

1. Conference Meeting Agenda

Documents:

[CA 9.10.19.PDF](#)

2. Public Meeting Agenda

Documents:

[PM 9.10.19.PDF](#)

3. Resolution(S)

3.I. 213-19

Documents:

[213-19 DUPLICATE PAYMENT RESOLUTION 3RD2019.PDF](#)

3.II. 214-19

Documents:

[214-19 ELECTRONIC TAX SALE.PDF](#)

3.III. 215-19

Documents:

[215-19 VETERAN TAX EXEMPTION RESOLUTION - 21 GILBERT PLACE.PDF](#)

3.IV. 216-19

Documents:

[216-19 VETERAN TAX EXEMPTION RESOLUTION - 23 BELGRADE TERRACE.PDF](#)

3.V. 217-19

Documents:

[217-19 RAFFLE LICENSES 9.10.19.PDF](#)

3.VI. 219-19

Documents:

[219-19 SNOW REMOVAL AWARD 2019-2020.PDF](#)

3.VII. 220-19

Documents:

220-19 AUTHORIZING EXECUTION OF MUNICIPAL SERVICES AGREEMENT  
WITH VIZCAYA.PDF  
220-19 EXHIBIT A-AUTHORIZING EXECUTION OF MUNICIPAL SERVICES  
AGREEMENT WITH VIZCAYA.PDF

3.VIII. 221-19

Documents:

221-19 RESOLUTION REGARDING TURTLE BACK ZOO EXPANSION.PDF

3.IX. 222-19

Documents:

222-19 PAVEMENT AND CORING AND TESTING CURTIS AVE. AND  
GARFIELD AVE.PDF

3.X. 223-19

Documents:

223-19 AUTHORIZING MEMORANDUM OF GRANT AGREEMENT WITH  
LUNA STAGE - 2020.PDF  
223-19 MEMORANDUM OF AGREEMENT WITH LUNA STAGE - 2020.PDF

3.XI. 224-19

Documents:

224-19 ACCEPTANCE RESOLUTION FY2018 FF GRANT.PDF

3.XII. 225-19

Documents:

225-19 PARTICIPATION OF SUSTAINABLE JERSEY MUNICIPAL CERT.  
PGM.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2582-19

Documents:

2582-19 ORDINANCE REGARDING THE MAYORS PROGRAM FOR THE  
UNIQUELY GIFTED.PDF

4.II. 2583-19

Documents:

2583-19 SALARY ORDINANCE (VERSION 2019-08-13).PDF

4.III. 2584-19

Documents:

5. Ordinance(S) On First Reading

5.I. 2585-19

Documents:

[2585-19 ESTABLISHING A COMMUNITY EMERGENCY RESPONSE TEAM \(6\).PDF](#)

5.II. 2586-19

Documents:

[2586-19 EXPANDING SCOPE AND FUNCTIONS OF THE PEDESTRIAN SAFETY ADVISORY BOARD.PDF](#)

5.III. 2587-19

Documents:

[2587-19 ORDINANCE - CALVIN TERRACE PERMIT PARKING 9.10.19.PDF](#)

**Township of West Orange**  
**CONFERENCE MEETING AGENDA**  
**Council Chambers – 66 Main Street**  
**Tuesday, September 10, 2019**

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 September 26, 2018, and published in the West Orange Chronicle on October 4, 2018.

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

=====

**6:30 P.M**

**Presentation: Second Chance Toys - Bronna Lipton, Executive Director**

**Presentation: NJ American Water Environmental Grant – Scott Brezinski-Manager, Water Quality and Env. Comp.**

**Proclamation: National Suicide Prevention Week – September 8 – 14, 2019**

**Update – Redevelopment**

**Council Liaison Announcements**

**7:00 P.M.**

**Public Meeting**

**PUBLIC MEETING AGENDA-REVISED**

**Township of West Orange  
66 Main Street – Council Chambers  
Tuesday, September 10, 2019**

**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 September 26, 2018, and published in the West Orange Chronicle on October 4, 2018.**

**Statement of Decorum**

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

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

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. \*Consent Agenda**
- 4. \*Approval of Minutes of Previous Meeting – Public Meeting and Executive Session August 13, 2019**
- 5. \*Report of Township Officers - None**
- 6. \*Reading of Petitions and Communications and Bids –None**
- 7. \*Bills**
- 8. \*Resolutions**
  - a. **213-19** Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to an Overpayment of Taxes Due to a Duplicate Payment (Gagliardo)
  - b. **214-19** Resolution Authorizing Electronic Tax Sale Pursuant to N.J.S.A. 54:5-19.1 (Gagliardo)
  - c. **215-19** Resolution Authorizing an Exemption from Real Estate Taxes for a Totally Disabled Veteran for Tax Year 2019 Pursuant to N.J.S. 54: 4-3.30 et seq. for Property Located at 21 Gilbert Place, West Orange, NJ (Block 55.07, Lot 10) (Tax Assessor)
  - d. **216-19** Resolution Authorizing an Exemption from Real Estate Taxes for a Totally Disabled Veteran for Tax Year 2019 Pursuant to N.J.S. 54: 4-3.30 et seq. for Property Located at 23 Belgrade Terrace, West Orange, NJ (Block 55.04, Lot 13) (Tax Assessor)
  - e. **217-19** Resolution Authorizing the Issuance of Raffle Licenses (Clerk)
  - f. **218-19 PULLED**
  - g. **219-19** Resolution Awarding a Contract for Snow Plowing and Removal Services Years 2019-20 (Lepore)
  - h. **220-19** Resolution Authorizing the Township to Execute a Municipal Services Agreement with Vizcaya Condominiums Regarding the Reimbursement for Municipal Services and Resolving Vizcaya's Claim for Reimbursement of Municipal Services Since 2008 (Legal-Moon)
  - i. **221-19** Resolution Regarding the Turtle Back Zoo Expansion (Legal-Trenk)

**This resolution urges the County of Essex to address environmental concerns related to proposed improvements to the Turtle Back Zoo and South Mountain Reservation.**

- j. **222-19** Resolution Authorizing a Professional Services Contract be Awarded to Frank H. Lehr Associates, 101 South Harrison Street, East Orange, NJ 07018 for Pavement Testing Services on Curtis Avenue and Garfield Avenue in Accordance with their Proposal of August 7, 2019 for a Fee NTE \$1,775.00 (Lepore)
- k. **223-19** Resolution authorizing the Township to Enter into a Memorandum of Grant Agreement with Luna Stage whereby the Township Shall Provide a Grant of \$8,000 Towards Arts Education Programs to be Provided by Luna Stage (Legal-Moon)
- l. **224-19** Resolution Authorizing the Acceptance of the FEMA FY2018 Assistance to Firefighters Grant Award (Vecchio) **This grant will fund the purchase of 44 new Self-Contained Breathing Apparatus (SCBA) units (Harness/Backpack, Face Piece and 2 Cylinders); 44 Additional Face Pieces; A Pack Tracker Hand Held Receiver for locating trapped or downed firefighters within a structure.**
- m. **225-19** Resolution Supporting Participation in the Sustainable Jersey Municipal Certification Program (McCartney)

**9. Ordinances on Second and Final Reading**

- a. **2582-19** An Ordinance Amending Chapter 2, Section 54 of the Revised General Ordinances of the Township of West Orange (Mayor's Program for the Uniquely Gifted) (Legal-Moon)
- b. **2583-19** An Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Employees Setting Forth Their Titles, Classification and Salary Ranges and Adopting a Salary Guide and Establishing the Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)
- c. **2584-19** Bond Ordinance for Various Capital Improvements in and by the Township of West Orange, in the County of Essex, New Jersey Appropriating \$8,240,866. Therefor and Authorizing the Issuance of \$7,848,441. Bond or Notes of the Township to Finance Part of the Cost Thereof (Gross)

**10. Ordinances on First Reading**

- a. **2585-19** An Ordinance Amending Chapter 2, Section 46 of the Revised General Ordinances of the Township of West Orange (Emergency Management) (Legal-Moon)
- b. **2586-19** An Ordinance Amending Chapter 2, Section 61.6 of the Revised General Ordinances of the Township of West Orange Pedestrian Safety Advisory Board – Functions (Legal-Moon)
- c. **2587-19** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-46.2, Parking Prohibited During Certain Hours on Certain Days on Certain Streets Servicing Residential Land Uses, Except by Permit of the Revised General Ordinance of the Township of West Orange (Lepore)

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

- a. Discussion-Medical Marijuana Dispensary

**12. ABC Hearing - None**

**13. Adjournment**

**The Council President may at his/her discretion modify with consent the order of business at any meeting of the Council if he/she deems it necessary and appropriate.**

**(1972 Code § 3-8; Ord. No. 726-84; Ord. No. 1157-93; Ord. No. 2128-07 § II)**

**Agenda is subject to change.**

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

**WHEREAS**, certain West Orange property owners or their mortgage company have made a duplicate payment for the third quarter 2019 taxes;

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

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2019 taxes.

| <b>Block</b> | <b>Lot</b> | <b>Name &amp; Address</b>  | <b>Amount</b> |
|--------------|------------|--|---------------|
| 23           | 3          | United Roosevelt Savings Bank<br>Attn: Julia Silva<br>11-15 Cooke Avenue<br>Carteret, NJ 07008 | \$2,949.00    |
| 120.01       | 10         | Maria Giles-Rosales<br>19 Meade Street<br>West Orange, NJ 07052                                | \$2,384.00    |
| 152.27       | 26         | A Absolute Escrow Settlement Co<br>55 Essex Street<br>Millburn, NJ 07041                       | \$5,881.00    |
| 159.04       | 115        | Phyllis Reich<br>52 Lenox Terrace<br>West Orange, NJ 07052                                     | \$3,677.00    |
| 173.01       | 13         | Chicago Title Company, LLC<br>3705 Quakerbridge Rd, STE 202<br>Mercerville, NJ 08619           | \$2,903.00    |
|              |            | TOTAL:   | \$17,794.00   |

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

\_\_\_\_\_  
**Jerry Guarino**  
Council President

**Adopted: September 10, 2019**

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

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

## RESOLUTION

### ELECTRONIC TAX SALE

**WHEREAS**, NJSA 54:5-19.1 authorizes electronic tax sales pursuant to rules and regulations to be promulgated by the Director of the Division of Government Services, and

**WHEREAS**, the Director of the Division of Local Government Services has approved NJ Tax Lien Investors/RealAuction.com to conduct electronic tax sales, and

**WHEREAS**, an electronic tax sale is innovative and provides a greater pool of potential lien buyers, thus creating the environment for a more complete tax sale process, and

**WHEREAS**, the Township of West Orange wishes to participate in an electronic tax sale.

**NOW, THEREFORE, BE IT RESOLVED**, by the governing body of the Township of West Orange, New Jersey, that the Tax Collector is hereby authorized to participate in an electronic tax sale and submit same to the Director of the Division of Local Government Services if necessary.

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

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Jerry Guarino  
Council President

Adopted: September 10, 2019

**RESOLUTION**

**WHEREAS**, PATRICK & MARGARET DURKIN, are the owners of the single-family dwelling at 21 Gilbert Place (Block 55.07, Lot 10) and

**WHEREAS**, PATRICK DURKIN, is an honorably discharged veteran who has been certified as one hundred (100%) totally disabled veteran entitled to exemption from real estate taxes pursuant to N.J.S. 54: 4-3.30 et seq as of April 11, 2019; and

**WHEREAS**, PATRICK DURKIN, has been granted total exemption from real estate taxes; and

**WHEREAS**, the Tax Collector has advised that PATRICK DURKIN is due and owing a refund in the sum of \$6,252.72; and

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

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

**BE IT FURTHER RESOLVED** THAT THE Tax Collector refund the sum of \$6,252.72 to PATRICK DURKIN which sum represents real estate taxes paid.

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

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

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

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**Chief Financial Officer**

216-19  
September 10, 2019

**RESOLUTION**

**WHEREAS**, CHARLES LIGE, is the owner of the single-family dwelling at 23 Belgrade Terrace (Block 55.04, Lot 13) and

**WHEREAS**, CHARLES LIGE, is an honorably discharged veteran who has been certified as one hundred (100%) totally disabled veteran entitled to exemption from real estate taxes pursuant to N.J.S. 54: 4-3.30 et seq as of March 6, 2019; and

**WHEREAS**, CHARLES LIGE, has been granted total exemption from real estate taxes; and

**WHEREAS**, the Tax Collector has advised that CHARLES LIGE is due and owing a refund in the sum of \$10,553.72; and

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

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

**BE IT FURTHER RESOLVED** THAT THE Tax Collector refund the sum of \$10,553.72 to CHARLES LIGE which sum represents real estate taxes paid.

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

\_\_\_\_\_  
**Jerry Guarino**  
Council President

**Adopted: September 10, 2019**

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

\_\_\_\_\_  
**Chief Financial Officer**

**RESOLUTION**

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

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

| <b><u>Organization</u></b>                                    | <b><u>Date of Event</u></b> | <b><u>Place</u></b>  | <b><u>RL No.</u></b> |
|---|-----------------------------|--|----------------------|
| West Orange Education, Inc.<br>Off Premise 50/50              | 09/30/19                    | West Orange High School<br>51 Conforti Avenue<br>West Orange, NJ 07052       | 7624                 |
| West Orange Education, Inc.<br>On Premise Tricky Tray         | 09/30/19                    | West Orange High School<br>51 Conforti Avenue<br>West Orange, NJ 07052       | 7625                 |
| American Cancer Society Inc.<br>On Premise Merchandise        | 09/13/19                    | 1199 Pleasant Valley Way<br>West Orange, NJ 07052                            | 7626                 |
| Parents Guild of Lacordaire Academy<br>On Premise Merchandise | 11/16/19                    | The Wilshire Grand Hotel<br>350 Pleasant Valley Way<br>West Orange, NJ 07052 | 7627                 |

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

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

**219-19**  
**September 10, 2019**

**RESOLUTION AWARDING CONTRACT FOR SNOW PLOWING AND REMOVAL SERVICES YEARS 2019-2020**

**WHEREAS**, the Township of West Orange has advertised for bids, pursuant to the New Jersey Local Public Contracts Law (N.J.S.A.40A:11-1) for Snow Plowing and Removal Services for year(s) 2018-2019 and received bids on August 27, 2019;

**WHEREAS**, at the date and time the bids were due, the Township received bids from five contractors; and

**WHEREAS**, the West Orange Department of Public Works has reviewed the bids received and has recommended that one of the bidders be awarded three of the six routes for Option 1 and that all five bidders be awarded various services specified under the Option 4 specifications for snow removal. These options represent specific snow plowing routes and snow removal equipment respectively; and

**WHEREAS**, hereto is attached Schedule A listing the vendors with the services and rates to be provided.

**NOW, THEREFORE BE IT RESOLVED** by the Township Council of the Township of West Orange that a one-year service contract for Snow Plowing and Removal Services for the year(s) 2019-2020 be awarded to the following bidders listed on Schedule A.

**BE IT FURTHER RESOLVED** that the bids for Options 1F-1, 1J-1, and 1K-1 be rebid as no bids were received for these Options.

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**Karen J. Carnevale**  
**Municipal Clerk**

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

**I hereby certify funds are available from:**  
**Account: 01-2010-00-7502-113 (Salt, Chloride & Snow)**  
**2019 not exceed the budget appropriation.**  
**2020 amount subject to 2020 budget appropriation**

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**John O. Gross, Chief Financial Officer**

## SCHEDULE A

| <b>VENDOR SUBMISSION LIST</b>   | <b>AWARD</b>   | <b>YES/NO</b> |
|---|--|---------------|
| Grabowski Construction Inc.<br>770 Northfield Avenue<br>West Orange, New Jersey 07052 |  | YES           |
| Downes Tree Service, Inc.<br>65 Royal Avenue<br>Hawthorne, New Jersey 07506           |  | YES           |
| N.Y. Asphalt<br>73 Industrial Loop<br>Staten Island, New York 10309                   |  | YES           |
| American Asphalt & Milling Services<br>96 Midland Avenue<br>Kearny, New Jersey 07032  |  | YES           |
| The Shauger Group<br>429 Dodd Street<br>East Orange, N.J. 07017                       |  | YES           |
| <b>Option 1, Snow Plow Routes:</b>  |  |               |
| 1A-1, Valley, NOT BID   |  |               |
| 1B-1 Heights, NOT BID   |  |               |
| 1C-1 Merklin, F-700 truck,  | Grabowski Construction, \$250 per hour<br>American Asphalt, \$275 per hour                                 |               |
| 1D-1, Oaks, Dogwood, Korwell, Vizcaya, Reserve, F-700 truck,                          | Grabowski Construction, \$250 per hour   |               |
| 1E-1, Englishtown, NOT BID  |  |               |
| 1F-1, Upper Gregory, NO BIDS RECEIVED   |  |               |
| 1G-1, St. Cloud, F-450 truck  | Grabowski Construction, \$225 per hour<br>American Asphalt, \$250 per hour<br>N.Y. Asphalt, \$285 per hour |               |

1G-2, St. Cloud F-700 truck      Grabowski Construction, \$250 per hour  
American Asphalt, \$275 per hour  
N.Y. Asphalt, \$285 per hour

1H-1, Suburban, Robertson, NOT BID

1I-1, Seaman, Woodland, NOT BID

1J-1, Stanford, NO BID RECEIVED

1K-1, Lower Gregory, NO BID RECEIVED

**Option 4, Equipment for Plowing, Loading and Hauling:**

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

4B - Tandem Axle Truck with Plow:  
NO BID

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

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

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

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

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

4BE - Front End Loaders, 2.5 CY bucket:  
Downes Tree Service, \$240 per hour  
Shauger Group, \$250 per hour  
Grabowski Construction, \$260 per hour  
American Asphalt, \$275 per hour  
N.Y. Asphalt, \$295 per hour

**RESOLUTION**

**WHEREAS**, the Vizcaya Condominium Association, Inc. (“Vizcaya”) is a non-profit corporation that represents the owners of units at the condominium development located within the Township of West Orange (the “Township”); and

**WHEREAS**, Vizcaya had issued a claim for reimbursement from the Township for the cost for certain municipal services for which it has paid since 2009 for private services, including Snow Removal and Street Lighting; and

**WHEREAS**, Vizcaya also sought to enter into a Municipal Services Agreement by which Vizcaya and the Township could agree to the terms of reimbursement for municipal services moving forward; and

**WHEREAS**, the Township and Vizcaya has negotiated a proposed Municipal Services Agreement (the “Agreement”), annexed hereto as Exhibit “A” to resolve Vizcaya’s claims for reimbursement of municipal services for prior years and to outline the terms and conditions for reimbursement for municipal services moving forward; and

**WHEREAS**, the Agreement provides that the Township will reimburse Vizcaya for its claims for reimbursement for municipal services since 2009 through 2018 by providing three (3) payments of \$18,809.20 with each payment to be made with the reimbursement for municipal services for the years 2019, 2020, and 2021; and

**WHEREAS**, the Agreement also provides that moving forward the Township will reimburse Vizcaya for the costs for street lighting and snow removal based upon the Township’s calculations of what the Township’s costs would have been had it provided the street lighting and snow removal utilizing the number of street lights within Vizcaya and the mileage of roadways within Vizcaya.

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that Township is authorized to agree to the terms of the Agreement, annexed hereto as Exhibit “**A;**” and be it further

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

**RESOLVED** that a copy of this resolution shall be made available in the Clerk’s Office for reasonable inspection in accordance with applicable law.

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

\_\_\_\_\_  
**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

**I hereby certify funds are available from:** \_\_\_\_\_

**Account No.**

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

# Exhibit “A”

**AGREEMENT TO PROVIDE MUNICIPAL SERVICES TO THE  
VIZCAYA CONDOMINIUM ASSOCIATION, INC. AND TO  
REIMBURSE FOR 2009-2018**

**THIS AGREEMENT**, entered into this \_\_\_\_ day of \_\_\_\_\_, 2019, by and between the **TOWNSHIP OF WEST ORANGE**, a municipal corporation organized under the Laws of the State of New Jersey, having its principal office at 66 Main Street, West Orange, New Jersey 07052 (hereinafter referred to as the "Township") and **VIZCAYA CONDOMINIUM ASSOCIATION, INC.**, a not-for-profit corporation of the State of New Jersey, for and on behalf of the unit owners therein, having its principal office location at c/o Integra Management Corporation, 200 Valley Road, Suite 203, Mt. Arlington, New Jersey 07856 (hereinafter referred to as the "Association").

**WITNESSETH**

**WHEREAS**, *N.J.S.A. 40:67-23.2 et seq.*, as amended (hereinafter referred to as the "Act"), requires every municipality to provide certain services to "qualified private communities" as defined in the Act, or to provide monetary reimbursements for such services, as more specifically described in the Act; and

**WHEREAS**, the Mayor and Township Council of the Township of West Orange have determined that the Association is a "qualified private community" within the meaning of the Act; and

**WHEREAS**, the Township of West Orange is willing to provide certain services to the Association, or to reimburse the Association for the costs of same, in accordance with the requirements of the Act and the Township of West Orange Ordinances; and

**WHEREAS**, the parties wish to enter into an Agreement pursuant to the Act and the Township of West Orange Ordinances which shall establish the terms and conditions governing the same;

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

**ARTICLE ONE**  
**SCOPE OF AGREEMENT**

A. This Agreement shall apply to the Association and all of its property, including, but not limited to, Metzger Drive, Keimel Court and Sichel Court located within the Association's Development.

B. In full satisfaction of reimbursement for municipal services from 2009 through 2018, the Township agrees to pay and the Association agrees to accept the negotiated sum set forth in Article Two herein.

C. For municipal services for 2019 and after, the Township will reimburse the Association for the costs of street lighting, in accordance with the provisions of the Revised General Ordinances of the Township of West Orange, Section 2-71 et seq., for light poles located on roadways within the Association. The reimbursement rate should be based upon the Township's costs in each year for lighting public streets. The total cost shall be computed as the actual cost to the Association of providing electricity for the lighting of its streets and roadways but shall not exceed the cost which the Township would have incurred had it directly provided electricity for that purpose to the Association. The Township will reimburse the Association by no later than May 15 of each year for the street lighting expenses for the prior calendar year ending on December 31 provided the Association submits such necessary documentation (the "Association Documentation") required by the Township no later than February 15 of the following year. If the Association fails to submit the Association Documentation by February 15, the Township shall not be liable for reimbursement the year.

The total number of street lights within the Association is 67. The Township shall not be responsible for increased street lights unless necessary for health and safety of the Association residents and after written approval from the Township.

D. The Township will cause the 6 fire hydrants within the development to be turned over to NJ American Water and the Township will pay 100% of the costs of maintaining the fire hydrants thereafter.

E. The Township shall provide the following services to the Development in the same manner as to all other residential properties with the Township of West Orange:

- (i) The Township shall reimburse the Association for the Association's costs for removal of snow and ice from its roads and streets consistent with the Township's average costs incurred in the removal of snow and ice from the public roads and streets within its jurisdiction based on the annual costs for the Township divided by the Association's miles of roadways. The Township will provide reasonable documentation to the Association for its snow and ice removal costs to determine its actual costs. The Township will reimburse the Association by no later than May 15 of each year for the snow removal expenses for the prior calendar year ending on December 31. The Association will submit such necessary documentation (the "Association Documentation") required by the Township no later than February 15. It is agreed that the Association has .483 reimbursable road miles. If the Association fails to submit the Association Documentation by February 15, the Township shall not be liable for reimbursement for the preceding year.
- (ii) The Township will provide for the collection of refuse, bulk items and Christmas trees from members of the Association in the same manner as it provides to single-family residences of the Township, in accordance with the provisions of the Revised General Ordinances of the Township of West Orange, Section 17-12 et seq. If the Township declines to provide the service directly to the Association, the Township shall reimburse the Association on a quarterly basis based upon the Township's costs for providing services on public streets. The Association will submit such necessary documentation required by the Township no later than the 20th day following the end of each quarter. Failure to timely provide the necessary documentation will lead to forfeiture for that particular quarter.
- (iii) Collection of recyclable materials from the eligible roads and streets within the Development

in the same manner as for all other residential properties within the Township of West Orange.

- (iv) Collection of garbage in the same manner as for all other residential properties within the Township of West Orange.

**ARTICLE TWO**  
**THE TOWNSHIP'S RIGHTS AND OBLIGATIONS**

The following terms and conditions shall apply:

(1) **Reimbursement for Snow Removal Costs and Street Lighting for the Budget Years 2009-2018.** The Township shall pay to the Association the sum of **\$56,427.60** payable as additional payments in the amount of \$18,809.20 with the Association's annual reimbursements for 2019, 2020, and 2021.

These payments represent the Township's obligation for reimbursement to the Association as a "qualified private community" pursuant to N.J.S.A. 40:67-23.2 et seq. for the years 2009 through 2018 for snow and ice removal services and electricity for street lights as negotiated between the Township and the Association in full satisfaction of all claims by the Association as to reimbursement for municipal services. The calculation for snow and ice reimbursement is set forth at Schedule A and the calculation for street lighting reimbursement is set forth at Schedule B.

No reimbursement shall be due for those services provided by the Township to the residential properties in the Township for the years 2009 through 2018 consisting of the following:

- (i) Collection of leaves from, and the sweeping of, the eligible roads and streets within the Development on an annual basis; and
- (ii) Collection of recyclable materials from the eligible roads and streets within the Development in the same manner as for all other residential properties within the Township of West Orange;
- (iii) Collection of garbage in the same manner as for all other residential properties within the Township of West Orange.

(2) **Accounting by Association.** Pursuant to N.J.S.A. 40:67-23.5, the Association shall use those funds paid by the Township to pay for the services that the Township chooses not to provide.

**ARTICLE THREE**  
**LIMITATION OF LIABILITY**

The Township shall use its best efforts to assure that all obligations hereunder are met in a timely and complete manner. The Township shall not be held liable if the performance of any such obligation to the Association is delayed or withheld because of acts or omissions of the Association or of the State of New Jersey or for any other reasons that are beyond the Township's control.

**ARTICLE FOUR**  
**CORPORATE AUTHORITY**

Each individual executing this Agreement on behalf of the Association represents and warrants that he is duly authorized to execute this Agreement on behalf of said corporation and on behalf of the Association unit owners in accordance with a duly adopted resolution of the Board of Trustees of said corporation, and that with a duly adopted resolution of the Board of Trustees of said corporation, and that this Agreement is binding upon said corporation and that the Association is authorized to act on behalf of the Association unit owners in accordance with its terms. The Association shall deliver to the Township upon execution of this Agreement, a certified copy of a resolution of the Board of Trustees of said corporation authorizing or ratifying the execution of this Agreement.

**ARTICLE FIVE**  
**NOTICES**

A. Any notice or consent required or permitted hereunder shall be in writing and shall be delivered to the other party by hand or by registered mail, return receipt requested, addressed to the party by hand or by registered

mail, return receipt requested, addressed to the party as set forth below, or to such other address as the said party may have specified by notice given in writing to the other party:

For the Township:

Municipal Clerk  
Township of West Orange  
66 Main Street  
West Orange, NJ 07052

With a copy to:

Township Engineer  
Department of Public Works  
25 Lakeside Avenue  
West Orange, NJ 07052

Richard D. Trenk, Esq.  
McManimon, Scotland, and Baumann, LLC  
75 Livingston Avenue, Suite 201  
Roseland, NJ 07068

For the Association

Integra Management Corporation  
Attention: Amy Lauren  
200 Valley Road, Suite 203  
Mt. Arlington, New Jersey 07856

With a copy to:

Samuel J. McNulty, Esq.  
Hueston McNulty, P.C.  
256 Columbia Turnpike, Suite 207  
Florham Park, NJ 07932  
smcnulty@huestonmcnulty.com

B. Unless it is expressly agreed otherwise, any such written notice or consent shall be deemed to be given when deposited by hand with the party to whom notice is being given, or on the date of rejection indicated on the certified mail return receipt card.

**ARTICLE SIX**  
**GENERAL**

A. No delay or failure to exercise any right or remedy under this Agreement will operate to limit, preclude, cancel, or waive any further exercise or such right or remedy or the exercise of any other right or remedy.

B. If any provision of this Agreement shall be held invalid, illegal or unenforceable, the validity, legality or enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

**ARTICLE SEVEN**  
**INSURANCE AND INDEMNIFICATION**

Pursuant to N.J.S.A. 40:67-23.4, the Association shall be required to maintain and timely pay the cost of all insurance riders required to enable Township vehicles to operate on the roads and streets within the Association.

**ARTICLE EIGHT**  
**MODIFICATIONS**

The terms and conditions of this Agreement may not be modified at any time except by mutual agreement of the parties in writing, duly signed by either authorized representatives.

**ARTICLE NINE**  
**DURATION OF AGREEMENT**

The Agreement to Provide Qualified Private Community Services to the Association shall commence upon execution. Thereafter, the agreement shall be automatically renewable for successive one-year terms, unless the Township gives a minimum of sixty (60) days' notice of its intention not to renew the contract prior to the this Agreement was entered list above, the annual renewal date of said agreement. At which time, the parties shall then have the option to renegotiate all of the terms and conditions of the Agreement.

**ARTICLE TEN**  
**ENTIRE AGREEMENT**

A. This Agreement constitutes the entire Agreement and understanding between the parties in relation to its subject matter, and supersedes all previous agreements, understandings and representations between the parties.

B. In the event that the Township, subsequent to the execution of this Agreement, enters into an agreement or arrangement similar to this Agreement with any other Association to provide services similar to those contemplated therein at rates or substantive terms different from those contained herein, then the Township shall give the Association notice of existence of such agreement or arrangement within ten (10) days of the execution or making of same and shall further give the Association the option, exercisable within thirty (30) days of receipt of such notice, to modify this Agreement so that it sets forth terms and conditions no less favorable to the Association than those made available by the Township to such other Association.

**IN WITNESS WHEREOF**, the parties each represent to the other that the individuals executing this Agreement are duly authorized and empowered to sign on their behalf.

ATTEST:

**THE TOWNSHIP OF WEST ORANGE**

\_\_\_\_\_

\_\_\_\_\_

, Mayor

ATTEST:

**VIZCAYA CONDOMINIUM  
ASSOCIATION, INC.**

\_\_\_\_\_

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



SCHEDULE A

A. CALCULATION OF REIMBURSEMENT FOR SNOW AND ICE REMOVAL FOR 2009-2018.

1. The calculation of snow and ice removal costs per municipal mile for the years 2009-2018 shall list by way of example, the following types of expenses incurred by the Township for the provision of this service on an annual basis:

Road Salaries-Full Time  
Road Salaries- Overtime  
Social Security  
Health Benefits  
Workers Compensation Insurance  
Depreciation-Trucks  
Depreciation-Other Equipment  
Depreciation-Salt Sheds, Maintenance Building  
Vehicle Maintenance  
Materials and Supplies  
Uniforms  
Auto Parts  
Miscellaneous  
Gas/Diesel/Oil  
Equipment Rentals  
Ice Control Grits  
Salt/sanding materials  
Snow Plowing  
Road Materials  
Equipment  
Sign  
Tree Works  
Dues  
Line Striping  
Education and Training  
Vehicle Insurance

2. The applicable costs shall be allocated as appropriate for the provision of snow and ice removal for the relevant year by the Township. A total cost for snow and ice removal has been determined for the Township for each relevant year. This total cost shall be divided by the total number of municipal road miles, represented to be **94.5 miles as of 2016**, to determine the per mile cost to the Borough of providing snow and ice removal for the

relevant year. It is agreed the Association road miles shall be considered .466.

3. The Cost of providing snow and ice removal for the purpose of this agreement shall be assumed to be \$553,559.29 for the years 2009-2018.

4. The per road mile cost of providing snow and ice removal incurred by the Township for the purposes of this agreement is \$5,740.61 for the years 2009-2018.

5. The amount to be reimbursed to the Association for the years 2009-2018 for the purposes of this agreement is as follows:

2009 - \$0

2010 - \$0

2011 - \$0

2012 - \$0

2013 - \$2,675.12

2014 - \$2,675.12

2015 - \$2,675.12

2016 - \$2,675.12

2017 - \$2,675.12

2018 - \$2,675.12

TOTAL = \$16,050.72

SCHEDULE B

A. CALCULATION OF REIMBURSEMENT FOR STREET LIGHTS FOR 2009-2018.

1. The calculation of street light costs per municipal street light for the years 2009-2018 shall be allocated as appropriate for the provision of street lights for the relevant year by the Township. It is agreed the Association has 67 street lights.

4. The street light cost per street light is negotiated as part of this agreement for 2009-2018 at \$100.44 per light per year.

5. The amount to be reimbursed to the Association as part of this agreement for 2009-2018 is as follows:

2009 - \$0

2010 - \$0

2011 - \$0

2012 - \$0

2013 - \$6,729.48

2014 - \$6,729.48

2015 - \$6,729.48

2016 - \$6,729.48

2017 - \$6,729.48

2018 - \$6,729.48

TOTAL = \$40,376.88

**RESOLUTION**

**WHEREAS**, Essex County Turtle Back Zoo (the “Zoo”) opened in 1963; and

**WHEREAS**, before 2003, the largest annual attendance at Essex County Turtle Back Zoo was 165,000 visitors and a previous administration recommended the facility be closed; and

**WHEREAS**, Joseph N. DiVincenzo, Jr., then serving as Freeholder President, commissioned a Blue Ribbon Panel to study the Zoo and the study identified the educational and recreational potential of Turtle and recommended the zoo be retained and developed; and

**WHEREAS**, Joseph N. DiVincenzo, Jr. was elected as Essex County Executive in 2003 and since then has partnered with the Zoological Society of NJ, corporations, philanthropic organizations, community groups, individuals, the NJ Green Acres program and the Essex County Recreation and Open Space Trust Fund to modernize and revitalize Turtle Back Zoo; and

**WHEREAS**, under the County Executive’s leadership, over the last 17 years, new natural habitat-themed exhibits were updated or created for lions, hyenas, giraffes, penguins, wallabies, flamingoes, black bears, farm animals, cougars, leopards, alligators, otters, prairie dogs, Reptile House and sea lions and various amenities have been improved, including the Savannah Café, Carousel and two open air picnic pavilions; and

**WHEREAS**, Essex County is committed to providing the highest levels of animal care and promoting education and conservation initiatives. To further that initiative, Turtle Back has partnered with Sea Turtle Recovery to nurse rescued turtles back to health before they are returned to the wild. In addition, the zoo has earned accreditation from three well-respected agencies: Association of Zoos and Aquariums, Zoological Association of America and American Humane; and

**WHEREAS**, the various projects to update and introduce natural habitat-themed exhibits and amenities have been funded through contributions from the Zoological Society of NJ, corporations, philanthropic organizations, community groups, individuals, the NJ Green Acres program and the Essex

County Recreation and Open Space Trust Fund, which has resulted in no additional burden on the Essex County Operating or Capital Budgets, and the zoo has been a self-sufficient facility for the last 10 years, meaning its operating budget is covered by the money it generates from admissions and contributions; and

**WHEREAS**, Turtle Back Zoo is proposing to construct a new amphitheater to enhance its educational programming. The current amphitheater is not designed for animal presentations and is not used for that purpose. The zoo generally welcomes about 2,200 students per day but has the classroom space to offer programming for just 500 students. Having a new amphitheater would provide space to accommodate 1,500 students (with three presentations per day); and

**WHEREAS**, Turtle Back Zoo is an economic engine, utilizing a diverse group of vendors both within Essex County and beyond to care for the animals, support operations and maintain the infrastructure. In addition, having the Zoo and the surrounding amenities offered at the South Mountain Recreation Complex, offers West Orange, Essex and other residents from beyond with close to home opportunities for affordable, family-friendly activities; and

**WHEREAS**, Essex County regularly presents plans for improvements at Turtle Back Zoo and the South Mountain Recreation Complex during courtesy review hearings before the West Orange Planning Board, and the recommendations made by the Board are incorporated into final plans; and

**WHEREAS**, the West Orange Environmental Commission has urged the County to present a Master Plan for public review and consideration by the Planning Board along with a traffic study before any further development plans are presented. In addition to a long-term plan for the Zoo, the County needs to have a plan to invest in the South Mountain Reservation. The reservation is the jewel of the Essex County Park system. It is under tremendous stress resulting from development on its fringes, climate change and invasive species – both flora and fauna. Funds should be reallocated on repairing most forest regeneration sites – the key to sustaining the forest canopy, improving drainage and trails for recreational public use.

**NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE,** that the County provide a Master Plan prior to further development plans for the Turtle Back Zoo along with a traffic study; and be it further

**RESOLVED,** that Essex County adhere to all DEP, soil conservation and other environmental protection and erosion guidelines when new exhibits and amenities are created at Turtle Back Zoo; and be it further

**RESOLVED,** that Turtle Back Zoo comply with all USDA accredited agency guidelines for animal care when new exhibits are created; and be it further

**RESOLVED,** that the County should address the critical environmental concerns set forth in the South Mountain Conservancy Resolution including investing in the South Mountain Reservation; and be it further

**RESOLVED,** that the Township Clerk is directed to send a copy of this Resolution to County Executive of Essex County Joseph N. DiVincenzo, Jr. and the County of Essex Board of Chosen Freeholders; and be it further

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

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

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

**RESOLUTION**

**WHEREAS**, the Township of West Orange received a Transportation Trust Fund Grant from the New Jersey Department of Transportation (NJDOT) for the Improvement of Curtis Avenue and Garfield Avenue; and

**WHEREAS**, conditions of the Grant require the bituminous concrete pavement courses be tested for compliance with NJDOT specifications; and

**WHEREAS**, the firm of Frank H. Lehr Associates, 101 South Harrison Street, East Orange, New Jersey 07018 submitted a proposal dated August 7, 2019 to provide pavement testing services in compliance with NJDOT specifications in the amount of \$1,775.00; and

**WHEREAS**, the proposal is satisfactory to the Municipal Engineer; and

**WHEREAS**, Frank H. Lehr Associates responded to the Township's Request for Qualifications for Professional Services for 2019; and

**WHEREAS**, sufficient funds exist for these services; and

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

**NOW, THEREFORE BE IT RESOLVED**, by the Township Council of the Township of West Orange that a professional services contract be awarded to Frank H. Lehr Associates, 101 South Harrison Street, East Orange, NJ 07018 for pavement testing services on Curtis Avenue and Garfield Avenue in accordance with their proposal of August 7, 2019 for a fee not to exceed \$1,775.00

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

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

**I hereby certify funds are available from Account No. 03 2544 180500 010**

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**John O. Gross, Chief Financial Officer**

**RESOLUTION**

**WHEREAS**, the Township of West Orange (the “Township”) seeks to provide Grant Funds to Luna Stage Co., LLC (“Luna Stage”) to support its efforts in providing arts education to members of the community, including Township residents; and

**WHEREAS**, the Township seeks to provide a grant in the amount of eight-thousand dollars (\$8,000) to Luna Stage to support their efforts in providing arts education; and

**WHEREAS**, Luna Stage and the Township have agreed to the terms of a Memorandum of Grant Agreement, annexed hereto as Exhibit “A” providing that the Grant Funds are to be used towards arts education programs and that Luna Stage will provide a report to the Township as to how the Grant Funds were utilized; and

**WHEREAS**, the Grant Funds were previously budgeted in the Municipal Budget.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Council of the Township of West Orange that the Township is hereby authorized to issue a grant in the amount of eight-thousand dollars (\$8,000) to Luna Stages towards to development and implementation of art education programming; and be if further

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

**RESOLVED** that a copy of this resolution shall be made available in the Clerk's Office for reasonable inspection in accordance with applicable law.

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

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**Jerry Guarino**  
**Council President**

**Adopted: September 10, 2019**

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

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**John Gross, Chief Financial Officer**

**MEMORANDUM OF GRANT AGREEMENT**

**THIS MEMORANDUM OF GRANT AGREEMENT**, made this \_\_\_\_\_ day of September 2019, by and between: the TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as the “Township;”; and LUNA STAGE CO., LLC., a nonprofit corporation of the State of New Jersey having its principal offices at 555 Valley Road, West Orange, New Jersey, hereinafter referred to as the “LUNA STAGE.”

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

**WHEREAS**, arts education offers a valuable benefit to the resident of a community and an opportunity for the expression and development of talents which betters the experience of the Township as a whole; and

**WHEREAS**, LUNA STAGE has been dedicated to providing arts education through such programs as its Youth Creative Response Team, its Valley Stories Youth Theatre, and its StudioLuna Theatre Classes; and

**WHEREAS**, LUNA STAGE requires funding to finance these arts education programs and has requested grant funding from the Township.

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

1. The Township agrees to provide to LUNA STAGE a grant in the amount of **Eight Thousand Dollars (\$8,000)** (the “GRANT FUNDS”) for which LUNA STAGE will utilize towards providing arts education programs for residents of the Township.
2. The referenced arts education programs shall be supervised and operated by

personnel provided by LUNA STAGE, whose personnel shall be solely the employees and volunteers of LUNA STAGE who is responsible to pay them, where appropriate, at the sole discretion of LUNA STAGE. 3. LUNA STAGE agrees to indemnify the Township and hold it harmless, including Township's employees, agents and servants, from and against any and all losses, claims, liabilities and expenses which may arise or be claimed against the Township, its agents, servants or employees in connection with any phase of this Memorandum of Grant Agreement.

5. Neither this Memorandum of Grant Agreement nor the monies granted hereunder may be assigned or used in a manner that is not consistent with the provision of arts education programs.

6. LUNA STAGE agrees that as a condition of accepting the GRANT FUNDS it will not and cannot discriminate against any participant of any of its arts education programs on the basis of age, race, creed, color, national, origin, ancestry, marital status or sex.

7. It is understood that this Memorandum of Grant Agreement shall be deemed effective as of the date of adoption of a resolution by the Township Council authorizing the issuance of the GRANT FUNDS and the execution of this Memorandum of Grant Agreement.

8. The GRANT FUNDS shall be paid by the Township upon receipt by the Finance Department of any and all required documentation or executed forms needed for the processing of the GRANT FUNDS.

9. Following LUNA STAGE's expenditure of the GRANT FUNDS, LUNA STAGE will provide a report to the Township with an accounting of the GRANT FUNDS and how the GRANT FUNDS were utilized. Specifically, the report shall be certified by the Director of LUNA STAGE and shall include any receipts or other records of payments where LUNA

STAGE utilized the GRANT FUNDS.

IN WITNESS WHEREOF, the parties have caused these presents to be signed by their proper authorized representatives.

ATTEST:

TOWNSHIP OF WEST ORANGE

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

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

ATTEST:

LUNA STAGE CO., LLC

\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
BY:  
PRESIDENT

**ACCEPTANCE RESOLUTION**  
**ASSISTANCE TO FIREFIGHTERS GRANT PROGRAM**

**WHEREAS**, the United States Department of Homeland Security has granted the Township of West Orange in the County of Essex, a FEMA FY2018 Assistance to Firefighters Grant (Award # EMW-2018-FO-04657) in order to fund the purchase of 44 new Self-Contained Breathing Apparatus (SCBA) units (Harness/Backpack, Face Piece and 2 Cylinders); 44 Additional Face Pieces; A Pack Tracker Hand Held Receiver for locating trapped or downed firefighters within a structure.

**WHEREAS**, the Township of West Orange in the County of Essex, hereby acknowledges that, in an effort to improve firefighter safety and provide equipment interoperability to our multiple mutual aid departments, it is necessary to purchase new SCBA equipment.

**BE IT THEREFORE RESOLVED** that the Township Council of the Township of West Orange does hereby consent to the authorization of the FEMA grant and any other documents necessary in connection therewith. It is therefore understood that the grant that the Township of West Orange has been awarded is in the amount of approximately \$293,274.54 and that the Township is responsible for a match of \$29,327.46 that will be accounted for through the Township's Capital Budget (match), and current fund budget.

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

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**Jerry Guarino**  
Council President

**Adopted: September 10, 2019**

**Township of West Orange Resolution Supporting Participation  
In the Sustainable Jersey Municipal Certification Program**

**WHEREAS**, a sustainable community seeks to optimize quality of life for its residents by ensuring that its environmental, economic and social objectives are balanced and mutually supportive; and

**WHEREAS**, the Township of West Orange strives to save tax dollars, assure clean land, air and water, improve working and living environments as steps to building a sustainable community that will thrive well into the new century; and

**WHEREAS**, the Township of West Orange hereby acknowledges that the residents of [Municipality] desire a stable, sustainable future for themselves and future generations;  
And

**WHEREAS**, the Township of West Orange wishes to support a model of government which benefits our residents now and far into the future by exploring and adopting sustainable, economically-sound, local government practices; and

**WHEREAS**, by endorsing a sustainable path the Township of West Orange is pledging to educate itself and community members further about sustainable activities and to develop initiatives supporting sustainable local government practices; and

**WHEREAS**, as elected representatives of the Township of West Orange, we have a significant responsibility to provide leadership which will seek community-based sustainable solutions to strengthen our community:

**NOW THEREFORE BE IT RESOLVED**, that to focus attention and effort within the Township of West Orange on matters of sustainability, the Township Council wishes to pursue local initiatives and actions that will lead to Sustainable Jersey Municipal Certification.

**BE IT FURTHER RESOLVED**, by the Township Council of Township of West Orange that we do hereby authorize **Susan McCartney** to serve as Township of West Orange's agent for the Sustainable Jersey Municipal Certification process and authorize the her to complete the Municipal Registration on behalf of the Township of West Orange.

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

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**Jerry Guarino, Council President**

**Adopted: September 10, 2019**

**AN ORDINANCE AMENDING CHAPTER 2, SECTION 54 OF THE REVISED  
GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE  
(MAYOR'S PROGRAM FOR THE UNIQUELY GIFTED)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 2 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

**I. PURPOSE**

The purpose of this ordinance is change the name of the “Mayor’s Program for People with Disabilities” to the “Mayor’s Program for The Uniquely Gifted.”

**II. THE CAPTION FOR CHAPTER 2, SECTION 54 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-54 MAYOR’S PROGRAM FOR THE UNIQUELY GIFTED.**

**III. CHAPTER 2, SECTION 54.2 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-54.2 Creation of Commission.**

There is hereby created the Mayor's Program for the Uniquely Gifted which shall be part of the Mayor's office.

**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.

**IX. EFFECTIVE DATE**

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

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**ROBERT D. PARISI, MAYOR**

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**JERRY GUARINO,  
COUNCIL PRESIDENT**

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

**INTRODUCED: August 13, 2019**

**ADOPTED: September 10, 2019**

### **Legislative History**

The purpose of this ordinance is change the name of the “Mayor’s Program for People with Disabilities” to the “Mayor’s Program for The Uniquely Gifted.”

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 reange is adopted by Ordinance.

SECTION 6. 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 7. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

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Robert D. Parisi, Mayor

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Jerry Guarino, Council President

Introduced: August 13, 2019

Adopted: September 10, 2019

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

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

LEGISLATIVE HISTORY

This Ordinance is to reflect:

|  |                  |
|--|------------------|
| Senior Registered Environmental Health Specialist Downward                     | Error Correction |
| Create Park Attendant Salary Range   | Error Correction |
| Create Keyboarding Clerk 1/Senior Livability Coordinator                       | 2019 Budget      |
| Code Enforcement Officer   | 2019 Budget      |
| Code Enforcement Officer Trainee   | 2019 Budget      |
| Field Representative/Housing Inspection  | 2019 Budget      |
| Field Representative/Property Improvement                                      | 2019 Budget      |
| Field Representative/Property Improvement Bilingual                            | 2019 Budget      |
| Municipal Clerk  | 2019 Budget      |
| Adjust Hourly Salary Ranges to meet New Jersey Minimum Wage of \$8.85 per hour |                  |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Accountant   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 70,935  | 8,717     | 6     | AU10010 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 72,354  | 8,891     | 6     | AU10010 |
| Administrative Analyst                                   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 31,059  | 87,393  | 9,389     | 6     | AU10020 |
|  | 1/1/2017 | 12/31/2017 | 31,680  | 89,141  | 9,577     | 6     | AU10020 |
| Administrative Clerk                                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10030 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10030 |
| Administrative Clerk/HR Coordinator                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 77,423  | 9,798     | 6     | AU10040 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 78,971  | 9,994     | 6     | AU10040 |
| Administrative Secretary                                 |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10050 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10050 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Administrative Secretary/Registrar of Vital Statistics     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 23,812  | 77,461  | 8,942     | 6     | AU10060 |
|  | 1/1/2017 | 12/31/2017 | 24,288  | 79,010  | 9,120     | 6     | AU10060 |
| Animal Attendant   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,096  | 52,482  | 4,564     | 6     | AU10070 |
|  | 1/1/2017 | 12/31/2017 | 25,598  | 53,532  | 4,656     | 6     | AU10070 |
| Animal Control Officer                                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 66,097  | 7,910     | 6     | AU10080 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 67,419  | 8,068     | 6     | AU10080 |
| Assistant Animal Control Officer                           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 31,059  | 57,307  | 4,375     | 6     | AU10090 |
|  | 1/1/2017 | 12/31/2017 | 31,680  | 58,453  | 4,462     | 6     | AU10090 |
| Assistant Construction Official/Building Sub Code Official |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 81,105  | 10,067    | 6     | AU10100 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 82,728  | 10,268    | 6     | AU10100 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Head Nurse                                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 41,412  | 71,340  | 4,988     | 6     | AU10110 |
|  | 1/1/2017 | 12/31/2017 | 42,240  | 72,767  | 5,088     | 6     | AU10110 |
| Assistant Health Officer                                 |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 22,777  | 100,277 | 12,917    | 6     | AU10120 |
|  | 1/1/2017 | 12/31/2017 | 23,232  | 102,283 | 13,175    | 6     | AU10120 |
| Assistant Municipal Engineer                             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 26,918  | 121,280 | 15,727    | 6     | AU10130 |
|  | 1/1/2017 | 12/31/2017 | 27,456  | 123,706 | 16,042    | 6     | AU10130 |
| Assistant Municipal Tax Collector                        |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 71,285  | 8,775     | 6     | AU10140 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 72,711  | 8,950     | 6     | AU10140 |
| Assistant Planner  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10150 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10150 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Purchasing Agent                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 59,016  | 6,385     | 6     | AU10160 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 60,196  | 6,513     | 6     | AU10160 |
| Assistant Violations Clerk                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16,565  | 49,162  | 5,433     | 6     | AU10170 |
|  | 1/1/2017 | 12/31/2017 | 16,896  | 50,145  | 5,542     | 6     | AU10170 |
| Building Inspector                                       |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 69,187  | 8,391     | 6     | AU10180 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 70,571  | 8,559     | 6     | AU10180 |
| Building Sub code Official                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 82,390  | 10,281    | 6     | AU10190 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 84,038  | 10,486    | 6     | AU10190 |
| Chief REHS Public Health                                 |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 85,302  | 10,766    | 6     | AU10200 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 87,008  | 10,981    | 6     | AU10200 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Chief REHS Public Health/Information Technology          |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 51,765  | 94,730  | 7,161     | 6     | AU10210 |
|  | 1/1/2017 | 12/31/2017 | 52,800  | 96,625  | 7,304     | 6     | AU10210 |
| Code Enforcement Officer                                 |          |            |         |         |           |       |         |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10344 |
|  | 1/1/2018 | 12/31/2018 | 19,008  | 68,130  | 8,187     | 6     | AU10344 |
|  | 1/1/2019 | 12/31/2019 | 24,008  | 73,130  | 8,187     | 6     | AU10344 |
| Code Enforcement Officer Trainee                         |          |            |         |         |           |       |         |
|  | 1/1/2017 | 12/31/2017 | 21,000  | 54,000  | 5,500     | 6     | AU10345 |
|  | 1/1/2018 | 12/31/2018 | 21,000  | 54,000  | 5,500     | 6     | AU10345 |
|  | 1/1/2019 | 12/31/2019 | 25,000  | 58,000  | 5,500     | 6     | AU10345 |
| Data Processing Coordinator                              |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 75,258  | 9,437     | 6     | AU10230 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 76,763  | 9,626     | 6     | AU10230 |
| Data Processing Technician                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10240 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10240 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Deputy Municipal Clerk                                   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 73,265  | 8,760     | 6     | AU10250 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 74,730  | 8,935     | 6     | AU10250 |
| Deputy Municipal Court Administrator                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 75,489  | 9,476     | 6     | AU10260 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 76,999  | 9,666     | 6     | AU10260 |
| Drafting Technician                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16,565  | 51,028  | 5,744     | 6     | AU10270 |
|  | 1/1/2017 | 12/31/2017 | 16,896  | 52,048  | 5,859     | 6     | AU10270 |
| Drafting Technician/CAD System Operator/Engineering Aide |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 21,741  | 58,793  | 6,175     | 6     | AU10280 |
|  | 1/1/2017 | 12/31/2017 | 22,176  | 59,969  | 6,299     | 6     | AU10280 |
| Drafting Technician/CAD System Operator                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 21,741  | 56,204  | 5,744     | 6     | AU10290 |
|  | 1/1/2017 | 12/31/2017 | 22,176  | 57,328  | 5,859     | 6     | AU10290 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Deputy Registrar/Keyboarding Clerk 3                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|  | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |
|  | 1/1/2018 | 12/31/2018 | 25,592  | 58,597  | 5,501     | 6     | AU10490 |
| Electrical Inspector                                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10300 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10300 |
| Electrical Sub code Official                             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 76,872  | 9,361     | 6     | AU10310 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 78,409  | 9,548     | 6     | AU10310 |
| Field Representative/Health Education                    |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10320 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10320 |
| Field Representative/Housing Inspection                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 57,990  | 6,559     | 6     | AU10330 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
|  | 1/1/2018 | 12/31/2018 | 19,008  | 59,150  | 6,690     | 6     | AU10330 |
|  | 1/1/2019 | 12/31/2019 | 24,008  | 64,150  | 6,690     | 6     | AU10330 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Field Representative/Property Improvement                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10340 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
|  | 1/1/2018 | 12/31/2018 | 19,008  | 68,130  | 8,187     | 6     | AU10340 |
|  | 1/1/2019 | 12/31/2019 | 24,008  | 73,130  | 8,187     | 6     | AU10340 |
| Field Representative/Property Improvement Bilingual      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 66,794  | 8,026     | 6     | AU10350 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
|  | 1/1/2018 | 12/31/2018 | 19,008  | 68,130  | 8,187     | 6     | AU10350 |
|  | 1/1/2019 | 12/31/2019 | 24,008  | 73,130  | 8,187     | 6     | AU10350 |
| Fire Prevention Specialist                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10360 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10360 |
| Fire Protection Sub code Official                        |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10370 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10370 |
| Garage Attendant   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,054  | 46,628  | 4,762     | 6     | AU10380 |
|  | 1/1/2017 | 12/31/2017 | 18,415  | 47,560  | 4,858     | 6     | AU10380 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |      |    |         |         |           |       |      |
|--|------|----|---------|---------|-----------|-------|------|
| TITLE  | FROM | TO | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE |
|  |      |    |         |         |           |       |      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Graduate Nurse, Public Health Nurse                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 64,598  | 7,661     | 6     | AU10390 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 65,890  | 7,814     | 6     | AU10390 |
| Health Educator  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,875  | 8,373     | 6     | AU10410 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 70,252  | 8,541     | 6     | AU10410 |
| Housing Assistance Technician                            |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 80,122  | 10,248    | 6     | AU10420 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 81,724  | 10,453    | 6     | AU10420 |
| Housing Inspector Trainee                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 28,471  | 57,990  | 4,920     | 6     | AU10430 |
|  | 1/1/2017 | 12/31/2017 | 29,040  | 59,150  | 5,018     | 6     | AU10430 |
| Keyboarding Clerk 1                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16,565  | 44,085  | 4,587     | 6     | AU10440 |
|  | 1/1/2017 | 12/31/2017 | 16,896  | 44,967  | 4,679     | 6     | AU10440 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide    |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 21,741  | 49,261  | 4,587     | 6     | AU10450 |
|  | 1/1/2017 | 12/31/2017 | 22,176  | 50,246  | 4,678     | 6     | AU10450 |
| Keyboarding Clerk 1/Senior Livability Coordinator        |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,000  | 54,600  | 5,767     | 6     | AU10445 |
| Keyboarding Clerk 2                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 17,600  | 46,255  | 4,776     | 6     | AU10460 |
|  | 1/1/2017 | 12/31/2017 | 17,952  | 47,180  | 4,871     | 6     | AU10460 |
| Keyboarding Clerk 2/Asst. Secretary ABC Board            |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,325  | 46,980  | 4,776     | 6     | AU10470 |
|  | 1/1/2017 | 12/31/2017 | 18,691  | 47,920  | 4,871     | 6     | AU10470 |
| Keyboarding Clerk 3                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 17,600  | 49,957  | 5,393     | 6     | AU10480 |
|  | 1/1/2017 | 12/31/2017 | 17,952  | 50,956  | 5,501     | 6     | AU10480 |
| Keyboarding Clerk 3/Deputy Registrar                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,188  | 52,546  | 5,393     | 6     | AU10490 |
|  | 1/1/2017 | 12/31/2017 | 20,592  | 53,597  | 5,501     | 6     | AU10490 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Laborer 1  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 58,442  | 6,634     | 6     | AU10500 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 59,611  | 6,767     | 6     | AU10500 |
| Maintenance Worker 1, Grounds                            |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 10,200  | 23,604  | 2,234     | 6     | AU10520 |
|  | 1/1/2017 | 12/31/2017 | 10,404  | 24,076  | 2,279     | 6     | AU10520 |
| Mason  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10530 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10530 |
| Mechanic   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10540 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10540 |
| Mechanic's Helper  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 33,168  | 60,193  | 4,504     | 6     | AU10550 |
|  | 1/1/2017 | 12/31/2017 | 33,831  | 61,397  | 4,594     | 6     | AU10550 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME   |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Municipal Director of Welfare                              |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,841  | 8,368     | 6     | AU10560 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 70,218  | 8,535     | 6     | AU10560 |
| Municipal Director of Welfare/Senior Citizen Program Aide  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 26,400  | 76,606  | 8,368     | 6     | AU10570 |
|  | 1/1/2017 | 12/31/2017 | 26,928  | 78,138  | 8,535     | 6     | AU10570 |
| Omnibus Operator   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16,565  | 42,997  | 4,405     | 6     | AU10590 |
|  | 1/1/2017 | 12/31/2017 | 16,896  | 43,857  | 4,493     | 6     | AU10590 |
| Omnibus Operator/Radio Dispatcher/Inspection & Maintenance |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 19,671  | 46,103  | 4,405     | 6     | AU10600 |
|  | 1/1/2017 | 12/31/2017 | 20,064  | 47,025  | 4,493     | 6     | AU10600 |
| Parking Enforcement Officer                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 22,611  | 30,148  | 1,256     | 6     | AU10610 |
|  | 1/1/2017 | 12/31/2017 | 23,063  | 30,751  | 1,281     | 6     | AU10610 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Payroll Clerk  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 28,988  | 51,293  | 3,717     | 6     | AU10620 |
|  | 1/1/2017 | 12/31/2017 | 29,568  | 52,319  | 3,792     | 6     | AU10620 |
| Personnel Assistant                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 73,232  | 9,099     | 6     | AU10630 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 74,696  | 9,281     | 6     | AU10630 |
| Personnel Officer  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 79,383  | 10,125    | 6     | AU10640 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 80,971  | 10,327    | 6     | AU10640 |
| Planner Trainee  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 51,263  | 4,230     | 6     | AU10650 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 52,288  | 4,315     | 6     | AU10650 |
| Plumbing Inspector                                       |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 66,259  | 7,903     | 6     | AU10660 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 67,584  | 8,061     | 6     | AU10660 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Plumbing Sub code Official                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,842  | 75,365  | 9,420     | 6     | AU10670 |
|  | 1/1/2017 | 12/31/2017 | 19,219  | 76,872  | 9,609     | 6     | AU10670 |
| Principal Account Clerk                                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10680 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10680 |
| Principal Account Clerk/DPT/Accounts Payable             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU10700 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU10700 |
| Public Health Nurse                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 67,570  | 8,156     | 6     | AU10710 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 68,921  | 8,319     | 6     | AU10710 |
| Public Works Repairer                                    |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 64,662  | 7,671     | 6     | AU10720 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 65,955  | 7,825     | 6     | AU10720 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Pumping Station Attendant                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10730 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10730 |
| Pumping Station Repairer/Mechanic                        |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 67,534  | 7,805     | 6     | AU10750 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 68,884  | 7,961     | 6     | AU10750 |
| Records Support Technician 1                             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 53,852  | 4,662     | 6     | AU10760 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 54,929  | 4,755     | 6     | AU10760 |
| Recreation Leader  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 10,353  | 44,138  | 5,631     | 6     | AU10770 |
|  | 1/1/2017 | 12/31/2017 | 35,021  | 50,021  | 2,500     | 6     | AU10770 |
| Recreation Program Coordinator                           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 10,200  | 76,952  | 11,125    | 6     | AU10780 |
|  | 1/1/2017 | 12/31/2017 | 10,404  | 78,491  | 11,348    | 6     | AU10780 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| REHS Public Health                                       |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10790 |
|  | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10790 |
| REHS Public Health Bilingual                             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10800 |
|  | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10800 |
| REHS Public Health Trainee                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 41,412  | 72,704  | 5,215     | 6     | AU10810 |
|  | 1/1/2017 | 12/31/2017 | 42,240  | 74,158  | 5,320     | 6     | AU10810 |
| Secretarial Assistant                                    |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 54,402  | 5,961     | 6     | AU10820 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 55,490  | 6,080     | 6     | AU10820 |
| Senior Architect   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 24,847  | 106,993 | 13,691    | 6     | AU10830 |
|  | 1/1/2017 | 12/31/2017 | 25,344  | 109,133 | 13,965    | 6     | AU10830 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Body & Fender Mechanic                            |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10840 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10840 |
| Senior Field Rep/Property Improvement                    |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 70,857  | 8,704     | 6     | AU10850 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 72,274  | 8,878     | 6     | AU10850 |
| Senior Mason   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 52,918  | 5,714     | 6     | AU10860 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 53,976  | 5,828     | 6     | AU10860 |
| Senior Mechanic  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 76,010  | 9,562     | 6     | AU10870 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 77,530  | 9,754     | 6     | AU10870 |
| Senior Payroll Clerk                                     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 63,527  | 7,482     | 6     | AU10880 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 64,798  | 7,632     | 6     | AU10880 |
|  | 1/1/2018 | 12/31/2017 | 24,008  | 69,798  | 7,632     | 6     | AU10880 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |      |    |         |         |           |       |      |
|--|------|----|---------|---------|-----------|-------|------|
| TITLE  | FROM | TO | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE |
|  |      |    |         |         |           |       |      |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior Public Health Nurse                               |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 35,475  | 71,339  | 5,977     | 6     | AU10900 |
|  | 1/1/2017 | 12/31/2017 | 36,184  | 72,766  | 6,097     | 6     | AU10900 |
| Senior Public Works Repairer                             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 67,035  | 8,067     | 6     | AU10910 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 68,376  | 8,228     | 6     | AU10910 |
| Senior Public Works Repairer/Parking Meter Collector     |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 69,105  | 8,412     | 6     | AU10920 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 70,487  | 8,580     | 6     | AU10920 |
| Senior Pumping Station Operator                          |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 68,389  | 8,292     | 6     | AU10930 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 69,757  | 8,458     | 6     | AU10930 |
| Senior Pumping Station Repairer/Mechanic                 |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 60,003  | 6,550     | 6     | AU10940 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 61,204  | 6,681     | 6     | AU10940 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Senior REHS Public Health                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 84,887  | 10,697    | 6     | AU10950 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
|  | 1/1/2018 | 12/31/2018 | 21,120  | 86,585  | 10,911    | 6     | AU10950 |
|  | 1/1/2019 | 12/31/2019 | 21,120  | 79,158  | 10,911    | 5     | AU10950 |
| Senior Sanitary Inspector                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 79,502  | 9,799     | 6     | AU10960 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 81,092  | 9,995     | 6     | AU10960 |
| Sewer Repairer 1   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16,565  | 64,449  | 7,981     | 6     | AU10970 |
|  | 1/1/2017 | 12/31/2017 | 16,896  | 65,738  | 8,140     | 6     | AU10970 |
| Sewer Repairer 1/Communications Manager                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 24,847  | 72,731  | 7,981     | 6     | AU10980 |
|  | 1/1/2017 | 12/31/2017 | 25,344  | 74,185  | 8,140     | 6     | AU10980 |
| Supervising Electrician                                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 72,311  | 8,601     | 6     | AU10990 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 73,757  | 8,773     | 6     | AU10990 |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Tax Searcher   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 66,794  | 6,819     | 6     | AU11010 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 68,130  | 6,955     | 6     | AU11010 |
|  |          |            |         |         |           |       |         |
| Technical Assistant to the Construction Official         |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 59,130  | 6,749     | 6     | AU11020 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 60,313  | 6,884     | 6     | AU11020 |
|  | 1/1/2018 | 12/31/2018 | 24,008  | 65,313  | 6,884     | 6     | AU11020 |
|  |          |            |         |         |           |       |         |
| Truck Driver   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 60,193  | 6,926     | 6     | AU11030 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 61,397  | 7,065     | 6     | AU11030 |
|  |          |            |         |         |           |       |         |
| Violations Clerk   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 31,059  | 60,720  | 4,943     | 6     | AU11040 |
|  | 1/1/2017 | 12/31/2017 | 31,680  | 61,934  | 5,042     | 6     | AU11040 |
|  | 1/1/2018 | 12/31/2018 | 36,680  | 66,934  | 5,042     | 6     | AU11040 |
|  |          |            |         |         |           |       |         |

| APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME                                       |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Zoning Officer   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 18,635  | 72,285  | 8,942     | 6     | AU11050 |
|  | 1/1/2017 | 12/31/2017 | 19,008  | 73,731  | 9,120     | 6     | AU11050 |
|  |          |            | -       | -       | -         |       |         |
| Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 15,000  | 15,000  | 15,000    | 0     | AU11060 |
|  | 1/1/2017 | 12/31/2017 | 15,000  | 15,000  | 15,000    | 0     | AU11060 |
|  |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Budget Examiner   | 1/1/2017 | 12/31/2017 | 40,000  | 100,000 | 10,000    | 6     | MA10005 |
|   |          |            | -       | -       | -         |       |         |
| Assistant Comptroller   | 1/1/2016 | 12/31/2016 | 20,706  | 90,136  | 11,572    | 6     | MA10010 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 91,939  | 11,803    | 6     | MA10010 |
|   |          |            | -       | -       | -         |       |         |
| Assistant Township Attorney   | 1/1/2016 | 12/31/2016 | 31,500  | 31,500  | -         | 0     | MA10020 |
|   | 1/1/2017 | 12/31/2017 | 31,500  | 31,500  | -         | 0     | MA10020 |
|   |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works  | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10030 |
|   | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10030 |
|   |          |            | -       | -       | -         |       |         |
| Assistant Director of Public Works/Recycling Center Manager/Cle                 | 1/1/2016 | 12/31/2016 | 70,456  | 113,792 | 7,223     | 6     | MA10040 |
|   | 1/1/2017 | 12/31/2017 | 71,865  | 116,068 | 7,367     | 6     | MA10040 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Business Administrator  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 31,059  | 161,459 | 21,733    | 6     | MA10050 |
|   | 1/1/2017 | 12/31/2017 | 31,680  | 164,688 | 22,168    | 6     | MA10050 |
|   |          |            | -       | -       | -         |       |         |
| Business Administrator/Secretary to the Insurance Commission                    |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 33,459  | 163,859 | 21,733    | 6     | MA10065 |
|   | 1/1/2017 | 12/31/2017 | 34,080  | 167,088 | 22,168    | 6     | MA10065 |
|   |          |            | -       | -       | -         |       |         |
| Chief Financial Officer   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 62,118  | 160,721 | 16,434    | 6     | MA10070 |
|   | 1/1/2017 | 12/31/2017 | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|   | 1/1/2018 | 6/30/2018  | 63,360  | 163,935 | 16,763    | 6     | MA10070 |
|   | 7/1/2018 | 12/31/2018 | 73,360  | 173,935 | 16,763    | 6     | MA10070 |
|   |          |            | -       | -       | -         |       |         |
| Chief Judge of the Municipal Court  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 38,500  | 38,500  | -         | 0     | MA10080 |
|   | 1/1/2017 | 12/31/2017 | 38,500  | 38,500  | -         | 0     | MA10080 |
|   | 1/1/2018 | 12/31/2018 | 43,000  | 43,000  | -         | 0     | MA10080 |
|   |          |            | -       | -       | -         |       |         |
| Communications Manager  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 77,648  | 93,177  | 2,588     | 6     | MA10090 |
|   | 1/1/2017 | 12/31/2017 | 79,200  | 95,041  | 2,640     | 6     | MA10090 |
|   | 1/1/2018 | 12/31/2018 | 89,200  | 105,041 | 2,640     | 6     | MA10090 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Construction Official   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 22,777  | 105,930 | 13,859    | 6     | MA10100 |
|   | 1/1/2017 | 12/31/2017 | 23,232  | 108,049 | 14,136    | 6     | MA10100 |
|   |          |            | -       | -       | -         |       |         |
| Deputy Municipal Department Head  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10110 |
|   | 1/1/2017 | 12/31/2017 | 35,904  | 126,744 | 15,140    | 6     | MA10110 |
|   |          |            |         |         |           |       |         |
| Deputy Municipal Department Head/Information Technology                         |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 56,942  | 100,424 | 7,247     | 6     | MA10120 |
|   | 1/1/2017 | 12/31/2017 | 58,080  | 102,433 | 7,392     | 6     | MA10120 |
|   | 1/1/2018 | 12/31/2018 | 68,080  | 112,433 | 7,392     | 6     | MA10120 |
|   |          |            |         |         |           |       |         |
| Director of Planning and Development  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10130 |
|   | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10130 |
|   |          |            | -       | -       | -         |       |         |
| Director of Public Works  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10140 |
|   | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10140 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Director of Recreation  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 35,200  | 124,258 | 14,843    | 6     | MA10150 |
|   | 1/1/2017 | 12/31/2017 | 35,904  | 126,743 | 15,140    | 6     | MA10150 |
|   |          |            | -       | -       | -         |       |         |
| Fire Chief  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 139,595 | 151,339 | 11,744    | 1     | MA10160 |
|   | 1/1/2017 | 12/31/2017 | 142,387 | 154,366 | 11,979    | 1     | MA10160 |
|   |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 142,595 | 154,339 | 11,744    | 1     | MA10170 |
|   | 1/1/2017 | 12/31/2017 | 145,387 | 157,366 | 11,979    | 1     | MA10170 |
|   |          |            | -       | -       | -         |       |         |
| Fire Chief with EMT and OEM Coordinator   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 147,095 | 158,839 | 11,744    | 1     | MA10180 |
|   | 1/1/2017 | 12/31/2017 | 149,977 | 161,956 | 11,979    | 1     | MA10180 |
|   |          |            | -       | -       | -         |       |         |
| Fire Director   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 41,412  | 156,150 | 19,123    | 6     | MA10190 |
|   | 1/1/2017 | 12/31/2017 | 42,240  | 159,273 | 19,506    | 6     | MA10190 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Health Officer  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 39,341  | 118,484 | 13,190    | 6     | MA10200 |
|   | 1/1/2017 | 12/31/2017 | 40,128  | 120,854 | 13,454    | 6     | MA10200 |
|   |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 44,363  | 123,505 | 13,190    | 6     | MA10210 |
|   | 1/1/2017 | 12/31/2017 | 45,250  | 125,975 | 13,454    | 6     | MA10210 |
|   |          |            | -       | -       | -         |       |         |
| Health Officer/Right to Know Coordinator and Health Interlocal C                |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 54,221  | 133,363 | 13,190    | 6     | MA10215 |
|   | 1/1/2017 | 12/31/2017 | 55,306  | 136,030 | 13,454    | 6     | MA10215 |
|   |          |            | -       | -       | -         |       |         |
| Judge of the Municipal Court  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 34,000  | 34,000  | -         | 0     | MA10220 |
|   | 1/1/2017 | 12/31/2017 | 34,000  | 34,000  | -         | 0     | MA10220 |
|   | 1/1/2018 | 12/31/2018 | 38,500  | 38,500  | -         | 0     | MA10220 |
|   |          |            | -       | -       | -         |       |         |
| Municipal Clerk   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 69,883  | 125,708 | 9,304     | 6     | MA10230 |
|   | 1/1/2017 | 12/31/2017 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|   | 1/1/2018 | 12/31/2018 | 71,280  | 128,222 | 9,490     | 6     | MA10230 |
|   | 1/1/2019 | 12/31/2019 | 76,280  | 133,222 | 9,490     | 6     | MA10230 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Municipal Court Administrator   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 41,412  | 106,711 | 10,883    | 6     | MA10240 |
|   | 1/1/2017 | 12/31/2017 | 42,240  | 108,845 | 11,101    | 6     | MA10240 |
|   |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works                                     |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 41,412  | 154,583 | 18,862    | 6     | MA10250 |
|   | 1/1/2017 | 12/31/2017 | 42,240  | 157,674 | 19,239    | 6     | MA10250 |
|   |          |            | -       | -       | -         |       |         |
| Municipal Engineer/Director of Public Works/Assessment Search                   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 43,912  | 157,083 | 18,862    | 6     | MA10260 |
|   | 1/1/2017 | 12/31/2017 | 44,790  | 160,225 | 19,239    | 6     | MA10260 |
|   |          |            | -       | -       | -         |       |         |
| Municipal Department Head   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 37,271  | 121,088 | 13,970    | 6     | MA10270 |
|   | 1/1/2017 | 12/31/2017 | 38,016  | 123,510 | 14,249    | 6     | MA10270 |
|   |          |            | -       | -       | -         |       |         |
| Optometrist   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10280 |
|   | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10280 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Police Chief  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 149,459 | 163,783 | 14,324    | 1     | MA10290 |
|   | 1/1/2017 | 12/31/2017 | 152,448 | 167,059 | 14,610    | 1     | MA10290 |
|   |          |            | -       | -       | -         |       |         |
| Police Director   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 57,134  | 140,648 | 13,919    | 6     | MA10300 |
|   | 1/1/2017 | 12/31/2017 | 58,277  | 143,461 | 14,197    | 6     | MA10300 |
|   |          |            | -       | -       | -         |       |         |
| Public Health Physician   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 42,396  | 82,708  | 6,719     | 6     | MA10310 |
|   | 1/1/2017 | 12/31/2017 | 43,243  | 84,362  | 6,853     | 6     | MA10310 |
|   |          |            | -       | -       | -         |       |         |
| Purchasing Agent  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 22,777  | 97,576  | 12,467    | 6     | MA10320 |
|   | 1/1/2017 | 12/31/2017 | 23,232  | 99,528  | 12,716    | 6     | MA10320 |
|   |          |            | -       | -       | -         |       |         |
| Superintendent of Municipal Parks   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 26,918  | 95,029  | 11,352    | 6     | MA10330 |
|   | 1/1/2017 | 12/31/2017 | 27,456  | 96,930  | 11,579    | 6     | MA10330 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Superintendent of Public Works  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 26,918  | 106,570 | 13,275    | 6     | MA10340 |
|   | 1/1/2017 | 12/31/2017 | 27,456  | 108,701 | 13,541    | 6     | MA10340 |
|   |          |            | -       | -       | -         |       |         |
| Tax Assessor  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 22,777  | 115,204 | 15,405    | 6     | MA10350 |
|   | 1/1/2017 | 12/31/2017 | 23,232  | 117,508 | 15,713    | 6     | MA10350 |
|   | 1/1/2018 | 12/31/2018 | 33,232  | 127,508 | 15,713    | 6     | MA10350 |
|   |          |            | -       | -       | -         |       |         |
| Tax Collector   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 24,847  | 111,891 | 14,507    | 6     | MA10360 |
|   | 1/1/2017 | 12/31/2017 | 25,344  | 114,129 | 14,798    | 6     | MA10360 |
|   | 1/1/2018 | 6/30/2018  | 25,344  | 114,129 | 14,798    | 6     | MA10360 |
|   | 7/1/2018 | 12/31/2018 | 35,344  | 124,129 | 14,798    | 6     | MA10360 |
|   |          |            | -       | -       | -         |       |         |
| Township Attorney   |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 42,500  | 42,500  | -         | 0     | MA10370 |
|   | 1/1/2017 | 12/31/2017 | 42,500  | 42,500  | -         | 0     | MA10370 |
|   |          |            | -       | -       | -         |       |         |
| Township Council  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 12,487  | 12,487  | -         | 0     | MA10380 |
|   | 1/1/2017 | 12/31/2017 | 12,487  | 12,487  | -         | 0     | MA10380 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Township Mayor  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 24,971  | 24,971  | -         | 0     | MA10390 |
|   | 1/1/2017 | 12/31/2017 | 24,971  | 24,971  | -         | 0     | MA10390 |
|   |          |            | -       | -       | -         |       |         |
| Zoning Officer/Planning Supervisor  |          |            | -       | -       | -         |       |         |
|   | 1/1/2016 | 12/31/2016 | 18,635  | 82,561  | 10,654    | 6     | MA10400 |
|   | 1/1/2017 | 12/31/2017 | 19,008  | 84,212  | 10,867    | 6     | MA10400 |
|   |          |            | -       | -       | -         |       |         |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Supervising Mechanic   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 78,598  | 9,649     | 6     | TS10005 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 80,170  | 9,842     | 6     | TS10005 |
| Assistant Supervisor   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 78,598  | 9,649     | 6     | TS10010 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 80,170  | 9,842     | 6     | TS10010 |
| Assistant Supervisor Public Works                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 78,598  | 9,649     | 6     | TS10020 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 80,170  | 9,842     | 6     | TS10020 |
| Assistant Supervisor of Public Works/Certified Pool Operator           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 82,724  | 9,474     | 6     | TS10030 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 84,378  | 9,663     | 6     | TS10030 |
| Assistant Supervisor of Public Works/Parking Meter Collector           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 78,598  | 9,649     | 6     | TS10040 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 80,170  | 9,842     | 6     | TS10040 |

| APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Supervisor of the Department of Public Works                           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10050 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 83,015  | 10,316    | 6     | TS10050 |
| Supervisor of the Department of Public Works/Certified Pool Operator   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 25,883  | 86,564  | 10,114    | 6     | TS10060 |
|  | 1/1/2017 | 12/31/2017 | 26,400  | 88,295  | 10,316    | 6     | TS10060 |
| Supervising Mechanic   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10070 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10070 |
| Sewer Repairer Supervisor  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10080 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10080 |
| Tree Maintenance Supervisor  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 20,706  | 81,387  | 10,113    | 6     | TS10090 |
|  | 1/1/2017 | 12/31/2017 | 21,120  | 83,014  | 10,316    | 6     | TS10090 |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS   |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Safety Telecommunications Operator - Bilingual                       |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 5,851     | 6     | TC10020 |
|   | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 5,968     | 6     | TC10020 |
| Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014 |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 18,635  | 53,743  | 4,388     | 8     | TC10040 |
|   | 1/1/2017 | 12/31/2017 | 19,008  | 54,818  | 4,476     | 8     | TC10040 |
| Public Safety Telecommunications Operator                                   |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10050 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,474     | 6     | TC10050 |
| Public Safety Telecommunications Operator - Trainee                         |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 4,387     | 6     | TC10060 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 4,475     | 6     | TC10060 |
| Public Safety Telecommunications Operator Hired after 1/31/2014             |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10070 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 3,356     | 8     | TC10070 |

| APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014 |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 47,026  | 3,290     | 8     | TC10080 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 47,967  | 3,356     | 8     | TC10080 |
| Senior Public Safety Telecommunications Operator                          |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 66,955  | 7,708     | 6     | TC10090 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 68,294  | 7,862     | 6     | TC10090 |
| Senior Public Safety Telecommunications Operator Hired after 1/31/2014    |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 20,706  | 66,955  | 5,781     | 8     | TC10100 |
|   | 1/1/2017 | 12/31/2017 | 21,120  | 68,294  | 5,897     | 8     | TC10100 |

| APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Engineering Aide Hourly                                |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 4.00    | 10.00   | -         | 0     | SE10010 |
|  | 1/1/2017 | 12/31/2017 | 4.00    | 10.00   | -         | 0     | SE10010 |
|  | 1/1/2018 | 12/31/2018 | 4.00    | 10.00   | -         | 0     | SE10010 |
|  | 1/1/2019 | 12/31/2019 | 8.85    | 10.00   | -         | 0     | SE10010 |
| Life Guard Hourly                                      |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 7.50    | 13.00   | -         | 0     | SE10020 |
|  | 1/1/2017 | 12/31/2017 | 7.50    | 13.00   | -         | 0     | SE10020 |
|  | 1/1/2018 | 12/31/2018 | 7.50    | 13.00   | -         | 0     | SE10020 |
|  | 1/1/2019 | 12/31/2019 | 8.85    | 13.00   | -         | 0     | SE10020 |
| Park Attendant Hourly                                  |          |            |         |         |           |       |         |
|  | 1/1/2019 | 12/31/2019 | 8.85    | 12.00   | -         | 0     | SE10025 |
| Park Caretaker Hourly                                  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 7.50    | 12.00   | -         | 0     | SE10030 |
|  | 1/1/2017 | 12/31/2017 | 7.50    | 12.00   | -         | 0     | SE10030 |
|  | 1/1/2018 | 12/31/2018 | 7.50    | 12.00   | -         | 0     | SE10030 |
|  | 1/1/2019 | 12/31/2019 | 8.85    | 12.00   | -         | 0     | SE10030 |
| Recreation Leader Hourly                               |          |            |         |         |           |       |         |
|  | 1/1/2017 | 12/31/2017 | 6.50    | 27.48   | -         | 0     | SE10045 |
|  | 1/1/2018 | 12/31/2018 | 6.50    | 27.48   | -         | 0     | SE10045 |
|  | 1/1/2019 | 12/31/2019 | 8.85    | 27.48   | -         | 0     | SE10045 |
| Recreation Supervisor Hourly                           |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 11.50   | 21.00   | -         | 0     | SE10040 |
|  | 1/1/2017 | 12/31/2017 | 11.50   | 21.00   | -         | 0     | SE10040 |
| School Traffic Guard (No Benefits Guard) Hourly        |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 12.74   | 20.87   | 5.38      | 2     | SE10050 |
|  | 1/1/2017 | 12/31/2017 | 12.74   | 20.87   | 5.38      | 2     | SE10050 |
| School Traffic Guard (Benefit Guard) Hourly            |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 16.05   | 16.05   | -         | 0     | SE10060 |
|  | 1/1/2017 | 12/31/2017 | 16.05   | 16.05   | -         | 0     | SE10060 |

| APPENDIX 6 - SALARY RANGES - STIPENDS     |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                     | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Assistant Business Administrator          |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10020 |
|   | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10020 |
| Assistant Secretary ABC Board             |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 700     | 700     | -         | 0     | ST10030 |
|   | 1/1/2017 | 12/31/2017 | 700     | 700     | -         | 0     | ST10030 |
|   |          |            | -       | -       | -         |       |         |
| Assistant Senior Citizens Program Aide    |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10040 |
|   | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10040 |
| Assistant Supervising Electrician/License |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 3,200   | 3,200   | -         | 0     | ST10050 |
|   | 1/1/2017 | 12/31/2017 | 3,200   | 3,200   | -         | 0     | ST10050 |
| CAD System Operator                       |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10060 |
|   | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10060 |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Certified Pool Operator               |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10070 |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10070 |
| Clean Communities Coordinator         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10080 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10080 |
| COAH Coordinator                      |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10090 |
|                                       | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10090 |
| Commuter Shuttle Grant                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10100 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10100 |
| Fire Official                         |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10120 |
|                                       | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10120 |

| APPENDIX 6 - SALARY RANGES - STIPENDS      |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                      | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Forester                                   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10130 |
|  | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10130 |
| Health Officer (Interlocal Contract)       |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 9,712   | 9,712   | -         | 0     | ST10140 |
|  | 1/1/2017 | 12/31/2017 | 9,712   | 9,712   | -         | 0     | ST10140 |
| Judge Additional Session                   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 400     | 400     | -         | 0     | ST10150 |
|  | 1/1/2017 | 12/31/2017 | 400     | 400     | -         | 0     | ST10150 |
| Municipal Alliance Coordinator             |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|  | 1/1/2017 | 12/31/2017 | 5,000   | 6,875   | 1,875     | 1     | ST10160 |
|  |          |            | -       | -       | -         |       |         |
| Municipal Emergency Management Coordinator |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 4,500   | 4,500   | -         | 0     | ST10170 |
|  | 1/1/2017 | 12/31/2017 | 4,500   | 4,500   | -         | 0     | ST10170 |
|  |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| OPRA Coordinator                      |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                       | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10180 |
|                                       |          |            | -       | -       | -         |       |         |
| Parking Meter Collector               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10190 |
|                                       |          |            | -       | -       | -         |       |         |
| Planning Board Attorney               |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10200 |
|                                       |          |            | -       | -       | -         |       |         |
| Pool Manager Annual                   |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       | 1/1/2017 | 12/31/2017 | 8,500   | 8,500   | -         | 0     | ST10210 |
|                                       |          |            | -       | -       | -         |       |         |
| Public Advocate                       |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10220 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Public Works Inspector                |          |            |         |         |           |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       | 1/1/2017 | 12/31/2017 | 10,000  | 10,000  | -         | 0     | ST10240 |
|                                       |          |            | -       | -       | -         |       |         |
| Pumping Station Operator              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       | 1/1/2017 | 12/31/2017 | 6,000   | 6,000   | -         | 0     | ST10250 |
|                                       |          |            | -       | -       | -         |       |         |
| Recycling Center Manager              |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                       | 1/1/2017 | 12/31/2017 | 5,000   | 5,000   | -         | 0     | ST10260 |
|                                       |          |            | -       | -       | -         |       |         |
| Rent Leveling Board Attorney          |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                       | 1/1/2017 | 12/31/2017 | 2,000   | 2,000   | -         | 0     | ST10270 |
|                                       |          |            | -       | -       | -         |       |         |
| Right to Know Coordinator             |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                       | 1/1/2017 | 12/31/2017 | 4,850   | 4,850   | -         | 0     | ST10280 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS  |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Secretary, Insurance Fund Commissioner |          |            | -       | -       | -         |       |         |
|  | 1/1/2016 | 12/31/2016 | 2,400   | 2,400   | -         | 0     | ST10290 |
|  | 1/1/2017 | 12/31/2017 | 2,400   | 2,400   | -         | 0     | ST10290 |
|  |          |            | -       | -       | -         |       |         |
| Senior Citizens Program Aide           |          |            | -       | -       | -         |       |         |
|  | 1/1/2016 | 12/31/2016 | 7,500   | 7,500   | -         | 0     | ST10300 |
|  | 1/1/2017 | 12/31/2017 | 7,500   | 7,500   | -         | 0     | ST10300 |
|  |          |            | -       | -       | -         |       |         |
| Swim Instructor Coordinator            |          |            | -       | -       | -         |       |         |
|  | 1/1/2016 | 12/31/2016 | 1,000   | 1,000   | -         | 0     | ST10310 |
|  | 1/1/2017 | 12/31/2017 | 1,000   | 1,000   | -         | 0     | ST10310 |
|  |          |            | -       | -       | -         |       |         |
| Swim Team Coach                        |          |            | -       | -       | -         |       |         |
|  | 1/1/2016 | 12/31/2016 | 800     | 800     | -         | 0     | ST10320 |
|  | 1/1/2017 | 12/31/2017 | 800     | 800     | -         | 0     | ST10320 |
|  |          |            | -       | -       | -         |       |         |
| Tax Collector & Tax Search Officer     |          |            | -       | -       | -         |       |         |
|  | 1/1/2016 | 12/31/2016 | 2,500   | 2,500   | -         | 0     | ST10330 |
|  | 1/1/2017 | 12/31/2017 | 2,500   | 2,500   | -         | 0     | ST10330 |
|  |          |            | -       | -       | -         |       |         |

| APPENDIX 6 - SALARY RANGES - STIPENDS |          |            |         |         |           |       |         |
|---------------------------------------|----------|------------|---------|---------|-----------|-------|---------|
| TITLE                                 | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Zoning Board Attorney                 |          |            | -       | -       | -         |       |         |
|                                       | 1/1/2016 | 12/31/2016 | 3,500   | 3,500   | -         | 0     | ST10340 |
|                                       | 1/1/2017 | 12/31/2017 | 3,500   | 3,500   | -         | 0     | ST10340 |
|                                       |          |            | -       | -       | -         |       |         |

| APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS |          |            |         |         |           |       |          |
|--|----------|------------|---------|---------|-----------|-------|----------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE     |
| Fire Deputy Chief  |          |            |         |         |           |       |          |
|  | 1/1/2016 | 12/31/2016 | 113,537 | 127,851 | 14,315    | 1     | FS10010  |
|  | 1/1/2017 | 12/31/2017 | 115,807 | 130,408 | 14,601    | 1     | FS10010  |
| Fire Deputy Chief with EMT                                   |          |            |         |         |           |       |          |
|  | 1/1/2016 | 12/31/2016 | 116,537 | 130,851 | 14,315    | 1     | FS10020E |
|  | 1/1/2017 | 12/31/2017 | 118,807 | 133,408 | 14,601    | 1     | FS10020E |

|  |          |            |         |         |        |   |          |
|--|----------|------------|---------|---------|--------|---|----------|
| Fire Deputy Chief with EMT and Fire Official   |          |            |         |         |        |   |          |
|  | 1/1/2017 | 12/31/2017 | 126,307 | 140,908 | 14,601 | 1 | FS10023E |
|  |          |            |         |         |        |   |          |
| Fire Deputy Chief with EMT and OEM Coordinator |          |            |         |         |        |   |          |
|  | 1/1/2017 | 12/31/2017 | 123,307 | 137,908 | 14,601 | 1 | FS10027E |
|  |          |            |         |         |        |   |          |
| Fire Captain                                   |          |            |         |         |        |   |          |
|  | 1/1/2016 | 12/31/2016 | 96,754  | 105,664 | 8,910  | 1 | FS10030  |
|  | 1/1/2017 | 12/31/2017 | 98,689  | 107,777 | 9,088  | 1 | FS10030  |
|  |          |            |         |         |        |   |          |
| Fire Captain with EMT                          |          |            |         |         |        |   |          |
|  | 1/1/2016 | 12/31/2016 | 99,754  | 108,664 | 8,910  | 1 | FS10040E |
|  | 1/1/2017 | 12/31/2017 | 101,689 | 110,777 | 9,088  | 1 | FS10040E |
|  |          |            |         |         |        |   |          |
| Fire Captain with EMT and Fire Official        |          |            |         |         |        |   |          |
|  | 1/1/2016 | 12/31/2016 | 107,254 | 116,164 | 8,911  | 1 | FS10050E |
|  | 1/1/2017 | 12/31/2017 | 109,189 | 118,277 | 9,088  | 1 | FS10050E |

| APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS |          |            |         |         |           |       |          |
|--|----------|------------|---------|---------|-----------|-------|----------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE     |
| Firefighter  |          |            |         |         |           |       |          |
|  | 1/1/2016 | 12/31/2016 | 42,703  | 85,368  | 4,791     | 6     | FF10010  |
|  | 1/1/2017 | 12/31/2017 | 43,557  | 87,075  | 4,887     | 6     | FF10010  |
| Firefighter with EMT                                       |          |            |         |         |           |       |          |
|  | 1/1/2016 | 12/31/2016 | 45,703  | 88,368  | 4,791     | 6     | FF10020E |
|  | 1/1/2017 | 12/31/2017 | 46,557  | 90,075  | 4,887     | 6     | FF10020E |

| APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS |          |            |         |         |           |       |         |
|--|----------|------------|---------|---------|-----------|-------|---------|
| TITLE  | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Deputy Police Chief  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 135,135 | 145,000 | 9,865     | 1     | PS10010 |
|  | 1/1/2017 | 12/31/2017 | 137,838 | 147,900 | 10,062    | 1     | PS10010 |
| Police Captain   |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 119,546 | 128,258 | 8,711     | 1     | PS10020 |
|  | 1/1/2017 | 12/31/2017 | 121,937 | 130,823 | 8,886     | 1     | PS10020 |
| Police Lieutenant  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 105,791 | 113,503 | 7,712     | 1     | PS10030 |
|  | 1/1/2017 | 12/31/2017 | 107,907 | 115,773 | 7,867     | 1     | PS10030 |
| Police Sergeant  |          |            |         |         |           |       |         |
|  | 1/1/2016 | 12/31/2016 | 94,460  | 100,450 | 5,989     | 1     | PS10040 |
|  | 1/1/2017 | 12/31/2017 | 96,349  | 102,459 | 6,109     | 1     | PS10040 |

| APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE |          |            |         |         |           |       |         |
|---|----------|------------|---------|---------|-----------|-------|---------|
| TITLE   | FROM     | TO         | MINIMUM | MAXIMUM | INCREMENT | STEPS | CODE    |
| Police Officer  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 53,996  | 89,628  | 5,939     | 6     | PO10010 |
|   | 1/1/2017 | 12/31/2017 | 55,076  | 91,421  | 6,058     | 6     | PO10010 |
| Police Officer Hired after 2/28/2014                  |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 53,996  | 89,628  | 4,454     | 8     | PO10020 |
|   | 1/1/2017 | 12/31/2017 | 55,076  | 91,421  | 4,543     | 8     | PO10020 |
| Police Officer Training Step                          |          |            |         |         |           |       |         |
|   | 1/1/2016 | 12/31/2016 | 43,927  | 43,927  | -         | 0     | PO10030 |
|   | 1/1/2017 | 12/31/2017 | 44,806  | 44,806  | -         | 0     | PO10030 |

BOND ORDINANCE PROVIDING FOR VARIOUS CAPITAL IMPROVEMENTS IN AND BY THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY, APPROPRIATING \$8,240,866 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$7,848,441 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 \$8,240,866, and further including the aggregate sum of \$392,425 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 \$7,848,441 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:

| <u>Purpose</u>  | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|---|---|--|-----------------------------|
| a) Acquisition of equipment including, but not limited to, self-contained breathing apparatus harnesses, LED high visibility signs, Main Street Road Diet, police firearms, sewer video inspection camera, flashing school speed limit signs, lifeguard stands, personal protective equipment, hose replacement, knock box replacements, pool snack bar upgrade and evidential breath tester unit | \$1,079,900                               | \$1,028,476  | 15 years                    |
| b) Improvement of indoor facilities including, but not limited to, major capital repair of municipal facilities and Fire House improvements   | \$1,075,000                               | \$1,023,809  | 20 years                    |
| c) Acquisition of information technology including, but not limited to, mobile ALPR, audio recording system update, interview room DVR and cam, Council Chambers sound system improvements for the hearing impaired, ESX host replacement servers, storage area network replacement, 800 Mhz trunked radio system P25 digital upgrade study and OSPAC sound system                                | \$570,366                                 | \$543,205  | 5 years                     |

| <u>Purpose</u>   | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|--|---|--|-----------------------------|
| d) Improvement of outdoor facilities including, but not limited to, participatory budgeting project, asst. hardcourt resurfacing/pickle ball conversion, Colgate Futsal court upgrade, ice rink at O'Connor Park, Degnan Ball Field fencing and Kennedy Fieldhouse entrance way  | \$931,700                                 | \$887,297  | 15 years                    |
| e) Removal and replacement of underground storage tank, site remediation and upgrade to above-ground storage tanks   | \$300,000                                 | \$285,750  | 20 years                    |
| f) Improvement of streets and sewers including, but not limited to, Old Indian Road improvements, Dogwood Drive and Dogwood Road, Laird Drive, Lindsley Avenue, Brennan Drive, Old Indian Road, Ridgeway Avenue, Wheeler Street Sanitary Sewer, preliminary parking analysis, Watchung Avenue, Dogwood Pump Station, Korwel Pump Station, sidewalk improvements, shade trees, signs and striping | \$3,623,900                               | \$3,451,333  | 15 years                    |
| g) Vehicle acquisition or improvement including, but not limited to, unmarked vehicle and marked patrol vehicles, remounting project   | <u>\$660,000</u>                          | <u>\$628,571</u>                                     | 5 years                     |

| <u>Purpose</u>  | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|---|---|--|-----------------------------|
| repairs, senior & jitney buses, service truck, 4x4, pick-up truck with plow for Main Street SID, SUV, tractor, flat bed for Truck No. 9 |   |  |                             |
|   |   |  |                             |
| <b>Totals:</b>  | <b><u>\$8,240,866</u></b>                 | <b><u>\$7,848,441</u></b>                            |                             |

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 14.34 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 \$7,848,441, and the obligations authorized herein will be within all debt limitations prescribed by that Law.

(d) An aggregate amount not exceeding \$1,648,175 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.

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**ROBERT D. PARISI, MAYOR**

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**JERRY GUARINO,  
COUNCIL PRESIDENT**

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

**INTRODUCED: August 13, 2019**

**ADOPTED: September 10, 2019**

Re: TOWNSHIP OF WEST ORANGE

\$8,240,866/\$7,848,441 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.

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**BELOW FOR McMANIMON, SCOTLAND & BAUMANN, LLC USE ONLY**

Posted: \_\_\_/\_\_\_/\_\_\_ Useful Life: \_\_\_ years Reviewed By: \_\_\_\_\_

'20 Costs: \$1,648,175 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:  Yes  No

Resolution Authorizing CFO to Sell Notes: F/A \_\_\_/\_\_\_/\_\_\_

Grant Moneys Expected: 0

| NOTES/BONDS ISSUED HEREUNDER |      |          |      |         |                 |                                     |
|------------------------------|------|----------|------|---------|-----------------|-------------------------------------|
| AMOUNT                       | DATE | MATURITY | RATE | PAYDOWN | NEW/<br>RENEWAL | REMAININ<br>G<br>AUTHOR-<br>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 13, 2019 by John Gross, who was then chief financial officer of the Township and filed in my office on August 13, 2019, 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 13, 2019.

IN WITNESS WHEREOF, I have hereunto set my hand and the seal of the Township this 13 day of August, 2019.

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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 10, 2019 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 \$8,240,866 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$7,848,441 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 \$392,425, 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 \_\_\_\_\_, 2019.

\_\_\_\_\_  
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 held at the Town Hall in the Township on August 13, 2019 at 7 o'clock p.m.

PRESENT:

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

ABSENT:

None

[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 13, 2019 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 10 day of September, 2019.

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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 at the Town Hall in the Township on September 10, 2019 at 7 o'clock p.m.

PRESENT:

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

ABSENT:

None

[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 10, 2019 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 24 day of September, 2019.

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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 13, 2019 and finally adopted by the governing body on September 10, 2019 and, where necessary, approved by the Mayor on September 10, 2019.

3. On August 9, 2019, 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 22, 2019.

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 10, 2019. 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 30<sup>th</sup> day of September, 2019.

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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 13, 2019. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held at the Public Meeting, in the Township on August 13, 2019 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 \$8,240,866 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$7,848,441 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

## Purposes:

| <u>Purpose</u>  | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|---|---|--|-----------------------------|
| a) Acquisition of equipment including, but not limited to, self-contained breathing apparatus harnesses, LED high visibility signs, Main Street Road Diet, police firearms, sewer video inspection camera, flashing school speed limit signs, lifeguard stands, personal protective equipment, hose replacement, knock box replacements, pool snack bar upgrade and evidential breath tester unit | \$1,079,900                               | \$1,028,476  | 15 years                    |
| b) Improvement of indoor facilities including, but not limited to, major capital repair of municipal facilities   | \$1,075,000                               | \$1,023,809  | 21 years                    |

| <u>Purpose</u>   | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|--|---|--|-----------------------------|
| and Fire House improvements  |   |  |                             |
| c) Acquisition of information technology including, but not limited to, mobile ALPR, audio recording system update, interview room DVR and cam, Council Chambers sound system improvements for the hearing impaired, ESX host replacement servers, storage area network replacement, 800 Mhz trunked radio system P25 digital upgrade study and OSPAC sound system | \$570,366                                 | \$543,205  | 5 years                     |
| d) Improvement of outdoor facilities including, but not limited to, participatory budgeting project, asst. hardcourt resurfacing/pickle ball conversion, Colgate Futsal court upgrade, ice rink at O'Connor Park, Degnan Ball Field fencing and Kennedy Fieldhouse entrance way  | \$931,700                                 | \$887,297  | 15 years                    |
| e) Removal and replacement of underground storage tank, site remediation and upgrade to above-ground storage tanks   | \$300,000                                 | \$285,750  | 20 years                    |
| f) Improvement of streets  | \$3,623,900                               | \$3,451,333  | 15 years                    |

| <u>Purpose</u>   | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|--|---|--|-----------------------------|
| and sewers including, but not limited to, Old Indian Road improvements, Dogwood Drive and Dogwood Road, Laird Drive, Lindsley Avenue, Brennan Drive, Old Indian Road, Ridgeway Avenue, Wheeler Street Sanitary Sewer, preliminary parking analysis, Watchung Avenue, Dogwood Pump Station, Korwel Pump Station, sidewalk improvements, shade trees, signs and striping |   |  |                             |
| g) Vehicle acquisition or improvement including, but not limited to, unmarked vehicle and marked patrol vehicles, remounting project of ambulance, major capital repairs, senior & jitney buses, service truck, 4x4, pick-up truck with plow for Main Street SID, SUV, tractor, flat bed for Truck No. 9   | <u>\$660,000</u>                          | <u>\$628,571</u>                                     | 5 years                     |
|  |   |  |                             |
| Totals:  | <u>\$8,240,866</u>                        | <u>\$7,848,441</u>                                   |                             |

Appropriation: \$8,240,866  
 Bonds/Notes Authorized: \$7,848,441  
 Grants (if any) Appropriated: 0  
 Section 20 Costs: \$1,648,175  
 Useful Life: 14.34 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 10, 2019 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 \$8,240,866 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$7,848,441 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

Purposes:

| <u>Purpose</u>  | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|---|---|--|-----------------------------|
| a) Acquisition of equipment including, but not limited to, self-contained breathing apparatus harnesses, LED high visibility signs, Main Street Road Diet, police firearms, sewer video inspection camera, flashing school speed limit signs, lifeguard stands, personal protective equipment, hose replacement, knock box replacements, pool snack bar upgrade and evidential breath tester unit | \$1,079,900                               | \$1,028,476  | 15 years                    |
| b) Improvement of indoor facilities including, but not limited to, major capital repair of municipal facilities and Fire House improvements   | \$1,075,000                               | \$1,023,809  | 22 years                    |

| <u>Purpose</u>   | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|--|---|--|-----------------------------|
| c) Acquisition of information technology including, but not limited to, mobile ALPR, audio recording system update, interview room DVR and cam, Council Chambers sound system improvements for the hearing impaired, ESX host replacement servers, storage area network replacement, 800 Mhz trunked radio system P25 digital upgrade study and OSPAC sound system | \$570,366                                 | \$543,205  | 5 years                     |
| d) Improvement of outdoor facilities including, but not limited to, participatory budgeting project, asst. hardcourt resurfacing/pickle ball conversion, Colgate Futsal court upgrade, ice rink at O'Connor Park, Degnan Ball Field fencing and Kennedy Fieldhouse entrance way  | \$931,700                                 | \$887,297  | 15 years                    |
| e) Removal and replacement of underground storage tank, site remediation and upgrade to above-ground storage tanks   | \$300,000                                 | \$285,750  | 20 years                    |
| f) Improvement of streets and sewers including, but not limited to, Old Indian Road  | \$3,623,900                               | \$3,451,333  | 15 years                    |

| <u>Purpose</u>   | <u>Appropriation &amp; Estimated Cost</u> | <u>Estimated Maximum Amount of Bonds &amp; Notes</u> | <u>Period of Usefulness</u> |
|--|---|--|-----------------------------|
| improvements, Dogwood Drive and Dogwood Road, Laird Drive, Lindsley Avenue, Brennan Drive, Old Indian Road, Ridgeway Avenue, Wheeler Street Sanitary Sewer, preliminary parking analysis, Watchung Avenue, Dogwood Pump Station, Korwel Pump Station, sidewalk improvements, shade trees, signs and striping |   |  |                             |
| g) Vehicle acquisition or improvement including, but not limited to, unmarked vehicle and marked patrol vehicles, remounting project of ambulance, major capital repairs, senior & jitney buses, service truck, 4x4, pick-up truck with plow for Main Street SID, SUV, tractor, flat bed for Truck No. 9     | <u>\$660,000</u>                          | <u>\$628,571</u>                                     | 5 years                     |
|  |   |  |                             |
| Totals:  | <u>\$8,240,866</u>                        | <u>\$7,848,441</u>                                   |                             |

Appropriation: \$8,240,866  
 Bonds/Notes Authorized: \$7,848,441  
 Grants (if any) Appropriated: 0  
 Section 20 Costs: \$1,648,175  
 Useful Life: 14.34 years

**AN ORDINANCE AMENDING CHAPTER 2, SECTION 46 OF THE REVISED  
GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE  
(EMERGENCY MANAGEMENT)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 2 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

**I. PURPOSE**

The purpose of this ordinance is update the provisions of the Township Municipal Code to reflect the current name of the entity responsible for emergency management within the Township of West Orange and to formally establish a Community Emergency Response Team within the Office of Emergency Management under the supervision of the Township Emergency Management Coordinator.

**II. CHAPTER 2, SECTION 46 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-46 EMERGENCY MANAGEMENT.**

There shall be a Office of Emergency Management pursuant to law (Chapter 438 of the 1956 Laws of New Jersey, N.J.S.A. App. A:9-41) and a Coordinator of the Office of Emergency Management to be appointed by the Mayor. The Coordinator of the Office of Emergency Management shall be a resident of the Township and have working knowledge of all emergency service disciplines, including, but not limited to public safety, fire suppression, health and welfare, and public works and utilities. . All departments of the Township government shall cooperate with and assist the Office of Emergency Management as required.

**III. CHAPTER 2, SECTION 46.1 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-46.1 Community Emergency Response Team.**

A Community Emergency Response Team is hereby established in the Township of West Orange. The Community Emergency Response Team shall fall under the Office of Emergency Management and shall be under the supervision and control of the Office of Emergency Management Coordinator or the Coordinator's designee.

**IV. CHAPTER 2, SECTION 46.2 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-46.2 Duties of the Community Emergency Response Team.**

The Community Emergency Response Team shall provide volunteer services in the area of natural and other disasters under the direction of the Office of Emergency Management to

supplement the West Orange Police Department and the West Orange Fire Department and in response to any such disaster.

**V. CHAPTER 2, SECTION 46.3 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-46.3 Membership in the Community Emergency Response Team.**

The membership of the Community Emergency Response Team shall be comprised of volunteers subject to approval by the governing body upon the recommendation of the Office of Emergency Management Coordinator. All members of the Community Emergency Response Team shall be at least eighteen (18) years of age and either: (i) reside or (ii) work within the Township of West Orange.

**VI. CHAPTER 2, SECTION 46.4 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-46.4 Training for the Community Emergency Response Team.**

All members of the Community Emergency Response Team shall be required to receive approximately twenty (20) hours of basic-level training as required by the Federal Emergency Management Agency and will include training in:

- a. Disaster First Aid;
- b. Family Disaster Preparedness;
- c. Disaster Fire Suppression;
- d. Medical Operations;
- e. Operations in Response to Terrorists Incidents;
- f. Disaster Mental Health;
- g. Basic Emergency Management; and
- h. Skills Review and Disaster Simulation.

**VII. 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.

**VIII. 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.

**IX. EFFECTIVE DATE**

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

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**ROBERT D. PARISI, MAYOR**

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**JERRY GUARINO,  
COUNCIL PRESIDENT**

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

**INTRODUCED: September 10, 2019**

**ADOPTED: September 24, 2019**

### **Legislative History**

The purpose of this ordinance is update the provisions of the Township Municipal Code to reflect the current name of the entity responsible for emergency management within the Township of West Orange and to formally establish a Community Emergency Response Team within the Office of Emergency Management under the supervision of the Township Emergency Management Coordinator.

**AN ORDINANCE AMENDING CHAPTER 2, SECTION 61.6 OF THE REVISED  
GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE  
(PEDESTRIAN SAFETY ADVISORY BOARD - Functions)**

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF  
WEST ORANGE, NEW JERSEY** that Chapter 2 of the Revised General Ordinances of the  
Township of West Orange be and are hereby amended as follows:

**I. PURPOSE**

The purpose of this ordinance is to expand the scope and function of the West Orange  
Pedestrian Advisory Board to empower it to make recommendations for the enhancement of  
pedestrian safety to the Planning Board, Zoning Board of Adjustment, and Open Space  
Commission.

**II. CHAPTER 2, SECTION 61.6 SHALL BE AND HEREBY IS AMENDED AND  
SUPPLEMENTED TO INCORPORATE THE FOLLOWING:**

**2-61.6 Functions.**

The functions of the Board shall be as follows:

- a. Investigation and analysis of issues affecting pedestrian safety;
- b. Recommendations to the Mayor and Council, Planning Board, Zoning Board of  
Adjustment, and the Open Space and Recreation Committee regarding initiatives and  
policies designated to enhance pedestrian safety;
- c. Participation when authorized by the Mayor, in appropriate regional pedestrian safety  
activities; and
- d. Annual meeting to inform the Mayor, Township Council and the general public of the  
Board's activities and progress.

**III. REPEAL OF CONFLICTING ORDINANCES**

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

**IV. SEVERABILITY**

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the  
invalidity thereof shall not affect the remaining parts of this Ordinance.

**V. EFFECTIVE DATE**

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

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**ROBERT D. PARISI, MAYOR**

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**JERRY GUARINO,  
COUNCIL PRESIDENT**

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

**INTRODUCED: September 10, 2019**

**ADOPTED: September 24, 2019**

### **Legislative History**

The purpose of this ordinance is to expand the scope and function of the West Orange Pedestrian Advisory Board to empower it to make recommendations for the enhancement of pedestrian safety to the Planning Board, Zoning Board of Adjustment, and Open Space Commission.

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-46.2, PARKING PROHIBITED DURING CERTAIN HOURS ON CERTAIN DAYS ON CERTAIN STREETS SERVICING RESIDENTIAL LAND USES, EXCEPT BY PERMIT 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 7-46.2, Parking Prohibited During Certain Hours on Certain Days on Certain Streets Servicing Residential Land Uses, Except by Permit, 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 Restricted Parking Street | Zone      | Sides       | Hours      | Days       | Location             |
|-----------------------------------|-----------|-------------|------------|------------|----------------------|
| <b>Calvin Terrace</b>             | <b>10</b> | <b>West</b> | <b>All</b> | <b>All</b> | <b>Entire Length</b> |

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

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

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**Robert D. Parisi, Mayor**

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**Jerry Guarino, Council President**

**Introduced: July 16, 2019**

**Adopted: August 13, 2019**

### **LEGISLATIVE HISTORY**

This Ordinance designates the west side of Calvin Terrace as a Restricted Parking Street on all days throughout the entire day. The east side of Calvin Terrace has parking prohibited at all times. Parking will only be allowed by permit, with permits issued only to residents of Calvin Terrace and one three family home on the northerly side of Eagle Rock Avenue at Calvin Terrace, just east of Calvin Terrace. This regulation was requested by residents of Calvin Terrace since tenants of Llewellyn Gates Apartments and their visitors are using Calvin Terrace for parking. The street will still be subject to the parking regulations established by WORG0 7-12, Parking Prohibited for Street Cleaning and Maintenance, and WORG0 7-13 Parking Prohibited At All Times on Certain Streets.