANCE AMENDING ZONING TO IMPLEMENT MP UPDATE-9-2-20.PDF
2617-20 ATTACHMENT .PDF

5.III. 2618-20

Documents:

2618-20 HANDICAPPED ORDINANCE 179 HIGH STREET 9.8.20.PDF

6. ABC Hearing

6.I. 644-20

Documents:

644-20 RENEWAL RESOLUTION (4) 9.8.20.PDF

6.II. 645-20

Documents:

645-20 SUZYQUES.PDF

6.III. 646-20

Documents:

646-20 HAT SPECIAL CONDITIONS RENEWAL 2020.PDF

6.IV. 647-20

Documents:

647-20 AMC_2017KWK.PDF

# Township of West Orange

**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**

==========

**6:30 P.M**

- ***Per Council President - Information to Follow***
- **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.**
**September 8, 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 August 11, 2020

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

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

**7. *Bills**

**8. *Resolutions**

a. 170-20 Resolution to Adopt the 2020 Municipal Budget (Gross)

b. 171-20 Resolution Authorizing the Issuance of Raffle License(s) (Clerk)

c. 172-20 Resolution Authorizing a Subordination of Mortgage for Property at 162 Maple Street, West Orange, NJ 07052

**9. Ordinances on Second and Final 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)

**10. Ordinances on First Reading**

a. **2615-20** An Ordinance Amending and Supplementing Chapter 2, Section 59 of the General Ordinances of the Township of West Orange, Entitled "Board of the Oskar Schindler Performing Arts Center" (Legal-Moon)

b. **2616-20** An Ordinance Amending Chapter 25, Section 27.4 of the Revised General Ordinances of the Township of West Orange (Tree Protection and Removal-Permit Required; Prohibitions and Exemptions) (Legal-Moon)

c. **2617-20** An Ordinance Amending and Supplementing Chapter XXV Land Use Regulations of the Revised General Ordinances of the Township of West Orange to Implement Recommendations of the Master Plan Re-Examination (Legal-Trenk)

d. **2618-20** An Ordinance Amending and Supplementing Chapter 7, Traffic Subsection 7-32.2, Restricted Parking of the Revised General Ordinances of the Township of West Orange-179 High Street (Lepore)

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

**12. ABC Hearing**

**a.** **644-20** Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2020-2021 License Term (Clerk) **(subject to change as more licensees renew)**

**b.** **645-20** Hearing on Renewal for 2020-2021 License Term – **SuzyQues, LLC** 0722-33-009-012 (Special Conditions)

**c.** **646-20** Hearing on Renewal for 2020-2021 License Term – **Harrison Avenue Tavern, Inc. 0722-33-058-008** (Special Conditions)

**d.** **647-20** Hearing on Renewal for 2020-2021 License Term-**AMC Entertainment International** 0722-33-066-009 (Special Conditions)

**e.** **648-20** Hearing on Renewal for 2020-2021 License Term-**Angelito's, LLC** 0722-33-039-008 (Special Conditions)

**13. Adjournment**

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

**Agenda is subject to change.**

# 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 8 day of September, 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 8 day of September, 2020, kcarnevale@westorange.org, Clerk**
*Signature*

**171-20**
**September 8, 2020**

# RESOLUTION

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

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

| Organization | Date/Type of Event | Place | RL No. |
|---|---|---|---|
| Fathers Club<br>Seton Hall Prep | Off Premise 50/50<br>Sept. 2020-June 2020<br>Held Monthly | 120 Northfield Ave. | 7691 |
| W.O. Education Fdn., Inc. | Off Premise 5050<br>October 12, 2020 | 90 Rock Spring Road | 7692 |
| W.O. Education Fdn., Inc. | Tricky Tray<br>October 12, 2020 | 90 Rock Spring Road | 7693 |
| St. Joseph Catholic Church | Off Premise Cash<br>January through Dec. 2021 | Benvenue Avenue | 7694 |
| Hudson Catholic HS | On Premise 50/50 | 350 Mt. Pleasant Ave. | 7695 |

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

**Michelle Casalino**
**Council President**

**Adopted: September 8, 2020**

**172-20**
**September 8, 2020**

**RESOLUTION**

**WHEREAS**, the Township of West Orange Housing Rehabilitation Program has a mortgage against certain real property owned by Patricia Filan-nundo (the "Owner") residing at 162 Maple Street, West Orange, known as Block 145, Lot 12 (the "Property"), in the amount of Fifteen-thousand dollars ($15,000.00), which was dated November 14, 2002 and recorded in the Essex County Register's Office on May 15, 2003 in Book 8883, Page 280 (the "WOHRP Mortgage"); and

**WHEREAS,** there is a first mortgage on the Property held by JPMorgan Chase Bank, N.A. in the outstanding amount of Two-Hundred Ten Thousand, Nine-Hundred Three Dollars and Forty Cents ($210,903.40) (the "First Mortgage") at an interest rate of 5.250%; and

**WHEREAS,** the Owners desire to refinance their home to obtain a new mortgage loan from JPMorgan Chase Bank, N.A. in the amount of Two-Hundred Twenty-Two Thousand Dollars ($222,000.00), and with an interest rate of 3.500% (the "New Mortgage"); and

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

**WHEREAS**, the Owner has requested that the Township of West Orange subordinate the WOHRP Mortgage to the New Mortgage; and

**WHEREAS**, the appraised value of the property is $330,000; and

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

**NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE,** that the Mayor be and hereby is authorized to execute a Subordination of Mortgage, annexed hereto as Exhibit **"A,"** in favor of JPMorgan Chase Bank, N.A. with respect to the Property and the Owner; and be it further

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

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

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.**<br>**Township Clerk** | **Michelle Casalino**<br>**Council President** |

**Adopted: September 8, 2020**

**Prepared by:**
Terrence B. Berger, Esq.
An Attorney At Law of New Jersey
35 Olcott Square
PO Box 685
Bernardsville, NJ 07924

# SUBORDINATION OF MORTGAGE

This Subordination of Mortgage is made on _____, 20_____

BETWEEN

**TOWNSHIP OF WEST RANGE**, of First National Building 12th Floor, East 662 Woodward Detroit, MI 48226;

herein designated as Subordinator,

AND

**JPMORGAN CHASE BANK, NA**, of 1111 Polaris Parkway, Columbus, OH 43240,

herein designated as Subordinatee.

**WHEREAS,** Subordinator is the holder of mortgage and the bond, note or other obligation secured therein, made by:

PATRICIA FILAN-NUDO, Owner

to

**TOWNSHIP OF WEST RANGE**, First National Building 12th Floor, East 662 Woodward Detroit, MI 48226, upon the lands and premises therein described, lying and being in the Township of West Orange in the County of Essex, and State of New Jersey, which mortgage is in the amount of $15,000.00, is dated November 14, 2002, and was recorded on May 5, 2003, in the Office of the Clerk, County of Essex, in Book 8883, Page 280.

**WHEREAS,** the Subordinatee desires to place a First Lien Priority Mortgage on lands and premises owned by Owner and known as 162 Maple Street, West Orange, NJ 07052, Block 145, Lot 12, on the Tax Map of the Township of West Orange, which First Lien Mortgage the Owner desires to grant to the Subordinatee.

**WHEREAS,** the Subordinatee will receive, accept and record a First Lien Mortgage and requires that the aforementioned mortgage(s) held by the Subordinator shall be subordinated and postponed to the First Lien Mortgage to be granted by the Subordinatee.

**NOW THEREFORE,** in consideration of the sum of One Dollar ($1.00) and other good and valuable consideration, the receipt of which is hereby acknowledged, the Subordinator hereby accepts and agrees that the mortgage(s) of the Subordinator shall be subject, subordinate and inferior to the First Lien Mortgage about to be granted to the Subordinatee, and to all renewals and extensions, notwithstanding the prior execution and recording of the mortgages of the Subordinator, in the amount not to exceed $223,650.00.

In all references herein to any parties, persons, entities or corporations, the use of any particular gender or the plural or singular number is intended to include the appropriate gender or number as the text of the within instrument may require.

Whenever in this instrument any party shall be designated or referred to by name or general reference, such designation is intended to and shall have the same affect as if the words "heirs, executors, administrators, personal or legal representatives, successors or assigns" had been inserted after each and every such designation.

**IN WITNESS WHEREOF,** the Subordinator has signed and sealed this Subordination of Mortgage, or if a Corporation, has caused this Subordination to be signed by its proper corporate officers, and its corporate seal to be affixed, the day and year first above written.

**TOWNSHIP OF WEST RANGE**

_____

By: _____

Its: _____

STATE OF _____}

COUNTY OF _____} SS.:

_____ personally came before me and this person acknowledged under oath, to my satisfaction, that:

(a) this person is the _____ of **TOWNSHIP OF WEST RANGE**;
(b) this document was signed and delivered by the entity as its voluntary act duly authorized by a proper resolution of its Board of Directors;
(c) this person knows the proper seal of the entity which was affixed to this document; and
(d) this person signed this proof to attest to the truth of these facts.

Record & Return To:
Amrock
662 Woodward Avenue
Detroit, MI 48226

Order No: 67842614

_____
NOTARY PUBLIC

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.

_____

**Michelle Casalino**
**Council President**

_____

**Robert D. Parisi**
**Mayor**

_____

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

**Introduced: August 11, 2020**

**Adopted: September 8, 2020**

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** |
| | | | | | | |
| | | | | | | |
| | | | | | | |
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| | | | | | | |

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 August 11, 2020 by John Gross, who was then chief financial officer of the Township, and filed in my office on August 11, 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 August 11, 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 September 8, 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 Public meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey virtually via Zoom on August 11, 2020 at 7 o'clock p.m.

PRESENT:

**Councilman Guarino, Councilman Krakoviak, Councilwoman Matute-Brown, Councilwoman McCartney, Council President Casalino**

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 August 11, 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 Public meeting of the Township Council of the Township of West Orange, in the County of Essex, New Jersey held virtually via Zoom on September 8, 2020 at 7 o'clock p.m.

PRESENT:

**Councilman Guarino, Councilman Krakoviak, Councilwoman Matute-Brown, Councilwoman McCartney, Council President Casalino**

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 September 8, 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 August 11, 2020 and finally adopted by the governing body on September 8, 2020 and, where necessary, approved by the Mayor on September 8, 2020.

3. On August 20, 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 August 20, 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 September 17, 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 August 11, 2020. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held virtually via Zoom on September 8, 2020 at 7 o'clock p.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 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
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 September 8, 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: August 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 |
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| 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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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 |

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| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |

**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.

**2616-20**

**AN ORDINANCE AMENDING CHAPTER 25, SECTIONS 27.3 and 27.4 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (TREE PROTECTION AND REMOVAL – Permit Required; Prohibitions and Exemptions)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 25 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

**I. PURPOSE**

The purpose of this ordinance is to require any tree cutting and/or removal to be performed only by tree care professionals duly licensed under the Tree Experts and Tree Care Operators Licensing Act and is also registered with the Township of West Orange Department of Public Works. This ordinance shall also narrow the exceptions to the licensing requirement to exclude trees close to property boundaries in an effort to prevent disputes between neighboring property owners.

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**II. CHAPTER 25, SECTION 27.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**25-27.3 Definitions.**

The following definitions shall apply to this chapter:

**CONSERVATION EASEMENT**

Shall mean a legal covenant restricting the use of land or natural features of the land that is described in the property deed and shown on a filed plat.

**DBH**

Shall mean the measurement of the diameter of the trunk of a tree planted in the ground taken 4.5 feet from ground level on the uphill side of the tree.

**DEVELOPMENT APPLICATION**

Shall mean an application filed with the Township Planning Board or Board of Adjustment pursuant to the Municipal Land Use Law and the Township land development ordinances for approval of a subdivision plat, site plan, planned development, conditional use, zoning variance or direction of the issuance of a permit pursuant to N.J.S.A. 40:55D-34 or N.J.S.A. 40:55D-3.

**DRIP LINE**

Shall mean a vertical line extending from the outermost edge of the tree canopy or shrub branch to the ground beneath.

**ENDANGERED OR THREATENED SPECIES**

Shall mean any species of tree or animal which has been determined by the Federal Fish and Wildlife Service or the State of New Jersey to be endangered or threatened.

**IMPROVED LOT**

Shall mean a single parcel of land with a residential or commercial structure, that is occupied pursuant to and in compliance with all applicable laws and regulations.

**LAND USE BOARD**

Shall mean the Planning Board or Zoning Board of Adjustment of the Township of West Orange.

**MAJOR TREE**

Shall mean a tree species with a mature height of at least 50 feet, which shall be at least a 2.5 inch caliper at the time of planting.

**MINOR TREE**

Shall mean an evergreen tree, ornamental tree or other small tree at least six feet in height at the time of planting.

**NONVIABLE TREE**

Shall mean a tree that the officer or a Qualified Tree Expert certifies is dead, dying, diseased or too damaged to survive.

**OFFICER**

Shall mean the person primarily responsible for enforcing this chapter and who is qualified to do so by having the status of a New Jersey Approved Forester, New Jersey ~~Certified~~ Licensed Tree Expert, or an International Society of Arboriculture Approved Arborist, employed by, or appointed by, the Township of West Orange to implement this chapter and to carry out other related responsibilities as the Township may provide, including, but not limited to, developing and recommending to the Council a Township Woodlands Retention and Protection Plan and a Township Tree Inventory and Planting Schedule.

**PERSON**

Shall mean the owner of a parcel of real estate or any other individual, group, company, firm, corporation, partnership, association, society or other legal entity.

**QUALIFIED TREE EXPERT**

Shall mean a New Jersey Licensed Landscape Architect, New Jersey Approved Forester, New Jersey ~~Certified~~ Licensed Tree Expert, or International Society of Arboriculture Approved Arborist.

**REPLACEMENT TREE**

Shall mean a tree of a species approved by the officer and of nursery grade, properly balled and burlapped, meeting the minimum measurements of a major or minor tree, respectively.

**SPECIES**

Shall mean the common name of a tree.

**SPECIMEN TREE**

Shall mean a tree in good health of unusual or exceptional form, size, age or shape for its species as evidenced by its inclusion in New Jersey's Big Tree List, or data base, published and coordinated by the New Jersey Forest Service, or having a Champion Tree point total (girth in inches plus height in feet, plus one quarter of average crown spread in feet) within 10% of the point total of a tree of the same species listed in New Jersey's Big Tree List, published in "New Jersey's Big Trees", by the New Jersey Forest Service.

**STRUCTURE**

Shall mean a combination of materials to form a construction for occupancy, use or ornamentation, whether installed on, above or below the surface of a parcel of land.

**TREE**

Shall mean a self-supporting ~~single stem~~ perennial woody plant having a diameter of at least four inches measured at a point 4.5 feet (or 54 inches) from the ground at the base of the tree on its uphill side and taller than 15 feet.

**III. CHAPTER 25, SECTION 27.4 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**25-27.4 Permit Required; Prohibitions and Exemptions.**

**a.** Permit. Any person desiring to cut down or remove a tree shall file an application for a tree removal permit issued pursuant to this chapter~~,~~ and shall not commence the cutting down or removal of any tree without first having been issued a permit. Tree within two feet of any property boundary shall also require written notice of the filing of a permit application to the neighboring property owner who shares the property boundary.

**b.** Prohibitions. Notwithstanding Subsection **a** above, no person shall be permitted to do any of the following:

**1.** Cut down or remove any tree within wetlands, flood hazard areas, riparian zones, or other areas protected by State or Federal law or applicable EPA or NJDEP regulations;

**2.** Cut down or remove any tree within a conservation easement;

**3.** Engage in activities which could cause a tree to die, including but not limited to topping, grade cut or fill, soil compaction within the drip line, chemical contamination, excessive drainage alterations or mechanical damage.

**4.** Cut down or remove any tree on a slope of 15% or greater in grade or on a slope where vegetation is presently stabilizing soils where a tree removal permit is

submitted in connection with a development application, or a parcel upon which a new development is contemplated.

4.5. Cut down or remove any tree unless the cutting or removal is performed by a tree care professional: (i) duly licensed under the Tree Expert and Tree Care Operator Licensing Act, N.J.S.A. 45:15C-11, et. seq.; and (ii) is registered with the Township of West Orange Department of Public Works.

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**c.** Exemptions. The following are exempt from the permit requirement of Subsection **a** above:

**1.** For purposes of administrative convenience, up to three living trees may be removed on an improved lot within any three-hundred-sixty-five-day period. This exemption shall only apply to trees with bases that are more than two feet (2') from any property boundary. For enforcement and record-keeping purposes, every person or business removing one or more trees pursuant to this exemption shall file a tree removal report with the officer on a form to be provided by ~~him or her~~the officer, to document the tree(s) removed and date of removal. The tree removal report shall be filed no later than~~within~~ five days before~~of~~ removal of the tree(s).

**2.** Cutting down or removal of a nonviable tree, or a tree that is an immediate hazard to structures or human life or property provided that the tree stumps must remain for subsequent inspection by the officer; and

**3.** Activities lawfully conducted on public lands or rights-of-way by or on behalf of a local, County, State, Federal or other governmental agency or entity, or a utility company.

**4.** Tree removal in conjunction with a Woodland Management Plan(s) approved by the N.J. Forest Service.

**5.** tree removal on a golf course which is greater than 75 feet from a property boundary.

**d.** Development Applications. With regard to every development application that involves proposed tree removal, the applicant shall:

**1.** Schedule a meeting with the officer in connection with the development application for the purpose of evaluating the impact of this chapter on the plans for development;

**2.** Submit a qualified tree expert's report setting forth a tree removal and tree replacement plan when applicable.

## IV. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

## V. 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.

## VI. EFFECTIVE DATE

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

**ROBERT D. PARISI, MAYOR**

**MICHELLE CASALINO,**
**COUNCIL PRESIDENT**

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

**INTRODUCED: September 8, 2020**

**ADOPTED: September 22, 2020**

**Legislative History**

The purpose of this ordinance is to require any tree cutting and/or removal to be performed only by tree care professionals duly licensed under the Tree Experts and Tree Care Operators Licensing Act and is also registered with the Township of West Orange Department of Public Works. This ordinance shall also narrow the exceptions to the licensing requirement to exclude trees close to property boundaries in an effort to prevent disputes between neighboring property owners.

**2617-20**

# AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER XXV LAND USE REGULATIONS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE TO IMPLEMENT RECOMMENDATIONS OF THE MASTER PLAN REEXAMINATION

**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 by making the following changes to the Township's Zoning Map:

1. Block 152.02, Lot 186: rezone from O-R to R-1.
2. Block 169, Lots 19 and 19.01 and abutting right-of-way of Cedar Avenue: rezone from R-3 to R-1.
3. Block 106, Lot 20.02: rezone from OB-2 to R-1.
4. Block 89, Lots 1.01, 3, 4, 5, 6, 10, 12, 14, 16, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34 and 41.01: rezone from OB-1 to B-1.
5. Block 171.03, Lot 17: rezone from R-4 to B-2.
6. Block 155, Lot 40.04: rezone from P-C to B-2.

Section 2. Chapter XXV Land Use Regulations, Section 25-4b is hereby amended and supplemented by adding the following definitions:

**25-4 DEFINITIONS.**

b. *Specific Definitions.*

*Craft distillery* shall mean a distillery operating with a craft distillery license as defined and regulated within N.J.S.A. 33:1-10.

*Microbrewery* shall mean a brewery operating with a limited brewery license as defined and regulated within N.J.S.A. 33:1-10.

*Mixed-use development* shall mean a building or buildings that includes one or more dwelling units above one or more nonresidential uses on the ground floor.

*Winery* shall mean a salesroom operated by the holder of a plenary winery license as defined and regulated within N.J.S.A. 33:1-10.

Section 3. Chapter XXV Land Use Regulations is hereby amended and supplemented by amending the following sections:

## 25-7 GENERAL REGULATIONS AND PROVISIONS .

### Township of West Orange Zoning Ordinance, Section 25-7.1
### TABLE OF DISTRICT REGULATIONS – PART A: PERMITTED USES

| ZONE | PERMITTED PRINCIPAL USES | PERMITTED ACCESSORY USES | PERMITTED CONDITIONAL USES |
|---|---|---|---|
| R-1 | One family, detached dwelling<br>Water reservoir, well tower, filter bed<br>Federal, state, county or township building<br>Golf course and golf club house<br>Farm, nursery, greenhouse and similar uses<br>Hospital | Required accessory parking<br>Private garage<br>Horticultural or agricultural building<br>Customary accessory building or structure<br>Private swimming pool<br>Private recreation facility<br>Home occupation<br>Home professional office<br>Signs<br>Fences and dividing walls<br>Farm produce stand for produce grown on premises<br>Private storage shed<br>Greenhouses | Commercial recreation<br>Public school<br>Private school<br>Library<br>Museum<br>Park or playground<br>Public utility building or structure<br>Telephone exchange<br>Private club, other than a golf club<br>House of worship |
| R-2 | SAME AS R-1<br>AND in addition<br>Senior citizens housing project (Sen. C.H.) as defined in Sec. 25-4 | SAME AS R-1 | SAME AS R-1 |
| R-3 | SAME AS R-1 | SAME AS R-1 | SAME AS R-1<br>AND in addition<br>Townhouse residential cluster development<br>but EXCLUDING Commercial recreation |
| R-3AH | SAME AS R-3 | SAME AS R-3 | SAME AS R-3 |
| R-4 | SAME AS R-1 | SAME AS R-1 | SAME AS R-1<br>AND in addition<br>Banquet and Conference centers<br>but EXCLUDING<br>Farm produce stands<br>Commercial recreation |
| R-5 | SAME AS R-1 | SAME AS R-1 | SAME AS R-4<br>AND in addition<br>Hotels and Restaurants on ten (10) or more acres<br>Townhouse/low-rise residential cluster development<br>Additional off-street parking |
| R-6 | SAME AS R-1 | SAME AS R-1 | SAME AS R-4<br>AND in addition<br>Additional off-street parking |
| R-T | SAME AS R-1<br>AND in addition<br>Two family dwelling | SAME AS R-1 | SAME AS R-4<br>AND in addition<br>Nursing home<br>Long-term care residential health care facility |

| | | | |
|---|---|---|---|
| | | | Additional off-street parking |
| R-G | SAME AS R-1<br>AND in addition<br>Garden apartment on site of 5 acres or more only<br>Professional office building<br>Offices for insurance<br>Banks | SAME AS R-1 | SAME AS R-4<br>AND in addition<br>Senior citizens housing project<br>Assisted living<br>Congregate care facility<br>Nursing home<br>Long-term care residential health care facility<br>Additional off-street parking |
| R-M | SAME AS R-T<br>AND in addition<br>Multi-family development | SAME AS R-1 | SAME AS R-G<br>EXCLUDING<br>Public school<br>Private school<br>Public utility building or structure<br>Telephone exchange<br>Library<br>Museum<br>Park or playground |
| OB-1 | SAME AS R-1<br>AND in addition<br>Office building | Required accessory parking<br>Signs | SAME AS R-1<br>EXCLUDING<br>Produce stand<br>AND in addition<br>Nursing home<br>Long-term care residential health care facility<br>Congregate care facility<br>Assisted living<br>Commercial antenna<br>Check cashing facility |
| OB-2 | SAME AS OB-1 | SAME AS OB-1 | SAME AS OB-1<br>EXCLUDING<br>Check cashing facility<br>AND in addition<br>Senior citizens housing project |
| B-1 | SAME AS R-T<br>AND in addition<br>Retail store<br>Personal service store or studio<br>Office or office building<br>Business or vocational school<br>Restaurant<br>Bar<br>Massage, bodywork or somatic therapy establishment<br>Fitness center/health club | Required accessory parking<br>Private garage<br>Home occupation<br>Home professional office<br>Signs<br>Vending machines | Motor vehicle fueling station<br>Theater<br>Public utility building or structure<br>Telephone exchange<br>Senior citizens housing project<br>Hotel<br>Private club, other than a golf club<br>Video or amusement arcade<br>Fast food restaurant<br>Commercial antenna<br>Microbreweries, craft distilleries and wineries |
| B-2 | Retail store<br>Personal service store or studio<br>Office or office building<br>Business or vocational school<br>Restaurant<br>Bar<br>Massage, bodywork or somatic therapy establishment<br>Fitness center/health club | SAME AS OB-1<br>AND in addition<br>Vending machines | SAME AS B-1 |

| | | | |
|---|---|---|---|
| P-C | Retail store<br>Personal service store or studio<br>Restaurant<br>Bar<br>Motor vehicle fueling station<br>Post office<br>Civic center, limited to assembly hall and non-commercial indoor recreation facilities<br>Theater on lots of 8-acre minimum<br>Urgent care<br>Physical therapy<br>Fitness center/health club<br>Home design showroom<br>Indoor commercial recreation | Required accessory parking<br>Required accessory truck loading spaces<br>Private garage<br>Signs | Video or amusement arcade<br>Commercial antenna<br>Microbreweries, craft distilleries and wineries |
| O-R | Office building<br>Post office<br>Civic center, limited to assembly hall and non-commercial indoor recreation facilities<br>Research laboratory | SAME AS P-C<br>AND in addition<br>Restaurant<br>Bar | Commercial antenna |
| I | Light industry, including dry cleaning plants, machine shops, publishing or printing plants, research laboratories and steam laundries<br>Office building<br>Warehouse<br>Self-storage facility<br>Storage yard<br>Wholesale business<br>Motor vehicle fueling station<br>Motor vehicle service station<br>Car wash,<br>Public utility building | SAME AS OB-1 | Billiard parlor<br>Bowling alley<br>Commercial recreation<br>Commercial antenna<br>Motor vehicle sales establishment<br>Microbreweries, craft distilleries and wineries |
| R-C | Townhouses<br>One family, detached dwelling | SAME AS R-1 | SAME AS R-1<br>AND in addition<br>Congregate care facility<br>Assisted living |
| PURD | Townhouses<br>Garden apartments<br>Multi-family development | SAME AS R-1 | SAME AS R-1<br>AND in addition<br>Congregate care facility<br>Assisted living |
| GA | Open space<br>Recreation | | |
| E-C, E-LR, E-MU, E-MR, HSD, MSS, HD: see the Downtown Redevelopment Plan for use regulations | | | |
| O-RA: see the Organon Redevelopment Plan for use regulations | | | |
| MUBR: see the Valley Road Area (Harvard Press) Redevelopment Plan for use regulations | | | |

**25-8.12 Principal Uses.**

There shall be no more than one (1) principal use upon any single lot, except:

a. In B-1 and B-2 Districts, mixed-use developments shall be permitted as a conditional use in accordance with the requirements of Section 25-24.2b2(m).

b. All proposed mixed-uses must comply with all health and building code regulations, including Certificate of Continued Occupancy requirements. Off-street parking shall be provided as required for each individual use, except that shared parking shall be permitted for a mixed-use development containing a residential use, per Section 25-12.2a3.

c. All commercial/retail uses currently on the street level cannot be converted to residential use.

d. Mixed uses and multiple principal uses on one lot shall be permitted in the B-1, B-2, P-C, O-R and I Districts.

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**25-8.2 Yard Encroachments.**

In all districts, the space in a required front, side, side front yard or rear yard shall be open and unobstructed except for:

a. An unroofed terrace projecting not more than eight (8) feet into the required rear yard.

b. Steps projecting not more than six (6) feet leading to a basement or first floor.

c. Doorways, windows, sills, lintels, wall ornaments or leaders projecting not more than two (2) feet. A variance shall be required for any feature that projects more than two (2) feet into a required yard.

d. Fire escapes required by law, and chimneys, not over four (4) feet wide, provided that the Building Inspector shall determine that such projections are so placed as not to obstruct light or ventilation.

e. An existing private garage for a one-family or two-family dwelling may be rebuilt within its same footprint.

f. A handicap accessibility ramp for a one-family or two-family dwelling, in accordance with Section 25-9.12.

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**25-12.1 General Provisions for Off-Street Parking.**

In all districts off-street parking spaces for the storage or parking of passenger vehicles of occupants, employees and patrons of main buildings and structures hereafter occupied or used shall be provided in accessory private garages or in accessory parking areas in amounts not less than specified in this section, provided that nothing in this section shall prevent the repairing, reconstruction or rebuilding and continued use, pursuant to Section 25-24, of any nonconforming building or structure lawfully existing. All parking areas in all uses other than one (1), two (2) and three (3) family houses shall meet all of the following requirements:

a. All off-street parking areas shall be surfaced with an asphalt, bituminous, or cement binder pavement which shall be graded and drained to dispose of all surface water as provided by the Township Engineer. There shall be a five (5) foot wide sidewalk at least five (5) inches above the parking area level between any building and a parking area or drive used by the public.

b. The entire perimeter of all parking areas and the edges of all entrance and exit drives shall be enclosed with a concrete or granite block curb at least six (6) inches above the paving surface. Curbing shall not be less than five (5) feet from any fence or screening nor less than five (5) feet from any structure. Where required, concrete wheel stops shall be provided.

c. All parking spaces within a parking area shall be clearly marked showing the parking arrangement and traffic direction within the parking area, and such marking shall be continuously maintained.

d. Any lighting in connection with off-street parking shall conform with Section 25-14 of this chapter.

e. Any parking area shall be screened on any side which adjoins or faces premises situated in any residence district by a fence, wall, berm, evergreen or hedge maintained in good condition as required. The fences as required by this subsection may be waived by the Planning Board or the Zoning Board if in the Board's judgment, because of the topography or other extraordinary or exceptional conditions, the fence is not necessary to protect the adjoining property.

f. All parking areas shall be so designed that vehicles are not compelled to back directly onto a public right-of-way.

g. Such parking area shall be used solely for the parking of passenger automobiles and no repair work or service of any kind shall be conducted in the parking lot. No permitted sign shall be larger than two (2) square feet in area.

h. All parking areas shall be designed with service aisles to meet the following standards:

   1. Parallel parking, twelve (12) foot aisle width.

   2. Thirty (30°) degree angle parking, eleven (11) foot aisle width. One way.

   3. Forty-five (45°) degree angle parking, thirteen (13) foot aisle width. One way.

   4. Sixty (60°) degree angle parking, eighteen (18) foot aisle width. One way.

   5. Ninety (90°) degree angle parking, twenty-four (24) foot aisle width. Two way.

   6. All driveways for two way traffic shall be a minimum of twenty-four (24) feet wide and in no case shall a driveway be less than fourteen (14) feet wide.

i. Each entrance or exit from such parking area shall be at least fifty (50) feet from any residential district.

j. Every off-street parking area shall be subject to site plan approval by the Planning Board or Board of Adjustment to ensure its adequacy, relation to traffic safety and protection of the adjacent properties.

k. Off-street parking facilities as required by this chapter shall be provided on the same lot as the principal building or use that they serve, except that off-site parking facilities for non-residential uses in the B-1, B-2, OB-1 and OB-2 Districts may be provided on properties within 250 feet of the lot on which the principal building is located.

l. Off-street parking facilities may be placed in any required yard in the I, I-B, P-C and O-R Districts, provided the parking area, placed in the front yard, is at no point closer to the public right-of-way than one-half (1/2) the setback requirement or fifty (50) feet whichever is less. No parking in the side yard shall be closer than one-half (1/2) the side yard requirements to the side property line or ten (10) feet whichever is greater. In the O-B and B Districts, off-street parking may be placed in the side or rear yard only.

m. The parking requirement for a building or development with a mix of non-residential uses shall be the total of the requirements of the component uses, computed separately in accordance with the provisions of this subsection. Shared parking shall be permitted for a mixed-use development containing a residential use, per Section 25-12.2a3.

n. The amount of parking area to be improved as required by subsection 25-12.2 may be reduced by the Planning Board or Board of Adjustment if it can be clearly demonstrated by the applicant that the full amount of parking area is not necessary, however, the area to remain unimproved shall at all times be available for parking in the event that future conditions should so require, shall be fully graded and suitably landscaped in keeping with the remainder of the site. The approved site plan shall show the location of all required parking stalls and shall designate those spaces which meet the definition of compact size as described in paragraph p. below. The Board, in its discretion, may allow up to twenty-five (25%) percent of the total number of required spaces to be designated as compact size if the applicant presents adequate proof that such spaces will not adversely affect the health, safety or welfare of the Township and/or the users of the subject property.

o. Landscaped plans shall be submitted for detailed planting within the parking area. In parking areas with 30 or more parking spaces, there shall be a minimum of one (1) tree plus ground level planting for each ten (10) parking stalls, which may be provided within and/or on the perimeter of the parking area. The maximum length of a single row of parking spaces shall be 20 spaces, at which point a landscaped area with a minimum width of eight feet shall be provided.

p. Standard size parking spaces shall have minimum dimensions of nine (9) feet by eighteen (18) feet measured perpendicular to the axis of the length with adequate provision for ingress and egress to all parking spaces. Compact size spaces shall not be less than eight (8) feet by fifteen (15) feet, if approved by the Planning Board or Board of Adjustment.

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**25-12.2 Minimum Required Number of Parking Spaces.**

...

b. Non-residential uses.

1. The number of off-street parking spaces required for any non-residential use shall be determined by reference to Parking Schedule II below, except for uses in the B-1 and B-2 zones in the Central Business District which are regulated by Section 25-12.2b5.

| Parking Schedule II<br>Parking Requirements for Non-Residential Uses | |
|---|---|
| Use | Required Parking Spaces |
| Assisted living or congregate care facility | 1 per bed |
| Car wash | 3 per washing lane |
| Child care facility, day care center or nursery school | 1 for each 350 square feet of gross square feet plus 1 for each employee and cooperative adult assistant on the premises at the same time during peak periods. Such uses shall also provide for additional off-street areas for loading and unloading of school buses. |
| Bank | 1 for each 300 square feet of gross floor area |
| Billiard parlor | 2 per billiard table |
| Bowling alley | 2.5 per lane |
| Commercial recreation, fitness center/ health club | 1 per 150 square feet of gross floor area, plus 5 per each outdoor court or field |
| Motor vehicle fueling station or motor vehicle service station | 5, plus 2 for each service bay and 1 for each 200 square feet of gross floor area of retail space. Vehicles that are on the premises to be repaired shall be parked in standard or compact parking spaces that are appropriately striped. |
| Hospital, nursing home or long -term care residential health care facility | 1 per bed, plus 1 per every 2 nonresident employees and 1 per every resident employee |
| Hotel | 1 per room, plus 1 space for each 1,000 square feet of gross floor area of ballrooms, conference rooms or similar space |
| Light industrial, laboratory and research uses | 1 for each 400 square feet of gross floor area |

| | |
|---|---|
| Medical, dental, psychiatric and chiropractic offices | 1 for each 150 square feet of gross floor area |
| Office, other than medical, dental, psychiatric and chiropractic offices | 1 per 250 square feet of gross floor area |
| Places of worship, community buildings, social halls and places of indoor public assembly | 1 for each 3 seats of fixed capacity or 1 for each 45 square feet of floor area available to patrons. Benches and pews shall be considered as 1 seat for each 2 linear feet of seating space. |
| Private clubs, community center buildings and swim clubs | 1 for each 45 square feet of gross floor area. For outdoor swim clubs, 1 for each 45 square feet of gross floor area, plus 1 for each 2 registered members. |
| Public, private, business or vocational school | 1 for each employee on the premises at the same time during peak hours, plus 1 for each 5 pupils in the eleventh and twelfth grade, plus 1 parking space for each 2 pupils over 18 years of age who are not in the eleventh and twelfth grades. Additional parking spaces shall be provided for any other activity and use on the premises, such as an assembly hall in accordance with the provisions of this ordinance. |
| Restaurant, fast food restaurant, bar, cabaret and catering facilities | 1 for each 3 seats or stools or 1 for each 45 square feet of floor area available to patrons, whichever requirement is greater. Benches shall be considered as 1 seat for each 2 linear feet of seating space. |
| Retail stores and personal service stores or studios not separately listed | 1 per 250 square feet of gross floor area. Food service uses such as delis, bakeries and coffee shops with on-site seating shall add one additional space for every 3 seats. |
| Self-storage facility | 1 per 10,000 square feet of gross floor area, plus 1 space per 250 square feet of gross floor area of office and retail accessory uses |
| Storage yard, machine shop, research laboratory, steam laundry, dry cleaning plant, publishing or printing plant or public utility building | 1 per 300 square feet of gross floor area |
| Theater | 1 for each 3 seats |
| Warehouse, wholesale business | 1 per 600 square feet of gross floor area |

2. Unscheduled uses. Off-street parking requirements for uses not listed in Parking Schedule II shall be established by the approving authority, based upon accepted industry standards.

3. Fractional spaces. Whenever the application of Parking Schedule II results in a fractional parking space in excess of one-half, a full space shall be required.

4. Joint parking facilities. Persons developing property in the B-1 and B-2 Districts may meet the required parking provisions of this subsection by participation in a joint parking program of two (2) or more business uses, provided plans for such a joint program have been approved by the Planning Board and further provided that the area of the parking facilities equals the total parking area requirements of each use participating therein. Furthermore, a joint parking agreement establishing the rights and obligations of all parties to the agreement shall be signed and submitted to the Board. The agreement shall be conditioned on approval by the Board and the filing of same with the County as a recorded easement.

5. The following standards shall only apply to permitted nonresidential uses in the portions of the B-1 and B-2 zones in the Central Business District:

   (a) Restaurant or bar: one space for each four seats or stools

   (b) All other permitted nonresidential uses: no off-street parking spaces are required for the first 1,000 square feet of gross floor area of an individual use. One space shall be provided per 300 square feet of gross floor area above the first 1,000 square feet.

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## 25-14 LIGHTING.

### 25-14.1 General Standards.

a. *Purpose.* Site lighting shall be designed to:

   1. Provide adequate illumination in appropriate locations for site users and the general public for purposes of traffic and pedestrian safety, security, property and building identification, and aesthetic improvement;

   2. Prevent excessive illumination and glare; and

   3. Provide proper orientation and shielding of fixtures to prevent undue illumination of adjacent properties.

b. *Shielding of fixtures.* All lighting fixtures shall be directed downward and shall be equipped with the necessary shielding so as to prevent the direct source of light from being visible from any point beyond the property lines of the premises upon which the lighting structure is located.

c. *Height of fixtures.* Light poles shall not exceed a height of 18 feet above normal grade in the vicinity of the light fixture. Normal grade shall be construed to be the newly established grade after construction, exclusive of any filling, berming, mounding, excavating or curbing or retaining wall which alters the grade at the base of the light fixture from the grade in the general vicinity of the fixture.

d. *Maximum illumination level at property line.* The level of illumination at ground level shall not exceed 0.5 of a foot-candle at the property line, nor 0.3 of a foot-candle at any property line abutting a property used by or zoned for residential use.

e. *Duration of illumination.* Duration of operation of all lighting and maximum lumen power permitted shall be as determined satisfactory by the Planning Board or Zoning Board of Adjustment with due regard to whether any limitations imposed will deprive the applicant of a reasonable use of his property and whether the application will be detrimental to the public health and general welfare or to the property and personal rights of the abutting owners. Provision shall be made for the reduction in the intensity of illumination to the minimum needed for security purposes when the facility is not in operation.

f. *Underground installation.* All wiring for light fixtures shall be laid underground, and not strung between poles or buildings.

### 25-14.2 Scope and Details of Site Lighting.

All areas of the site as depicted on the site plan shall be identified as to the minimum level of illumination in compliance with subsection 25-14.3. The fixture spacing, type mounting height, wattage, photometric pattern shall be shown and calculated for each type of fixture used. A plot of the minimum design illumination shall show the location of each fixture by a symbol and the limits of the isolux/isocandela trace. The lighting for off-street parking shall be designed to direct light downward towards the parking areas.

### 25-14.3 Minimum Levels of Illumination.

| *Minimum Levels of* | *Pedestrian* | *Parking Areas* | *Streets* |
|---|---|---|---|

| *Illumination* | *Walkways* | | |
|---|---|---|---|
| RG | 4/0.4 | 5/0.5 | 4/0.4 |
| RM | 4/0.4 | 5/0.5 | 4/0.4 |
| Cluster | 4/0.4 | 5/0.5 | 4/0.4 |
| PURD | 4/0.4 | 5/0.5 | 4/0.4 |
| OB-1 | 6/0.6 | 16/1.5 | 6/0.6 |
| OB-2 | 6/0.6 | 16/1.5 | 6/0.6 |
| B-1 | 10/0.9 | 20/2.0 | 13/1.2 |
| B-2 | 10/0.9 | 20/2.0 | 13/1.2 |
| PC | 10/0.9 | 16/1.5 | 13/1.2 |
| OR | 4/0.4 | 11/1.0 | 6/.06 |
| I | 4/0.4 | 11/1.0 | 6/.06 |
| Parking Garage* | 75/7.5 | 54 | |
| Circulation Aisles | 110/10 | | |
| *Day Conditions are listed; Night Conditions | | 54/5 | |

Lux/Foot-Candles

The levels shown are measured in lux/foot-candles. The minimum standards are based on the level of light that will be available for new lamps and clean luminaries. When by test or other means it has been determined that less than eighty (80%) percent of the light specified in the minimum standards is attained or a significant number of burnouts are evident the owner shall be notified and he will have thirty (30) days in which to correct the lighting level to the minimum standards.

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**25-24.2 Conditional Uses.**

...

b. *Specific Requirements.* Subject to the stipulations, guiding principles and conditions contained in this section, the Planning Board shall have the power to grant conditional uses authorized by the Table of District Regulations, in specified districts, as follows:

...

2. Business and Industrial Districts.

...

(h) Video Arcade or Amusement Arcade. A video arcade or amusement arcade shall be a conditional use in an I, P-C, B-1 and B-2 Zoning District subject to the following conditions:

(1) There shall be no more than one (1) video arcade or amusement arcade in any structure.

(2) Appropriate lighting, both indoor and outdoor, to ensure the safety of patrons must be provided.

(3) The video arcade or amusement arcade shall comply with all West Orange ordinances with respect to signage. In addition, there will be no signs illuminated in any manner so as to make them appear to be flashing.

(4) The operation of the video arcade or amusement arcade shall not cause a disturbance to the public including but not limited to noise, nuisance or loitering.

(5) A video arcade or amusement arcade shall be monitored during all hours of operation by an individual whose duties shall include assuring the safety of arcade patrons.

(6) A video arcade or amusement arcade shall contain a minimum of fifty (50) square feet of floor area per each mechanical amusement device or similar player operated device.

(i) Fast Food Restaurant. A fast food restaurant shall be permitted in a B-1 or B-2 District as a conditional use if the following requirements are satisfied:

(1) A site plan, prepared by a New Jersey licensed architect or engineer, shall be submitted to the Planning or Zoning Board, as required by this chapter and State law, and the plan shall show all standards, established herein for fast food restaurant operation as a conditional use, have been satisfied.

(2) No part of any building or structure used as a fast food restaurant nor any driveway entrance or exit to or from the same shall be located within five hundred (500) feet of any line of any lot upon which is located another fast food restaurant.

(3) No part of any building or structure used as a fast food restaurant shall be located within one thousand (1,000) feet of any residential district boundary line.

(4) The minimum size for any lot upon which any fast food restaurant is located shall be thirty thousand (30,000) square feet, and the minimum street frontage of such lot shall be two hundred (200) feet. If a fast food restaurant is located on a corner lot, the minimum street frontage on each street shall be two hundred (200) feet.

(5) Combined entrance and exit driveways to and from any lot upon which is located a fast food restaurant shall have an unrestricted width of not less than twenty-four (24) feet nor more than thirty (30) feet, shall be located not nearer than twenty (20) feet to any lot line and shall be so designed to avoid the need for any existing vehicle to back across or into any portion of a public sidewalk or street. One-way entrance or exit driveways shall have a minimum width of eighteen (18) feet.

(6) The minimum distance between driveways on a lot upon which is located a fast food restaurant shall be one hundred (100) feet, measured from the two (2) closest driveway curbs.

(7) The minimum distance of any driveway into the street, of a lot upon which a fast food restaurant is located, from a street intersection shall be one hundred (100) feet, measured from the nearest end of the curb radius of the intersection to the nearest end of the curb radius of the driveway.

(8) All fast food restaurants shall provide suitable areas for storage of trash, designed and constructed to allow no view of the trash storage from the street, to prevent trash from blowing around the site onto adjacent properties or public rights-of-way and to permit safe removal of trash.

(10) All fast food restaurants shall provide parking in accordance with Section 25-12.2b.

(11) Any lot on which is located a fast food restaurant must comply with the front yard, side yard, and rear yard requirements for the B-1 or B-2 District in which the lot is located.

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**25-28.5 Exceptions to Section 28.**

The terms of this section shall not apply to the following:

a. Existing single family homes built before the date of this ordinance's approval, additions to such homes or rebuilding of such homes after a disaster.

b. Improvements for which preliminary subdivision or site plan approval or construction permits have been issued prior to the effective date of this.

c. Areas which previously contained structures or other improvements, or were previously graded.

d. Other than where the exceptions set forth herein apply, all applications for subdivision or site plan approval shall be reviewed under these requirements by the applicable land use board and its professionals to determine the presence of steep slopes and other natural features, if any, on the subject property and compliance with the provisions of this chapter. All construction permit applications that include grading or clearing of any lot, other those within the scope of the exceptions set forth herein, shall be reviewed under these requirements by the Township Engineer and the Township Planner.

Section 4. Chapter XXV Land Use Regulations is hereby amended and supplemented by adding the following sections:

**25-9.12 Ramps for One-Family and Two-Family Dwellings.**

The installation of wheelchair or other handicap access ramps shall be permitted in accordance with the following conditions:

a. Handicap access ramps which are needed to facilitate access to dwellings in a residential zone in which a disabled person or persons reside are exempt from the setback requirements applicable to that zone.

b. Where a handicap access ramp has been constructed which does not meet the setback requirements otherwise applicable, the ramp may remain as long as the dwelling is occupied by a disabled person for whom the ramp will facilitate access. Access ramps shall be removed within 60 days from the date that the disabled person or persons no longer reside at the dwelling unless a variance is approved for the continuation of the access ramp.

c. A zoning permit shall be required for the construction of a handicap access ramp.

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**25-11.14 DRIVE-UP WINDOWS**

A drive-up window shall be permitted as an accessory use for banks, restaurants, fast food restaurants, pharmacies and similar retail uses in the zoning districts in which such uses are permitted and shall meet the following conditions:

a. Drive-up window stacking lanes shall be separate and distinct from parking lot aisles and driveways by means of defined separation including curbing, landscaping, striping so as to meet the required circulation aisle standards exclusive of the drive-through window lane.

b. Stacking lanes shall have sufficient length for a minimum of six vehicles in total for restaurants and fast food restaurants and three vehicles for banks and retail uses. Each lane shall have a minimum width of nine feet.

c. The entire length of the stacking lane or lanes shall be behind the front yard limit line and shall not block any parking space, aisle, driveway or loading area when the stacking lane is occupied with the maximum number of vehicles.

d. If multiple stacking lanes are provided for restaurant or fast food restaurant uses, they shall merge into one drive-up window lane prior to reaching any window or windows. Facilities with separate lanes served by separate windows or transaction portals shall be exempt from this requirement.

e. The drive-up window stacking lane may end after the last window and merge with the exit driveway of the property.

f. The drive-up window lane shall not be used as an exit driveway from the property.

g. The drive-up windows and stacking lane or lanes shall be designed to prevent uncontrolled conflicting movements between any on-site vehicles and pedestrian traffic and shall also be designed to allow safe ingress and egress from the site at all times.

h. One or more drive-up windows may be used for payment and/or pickup of product, said window or windows shall be an integral part of the principal building.

i. No drive-up windows shall be permitted in a required yard setback.

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**25-24.2 Conditional Uses.**

...

b. *Specific Requirements.* Subject to the stipulations, guiding principles and conditions contained in this section, the Planning Board shall have the power to grant conditional uses authorized by the Table of District Regulations, in specified districts, as follows:

...

2. Business and Industrial Districts.

...

(m) Mixed-use Development. A mixed-use development shall be permitted as a conditional use in a B-1 and B-2 District subject to the following conditions:

(1) Permitted uses on the ground floor of a mixed-use development shall include the following permitted uses in the B-1 and B-2 Districts: retail store, personal service store or studio, office, business or vocational school, restaurant, bar, massage, bodywork or somatic therapy establishment, and fitness center/health club.

(2) One or more dwelling units shall be permitted on the upper floor(s) above any of the permitted ground floor uses in Section 25-24.2b2(m)(1).

(3) Access to upper floor uses shall be provided by means of a separate entrance than provided for ground floor uses.

(4) Minimum lot area shall be 5,000 square feet, and the minimum street frontage of such lot shall be 50 feet.

(n) Microbreweries, craft distilleries and wineries. Microbreweries, craft distilleries and wineries shall be permitted as a conditional use in an I, P-C, B-1 and B-2 Zoning District subject to the following conditions:

(1) Sampling room and retail sales. A microbrewery, distillery or winery shall provide a sampling room and retail sales area where product shall be sold to consumers and where samples shall be offered.

(2) Street frontage. Warehousing of materials or product, or offices ancillary to the microbrewery, distillery or winery shall not occupy any street frontage. In addition, at least 50% of the street frontage of the tenant space shall be occupied by the sampling room and retail sales area.

Section 5. 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 6. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 7. This Ordinance shall take effect upon final passage and publication in accordance with law.

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.**<br>**Municipal Clerk** | **Michelle Casalino**<br>**Council President** |

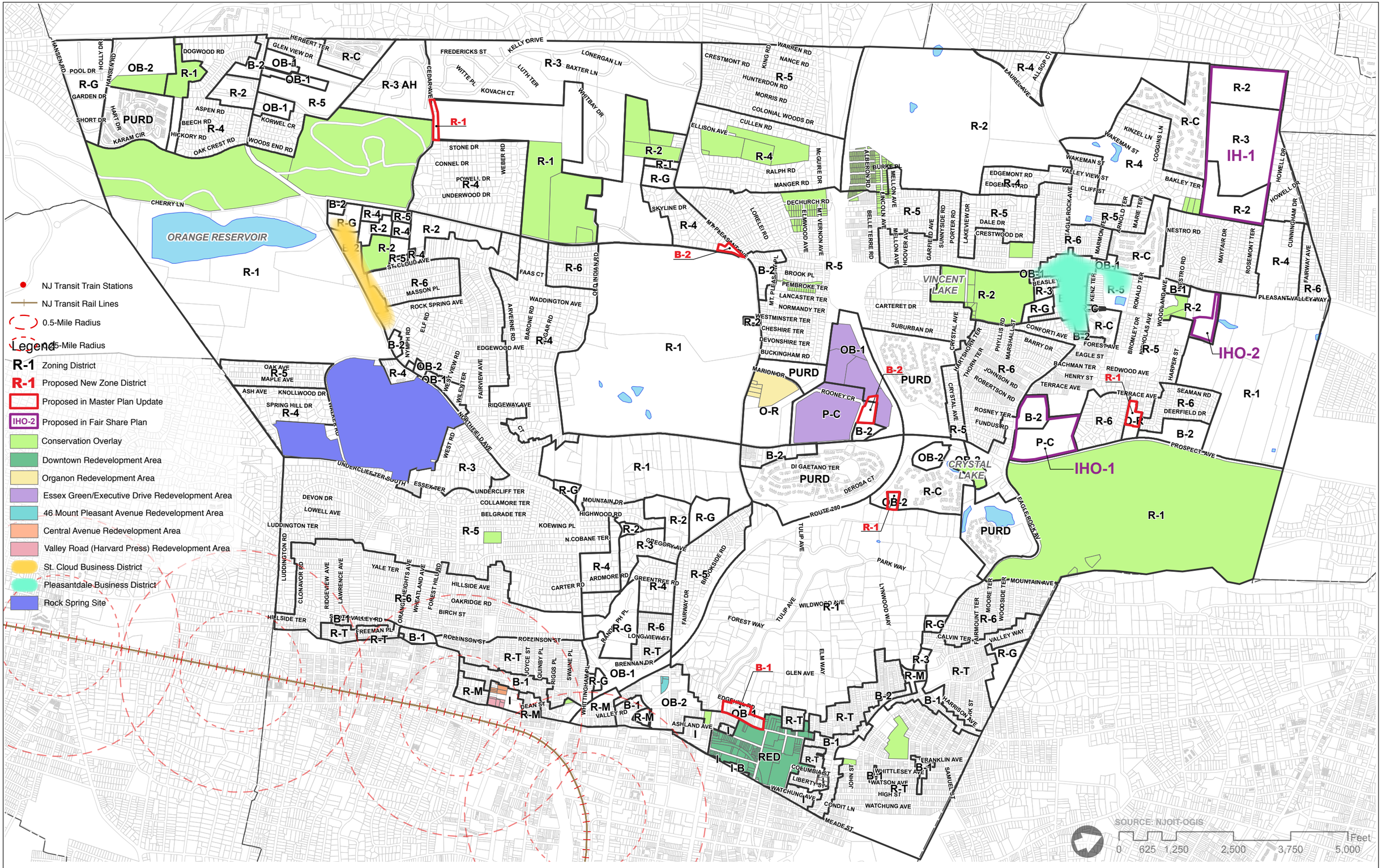
**Robert D. Parisi, Mayor**

**Introduced:**

**Adopted:**

## LEGISLATIVE HISTORY

This Ordinance is presented to revise the municipal code section governing land use regulation to implement recommendations in the Township of West Orange Master Plan Reexamination Report and Land Use Element adopted by the West Orange Planning Board on January 8, 2020.




**PROPOSED ZONING AMENDMENTS TO IMPLEMENT FAIR SHARE PLAN AND MASTER PLAN UPDATE** | TOWNSHIP OF WEST ORANGE | PHILLIPS PREISS GRYGIEL LEHENY HUGHES LLC 2020

**2618-20**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.2, RESTRICTED PARKING ZONES, OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

**BE IT ORDAINED,** by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsection 7-32.2, Restricted Parking Zones, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion,* **bold type denotes addition):**

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

| Residence Address | No. of Spaces | Location |
|---|---|---|
| **179 High Street** | **1** | **Beginning 267 feet north of the northerly curbline of Washington Street extended and extending 20 feet northerly.** |

Section 2. If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

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

Section 4. This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

**Robert D. Parisi, Mayor**

**Michelle Casalino, Council President**

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

**INTRODUCED: September 8, 2020**

**ADOPTED: September 22, 2020**

## LEGISLATIVE HISTORY

This Ordinance is in response to requests from a handicapped resident who resides at 179 High Street By adopting this Ordinance, the Township will establish a handicapped parking stall adjacent to this address. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones.

**644-20**
**September 8, 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:

**0722-31-074-001 West Orange Elks Home, Inc.**

**0722-32-019-007 WL West Orange, LLC t/a Wine Legend**

**0722-33-004-002 Bow & Arrow Manor, Inc.**

**0722-33-008-007 Panorama, LLC d/b/a Chit Chat Diner**

**0722-33-020-003 Miranda, Inc. t/a Franklin Tavern**

**0722-33-029-005 Briad Restaurant Group, LLC t/a TGIFriday's**

**0722-33-031-007 Anchor Restaurant, LLC t/a Anchor Restaurant**

**0722-33-052-003 Pleasantdale Chateau & Conference Resort t/a Pleasantdale Chateau**

**0722-33-055-007 SRIJI 643, LLC t/a Bonds Tavern**

**0722-33-063-005 Raghav Varma (Pocket License)**

**0722-33-064-008 Julio's II, LLC t/a Julio's Restaurant**

**0722-33-067-010 Fan and Jade, Inc. (Pocket License)**

**0722-36-072-001 The Inn at the Manor, Inc. t/a Residence Inn**

**0722-36-075-001 Sun Development & Management Corp. – 12 Rooney Circle**

**0722-44-001-006 JJSI, LLC d/b/a Main Street Liquors**

**0722-44-010-006 S.P. Enterprises, Inc. t/a Don's Wine & Liquor Shoppe**

**0722-44-018-007 T&T Liquors, Inc. t/a Liquor Lobby**

**0722-44-030-005 Eagle Rock Liquor, Inc. t/a Quick Shop Liquors**

**0722-44-034-008 West Orange News, Inc. t/a Pleasant Valley Food & Spirits**

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| **KAREN J. CARNEVALE, RMC**<br>**ABC Board Secretary** | **MICHELLE CASALINO**<br>**Council President/ABC Board member** |

**Adopted: September 8, 2020**

**645-20**
**September 8, 2020**

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY**
**BOARD OF ALCOHOLIC BEVERAGE CONTROL**

**WHEREAS,** SUZYQUE'S LLC, t/a Suzy Que's, located at 34 South Valley Road, West Orange,New Jersey, 07052, is the holder of Plenary Retail Consumption License No. 0722-33-009-012; and

**WHEREAS,** an Application has been filed by SUZYQUE'S LLC, t/a Suzy Que's for renewal of its Plenary Retail Consumption License # 0722-33-009-012, for the period **July 1, 2020 through June 30, 2021**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

**WHEREAS,** Suzy Que's had made application for an Extension of Licensed Premise to add an outdoor food and beverage service area at the rear of the current location and to accomplish that Extension applied for a Place to Place transfer of the abovementioned license; and

**WHEREAS,** a public hearing was conducted at the regular West Orange Township ABC Board meeting on June 12, 2012, no one appeared in opposition and the Police Department's investigation did not raise any concerns, the Department approving of the transfer; and

**WHEREAS,** the Applicant and the Attorney for the applicant, Robert C. Williams, Esq., were present and responded to questions from the Council; and

**WHEREAS,** the Council expressed concern about creation of excess noise due to amplified music in or about the vicinity of the expansion, the proposed outdoor patio area where dining and alcoholic beverage service would be available, and to address that concern the Board would approve the expansion of licensed premises and place to place transfer only if subject to the Special Condition that there will be no amplified outside music after 10:00 p.m.; and

**WHEREAS,** the Township Council of the Township of West Orange, sitting as the West Orange Township ABC Board, approved of the Extension of Licensed Premise and Place to Place transfer of License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West Orange, New Jersey 07052, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32, that no amplified outside music shall be permitted after 10:00 p.m., all as evidenced and set forth in Resolution #483-12, adopted on June 12, 2012; and

**WHEREAS,** on June 12, 2012, the Township Council of the Township of West Orange, Sitting as the West Orange Township ABC Board, approved the renewal of the Plenary Retail Consumption License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West Orange, New Jersey 07052, for the License Term July 1, 2012 to June 30, 2013, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32 that no amplified outside music shall be permitted after 10:00 p.m., there being no objection on the part of the Licensee to such Special Condition, and the same Special Condition having been deemed necessary and appropriate by the ABC Board, and having been consented by the Licensee in the succeeding License terms to date; and

**WHEREAS,** by letter dated and sent via certified mail, registered return receipt to the Licensee on **August 5, 2020,** the Licensee was notified of the Township ABC Board's intention to continue the same Special Conditions upon renewal for the **2020-2021** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

**WHEREAS**, the Licensee has offered no objection and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

**NOW THEREFORE BE IT, AND IT HEREBY IS, RESOLVED,** by the Township Council of the Township of West Orange, sitting as the West Orange Township ABC Board, hereby approves of the renewal of the Plenary Retail Consumption License No. 0722-33-009-012, held by SUZYQUE'S LLC t/a SuzyQue's, Licensee, located at 34 South Valley Road, West

Orange, New Jersey 07052, for the License Term **July 1, 2020 to June 30, 2021**, subject to the Special Condition pursuant to *N.J.S.A.* 33:1-32, that no amplified outside music shall be permitted after 10:00 p.m., there being no objection on the part of the Licensee to such Special Condition.

**AND BE IT FURTHER RESOLVED,** that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **September 8, 2020.**

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| _____ | _____ |
| Michelle Casalino, Council President<br>and ABC Board Chairman | Karen J. Carnevale, Municipal Clerk<br>and Secretary to the ABC Board |

**Adopted: September 8, 2020**

**646-20**
**September 8, 2020**

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY**
**WEST ORANGE ABC BOARD**
**RESOLUTION**

**WHEREAS,** the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

**WHEREAS,** an Application has been filed by Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, for renewal of its Plenary Retail Consumption License # 0722-33-058-006, for the period **July 1, 2020 through June 30, 2021,** the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

**WHEREAS,** on January 6, 2009, the Licensee represented by counsel and after a public hearing at which there was no opposition, the Township Council of the Township of West Orange sitting as the West Orange Board of Alcoholic Beverage Control, adopted Resolution #421, authorizing the Extension of Licensed Premises and Place to Place transfer for the Harrison Avenue Tavern; and

**WHEREAS,** the area covered by the expansion of the licensed premises is in the parking lot immediately adjacent to the rear door of the main licensed establishment, is encircled by a portable fence which is covered to prevent the public from viewing the interior portion where the outside bar is located, and that area had been used since 2001 as an area for outdoor dining with a café permit; and

**WHEREAS,** in forwarding the application for extension or expansion of the licensed premises, the Police Department noted that it was the first found in the Township to include an open area in a parking lot and that while calls for service had been minimal or non-existent, the area proposed for the expansion was contiguous to a residential area; and

**WHEREAS,** there had been numerous calls for service and complaints to Council members from the residential neighbors due to noise coming from the outdoor bar from both music and customer voices, the number of such complaints totaling 28 in the Spring of 2011; and

**WHEREAS,** the ABC Board has had considerable problems with noise and quality of life issues with other ABC Licensees adjoining residential neighborhoods in other areas of the Township and as the representatives of and conscience of the community has taken a more proactive approach as a result of such experiences; and

**WHEREAS,** with respect to its license renewal for the 2011-2012 License term, the Licensee was notified by certified mail, registered return receipt of the ABC Board's intention upon renewal for that License term to reconsider its approval of the expansion of the licensed premises, or in the alternative, to consider the imposition of Special Conditions to address the concerns of the residential neighborhood, and the Licensee having had the opportunity to be heard and through the assistance of counsel, the Township and the Licensee, in order to avoid the

time and expense of a formal hearing came to a voluntary agreement; and

**WHEREAS,** the Licensee, having installed additional noise reduction components on its outdoor premises in 2011-2012, and the Township having monitored the Licensed premises in order to ensure that the neighborhood residents have the peaceful and beneficial enjoyment of their properties while at the same time permitting the Licensee to reasonably conduct and profit from its business, and the number of noise complaints having lessened, but the noise issues not eliminated, the License having been renewed for each succeeding License period with the same Special Conditions; and

**WHEREAS**, by letter dated and sent via certified mail to the Licensee on or about **August 5, 2020**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the 2017-2018 License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

**WHEREAS**, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor made any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

**NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE** serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, License # 0722-33-058-006, for the **2020-2021** licensing term, subject to the following Special Conditions pursuant to *N.J.S.A.* 33:1-32, to be imposed on the outdoor bar only:

A. The Licensee shall have last call on Sunday at 7:30 p.m., closing at 8:00 p.m.; amplified music to cease at 8:00 p.m.; "amplified music" refers to the jukebox on the premises, the limit modifier (volume control) for which shall not at any time exceed 70 for Zone 3, the outside bar area.

B. The Licensee shall have last call on Monday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

C. The Licensee shall have last call on Tuesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

D. The Licensee shall have last call on Wednesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.

E. The Licensee shall have last call on Thursday at 10:30 p.m., closing at 11:00 p.m.; amplified music to cease at 11:00 p.m., all of the foregoing, A., B., C., D., and E., excepting holiday eves which fall on Sunday through Thursday, on which days last call shall be at 12:30 a.m., and closing at 1:00 a.m..

F. The Licensee shall have last call on Friday (Saturday morning) at 12:30 a.m.,

closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

G. The Licensee shall have last call on Saturday (Sunday morning) at 12:30 a.m., closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

H. On all nights bartenders and servers shall periodically remind customers to moderate their voices to avoid disturbing the residents of the surrounding residential area and paying special attention to this condition after 10:00 p.m.

I. Live entertainment shall be limited to Friday and Saturday nights and infrequent special occasions and shall also be limited to the hours between 5:00 p.m. and 10:30 p.m., except the St. Patrick's Day event when music may begin at Noon;

**AND BE IT FURTHER RESOLVED,** that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **September 8, 2020.**

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| Michelle Casalino, Council President<br>and ABC Board Chairwoman | Karen J. Carnevale, Municipal Clerk<br>and Secretary to the ABC Board |

**Adopted: September 8, 2020**
**Effective Date: September 8, 2020**

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

**647-20**
**September 8, 2020**

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY**
**WEST ORANGE ABC BOARD**

**RESOLUTION**

**WHEREAS**, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

**WHEREAS**, an Application has been filed by AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, for renewal of its Plenary Retail Consumption License # 0722-33-066-009, for the period **July 1, 2020 through June 30, 2021**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

**WHEREAS**, at its regular meeting on June 29, 2010, the Township Council, sitting as the Township ABC Board, approved the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, subject to the following special conditions:

1. All current security and off-duty police officers shall continue in accordance with past practice and resolutions (i.e., two (2) officers on Friday, Saturday and Sunday nights);

2. The business will not establish a policy whereby people under eighteen (18) years old must be accompanied by a parent or guardian in order to be on the premises unless such condition is affirmatively removed by the Township ABC Board; and

3. To the extent that the Licensee wishes to remove Condition No. 2, they may seek such relief before the Township ABC Board and in the event the Township ABC Board refuses to remove such condition, the Licensee fully preserves all of its rights, remedies and defenses including the right to appeal to the Director of Alcoholic Beverage Control for the State of New Jersey or such other entity or authority as may have jurisdiction; and

**WHEREAS**, after the aforesaid approval memorialized in ABC Resolution #443-10, the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, expressed the strong desire to limit the admission of minors under the age of eighteen (18) years to those accompanied by a parent or guardian, citing the risks inherent in a darkened movie theater environment combined with the presence of alcoholic beverages on the premises, the New Jersey tradition and practice of very strict regulation of ABC Licensees, and expressing the Licensee's firm wish and intent to comply with and foster the strict enforcement of the ABC statutes and regulations both to protect its own considerable investment in the Licensed premises, in its dine-in theater business plan, and to fulfill the underlying rationale for ABC regulations, the protection of the public health and safety; and

**WHEREAS**, the ABC Board acknowledged and appreciated all of those concerns and considerations, as well as the benefits to the local economy of the Licensee's investment and successful operation, and agreed to remove the earlier imposed special condition no. 2, in ABC Board Resolution 443-10, and because removal of special condition no. 2 made special condition no. 3 superfluous, agreed to remove that condition as well; and

**WHEREAS**, at a special meeting of the Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control, at the request of and with the consent of the Licensee, did Resolve in ABC Resolution #450, to amend its approval of the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, removing special condition nos. 2 and 3 as set forth in ABC Board Resolution #443-10, and leaving only the following special condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location (i.e., two (2) officers on Friday, Saturday and Sunday nights); and

**WHEREAS**, the Township discovered a U.S. Third Circuit Court of Appeals decision holding it to be arbitrary and unreasonable for a municipal land use board to require as a condition of approval of a variance that off-duty police officers be hired to direct traffic and monitor compliance with occupancy limits, it not having been shown that the Licensee's own employees were incapable of performing such tasks (See 256 F.3d 107 (3rd Cir. 2001), and as a matter of policy determined to cease the requirement of using Township Police Officers working side jobs for traffic control and security at or about Alcoholic Beverage Control Licensed premises, and

**WHEREAS**, the License renewal for the 2011 – 2012, and subsequent License terms incorporated such change in policy, providing for the following Special Condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights); and

**WHEREAS**, by letter dated and sent via certified mail to the Licensee on or about **August 5, 2020**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the **2020-2021** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

**WHEREAS**, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE** serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, bearing License No. 0722-33-066-009, for the **2020-2021** License Term, subject to the following Special Condition pursuant to *N.J.S.A.* 33:1-32:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights).

**AND BE IT FURTHER RESOLVED**, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Condition as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at its regular meeting held on **September 8, 2020**.

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Michelle Casalino, Council President and
ABC Board Chairman

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Karen J. Carnevale, R.M.C. Municipal Clerk and
Secretary to the ABC Board

**Adopted: September 8, 2020**
**Effective: September 8, 2020**