

CITY OF SALEM

Charles Washington, Jr
Mayor

17 New Market Street Salem, New Jersey 08079
856-985-0872 Fax 856-985-6860

Kenia Nunez
Chief Financial Officer

April 8, 2021

To: Transitional Aid Program
Division of Local Government Services
101 South Broad Street
PO Box 803
Trenton, NJ 08625-0803

Re: City of Salem, Salem County 2021 Transitional Aid Application

Enclosed are two hard copies of our 2021 Transitional Aid (T/A) application along with items on the checklist. The TA application will be sent overnight and electronically.

If you have any question, please feel free to contact me Kenia Nunez, CFO at 856-935-0372 ext. 206 or Ben Angeli, Clerk/Administrator at 856-935-0372 ext.219.

Respectfully submitted,

Kenia Nunez
Chief Financial Officer/QPA

Cc: Mayor Charles Washington Jr.
Earl Gage, Council President

Transitional Aid Application for Calendar Year 2021
Division of Local Government Services
Department of Community Affairs

General Instructions: This application must be submitted in its entirety by April 9, 2020 for funding consideration under this program. Information contained in the application is subject to independent verification by the Division. Refer to Local Finance Notice 2021-6_ when preparing this application for specific instructions and definitions and review the Submission Checklist on Page 7 of the Local Finance Notice.

Name of Municipality:	CITY OF SALEM	County:	SALEM
Contact Person:	BEN ANGELI	Title:	CLERK/ADMINISTRATOR
Phone:	85693350732X219	Fax:	8569354095
		E-mail:	BANGELI@CITYOFSALEMNJ.GOV

I. Aid History

List amount of Transitional Aid received for the last three years, if any:

CY 2020	CY 2019	CY2018
\$1,500,000.00	\$1,500,000.00	\$1,400,000.00

II. Aid Request for Application Year: (All municipalities currently operating under a Transitional Aid MOU are advised that a decrease from prior year funding should be anticipated.)

Amount of aid requested for the Application Year:	\$1,500,000.00
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If not seeking a decrease, a letter from the Mayor is required. See Local Finance Notice 2021-6

III. Submission Requirements





The following items must be submitted with, or prior to, submission of this application. Indicate date of submission of each.

Item	Date Submitted to DLGS
2020 Annual Financial Statement	Done filed in FAST 04/2/21
2019 Annual Audit	11/2/2020
2019 Corrective Action Plan	Filed in FAST 10/2/2020
Application Year Introduced Budget	04/05/2021
Budget Documentation Submitted to Governing Body	03/21/2021

Application Year: CY2021	Municipality: City of Salem	County: Salem
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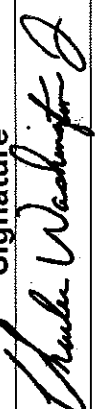



IV.A Application Certification

The undersigned herewith certify that they have reviewed this application and, individually, believes the contents to be true and accurately portray the circumstances regarding the municipality's fiscal practices and need for financial assistance. By submitting the application, the municipality acknowledges that the law provides that the decision of the Director regarding aid awards is final and not subject to appeal.

Official	Signature	Date
Mayor/Chief Executive Officer Charles Washington, Jr		4/7/21
Governing Body Presiding Officer Ear Gage, Council President		4/7/21
Chief Financial Officer Kenia Nunez		4/7/21
Chief Administrative Officer Ben Angeli		4/7/21

IV.B CY2020 Transitional Aid Recipients Applying in 2021

CY2021 Municipalities operating under a Memorandum of Understanding ("MOU") must certify that they are in substantial compliance with all conditions and requirements of the MOU.

Official	Signature	Date
Mayor/Chief Executive Officer Charles Washington, Jr		4/7/21
Governing Body Presiding Officer Earl Gage		4/7/21
Chief Financial Officer Kenia Nunez		4/7/21
Chief Administrative Officer Ben Angeli		4/7/21

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V-A. Explanation of Need for Transitional Aid

Explain the circumstances that warrant Transitional Aid in narrative form. Include factors that result in a constrained ability to raise sufficient revenues to meet budgetary requirements, and if such revenues were raised, how it would jeopardize the fiscal integrity of the municipality.

SEE ATTACHMENT “A”

Application Year: CY2021	Municipality: City of Salem	County: Salem
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V-B. Demonstration of Revenue Loss/Substantial Cost Increase

Show: (1) specific, extraordinary revenue losses, but not as the aggregate of many revenue line items; and (2) specific, extraordinary increases in appropriations, but not as the aggregate of many appropriation line items. Describe the item in the cell below each entry. If applicable, indicate in the description of the extraordinary increase in expenditure if the increase was the result of a policy decision made by the municipality (i.e. a back-loaded debt service schedule, deferred payment, costs associated with additional hires, etc.)

Revenue or Appropriation	2019 Value	2020 Value	Amount of Loss/Increase
Description:	None	None	None
Description:			
Description:	none		
Description:	None		
Description:	None		
Description:			
Description:			
Description:			
Description:	Not applicable		

Application Year: CY2021	Municipality: City of Salem	County: Salem
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V-C. Actions to Reduce Future Need for Aid

Detail the steps the municipality is taking to reduce the need for future aid. Include details about shared services and consolidation, long-term cost cutting and enhanced revenue plans, impact of new development, potential for grants to offset costs, and estimated short and long-term annual savings.

These steps should demonstrate initiatives taken to bring structural balance to the Municipality's finances and shall include, but are not limited to the following:

Use additional pages if necessary

- Efforts to bring economic development to the Municipality; and
- A plan to constrain or reduce staffing costs through collective negotiation, attrition, consolidation, restructuring, or other personnel actions; and
- A plan to eliminate, reduce or constrain the costs of non-essential services and activities; and
- A plan to maximize recurring revenues, including, as appropriate: updating fees, fines and penalties; maximizing enforcement of delinquencies; and selling surplus land and property; and
- A plan to address findings contained in various audits, investigations, and reports with respect to the Municipality, including municipal audits, applicable State Comptroller and State Auditor reports and audits, federal program audits, and other audits as identified by the Director.

SEE ATTACHMENT “B”

Application Year: CY2021	Municipality: City of Salem	County: Salem
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V-D. Discussion of Health Benefits

Skip this section if using SHBP. If not using SHBP, explain why the municipality's current health benefits plan is cheaper, or what other reasons exist to reject this alternative. Additionally, list all brokers (primary broker or risk manager, all co-brokers, and sub-brokers) together with their compensation for the current and prior two fiscal years. Compensation must be disclosed in this section whether provided directly by the municipality or as a commission from the insurance provider. It is the municipality's right, and obligation, to determine whether the broker is compensated with commission in order to fully complete this section. If commissions are being earned, provide both how the commission is calculated (percentage of premium or self-insurance) and the actual \$ value of the commission received in each year.

NONE, does not apply

Application Year: CY2021	Municipality: City of Salem	County: Salem
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VI. Historical Fiscal Statistics

Item	2019	2020	Introduced Application Year
1. Property Tax/Budget Information			
Municipal tax rate	3.652	\$3,971	
Municipal Purposes tax levy	4,448,628	4,569,545	4,887,906
Municipal Open Space tax levy	\$NA	\$NA	\$NA
Total general appropriations	\$9,598,577.18	\$10,221,104.58	\$9,864,800.77

2. Cash Status Information			
% Of current taxes collected	81.39%	75.63%	%
% Used in computation of reserve	80.55% 3YR AVER	80.02% 3 YR AVER	78.548%
Reserve for uncollected taxes	\$1,685,779.88	\$1,786,682.37	\$1,991,780.55
Total year end cash surplus	\$1,481,666.44	\$1,280,900.14	
Total non-cash surplus	\$5,542.96	\$0	
Year end deferred charges	\$0	\$0	

3. Assessment Data			
Assessed value (as of 1/10)	\$123,788,835	\$125,115,488	\$123,081,736
Average Residential Assessment	\$45,685	\$45,740	\$45,740
Number of tax appeals granted	18	8	
Amount budgeted for tax appeals	\$0	\$0	\$0
Refunding bonds for tax appeals	\$0	\$0	\$0

ATTACHMENT			
	22	21	19
4. Staffing Levels: SEE OTHER SALARY			
Total Number of Sworn Police -	\$1,724,195.01	\$1,757,980.00	\$1,720,567.00
Class 2 and Class 3 Officers	0	0	0
Total S&W Expenditures	Na	Na	Na
Uniformed Fire - Staff Number	VOLUNTEER	VOLUNTEER	VOLUNTEER
Total S&W Expenditures	\$0	\$0	\$0
Number of Other Full-time Employees			
Total S&W Expenditures			
Number of Other Part-time Employees			
Total S&W Expenditures			

5. Impact of Proposed Tax Levy			Amount
Current Year Taxable Value			\$123,081,736
Introduced Tax Levy			\$4,997,054.90
Proposed Municipal Tax Rate	\$4.060	Average Res. Value (#4 above)	\$45,740.00
Current Year Taxes on Average Residential Value (#4 above)	LOCAL RATE		\$1,816.33
Prior Year Taxes on Average Residential Value LOCAL RATE ONLY			\$1,670.42
Proposed Increase in average residential taxes			\$145.91

4 STAFFING LEVEL PAGE 7

CLERK	Municipal Searcher Stipend	1,200.00
CLERK	Clerk	41,000.00
CLERK	Clerk Typist	37,644.00
	2 fulltime	<u>79,844.00</u>
GEN ADM	Administrator(split w/clerk)	46,000.00
GEN ADM	Commerce Dir.	65,675.00
	1 full time	<u>111,675.00</u>
HOUSING	Housing Officer	52,848.00
HOUSING	Housing Officer	42,000.00
	1 fulltime 1 not hired yet	<u>94,848.00</u>
FINANCE	Account Clerk	16,800.00
FINANCE	CFO	87,000.00
FINANCE	Account Clerk	19,000.00
	3 full time	<u>122,800.00</u>
Tax Collection	Prin PR Clerk	40,100.00
Tax Collection	Tax Searcher Stipend	1,200.00
Tax Collection	PT Collector	22,000.00
	1 full time 1 partime	<u>63,300.00</u>
Tax Assessment	Tax Assessor	23,000.00
	1 part time	<u>23,000.00</u>
Planning/Zoning	PB Secretary (w/tax coll)	1,200.00
Planning/Zoning	Zoning (w housing)	2,400.00
	stipend	<u>3,600.00</u>
Office EMS	EMS	5,425.00
Office EMS	EMS	2,732.00
	stipends see police dept	<u>8,157.00</u>
STREET SW	Sr.Mechanic	74,007.00
STREET SW	Gen Supervisor	78,926.40
STREET SW	Laborer	48,670.00
STREET SW	Equip Operator	60,151.00
STREET SW	Laborer	45,696.00
STREET SW	Laborer	43,034.00
	6 full time	<u>350,484.40</u>
STREET SW	Laborer	39,044.00
STREET SW	STREET CLEANING	48,670.00
	2 full time	<u>87,714.00</u>
Municipal Court	Court Admin	\$57,043.00
Municipal Court	Deputy Adm	\$35,000.00
Municipal Court	Judge	\$20,605.00
	2 full time; PT Judge	<u>\$112,648.00</u>

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VII. Application Year Budget Information

- A. Year of latest revaluation/reassessment
 - A1. Most current equalized ratio

2017 revaluation
91.53

- B. Proposed Budget – Appropriation Cap Information

Item	Yes	No
1. Was an appropriation cap index rate ordinance adopted last year? If YES: % that was used		X
2. Amount of appropriation cap bank available going into this year	3.5%	
3. Is the Application Year budget at (appropriation) cap? If NO, amount of remaining balance	\$ NONE	X
4. Does the Application Year anticipate use of a waiver to exceed the appropriation cap? If YES, amount:	\$333,579.78	X
	\$ NA	

- 1. Was an appropriation cap index rate ordinance adopted last year?
If YES: % that was used
- 2. Amount of appropriation cap bank available going into this year
- 3. Is the Application Year budget at (appropriation) cap?
If NO, amount of remaining balance
- 4. Does the Application Year anticipate use of a waiver to exceed the appropriation cap?
If YES, amount:

- C. List the five largest item appropriation increases:

Appropriation	Prior Year Actual	Application Year Proposed	\$ Amount of Increase
CAPITAL IMPROVEMENT	\$53,000	\$110,000	\$57,000
State pensions PFRS	412,606.	44,326	29,720
State pensions PERS	140,990	174,115	33,125
Public Safety	1,757,480	1,808,551	50,571
General Administration	74,800	111,675	41,075
Tax Collection Salary/Wages	42,092	81,500	41,408
Reserve for Uncollected Taxes	1,786,682.37	1,991,780.66	205,098.29

- D. List all new property tax funded full-time positions planned in the Application Year:

Department/Agency	Position	Number	Dollar Amount
Housing	FT housing/Code Inspector	1	42,000

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E. Display projected tax levies, local revenues (not grants), anticipated (gradually reduced) Transitional Aid, total salary and wages, and total other expenses projected for the three post-application years:

	Tax Levy	Local Revenues	Transitional Aid	Total S&W	Total OE
First year	5,102,350	4,350,000	1,500,000	2,696,000	650,000
Second year	5,200,900	1,000,000	1,000,000	2,600,000	625,000
Third year	5,293,500	5,000,000	500,000	2,250,000	600,000

VIII. Financial Practices

A. Expenditure controls and practices:

Question	Yes	No
1. Is an encumbrance system used for the current fund?	X	
2. Is an encumbrance system used for other funds?	X	
3. Is a general ledger maintained for the current fund?	X	
4. Is a general ledger maintained for other funds?	X	
5. Are financial activities largely automated? If so, please identify system being used.	X	
6. Does the municipality operate the general public assistance program?		X
7. Are expenditures controlled centrally (Yes) or de-centrally by dept. (No)?		X
8. At any point during the year are expenditures routinely frozen?	X	
9. Has the municipality adopted a cash management plan?	X	
10. Have all negative findings in the prior year's audit report been corrected? If not, be prepared to discuss why not in your application meeting.		X

B. Risk Management: Indicate ("X") how each type of risk is insured.

Coverage	JIF/HIF	Self	Commercial
General liability	X		
Vehicle/Fleet liability	X		
Workers Compensation	X		
Property Coverage	X		
Public Official Liability	X		
Employment Practices Liability	X		
Environmental			
Health	SHBP		X
	X		

C. 1) Salary and Employee Contract Information (when more than one bargaining unit for each category, use average):

Question	Police	Fire	Other Contract	Non-Contract
Year of last salary increase	2020	Volunteer	2020	
Average total cost percentage increase	1.9%	none%	1.75%	1.5%
Last contract settlement date	12/31/2019	Na	12/31/2020	
Contract expiration date	2021	Na	2024	

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2) Explain, if any, actions that have been taken or are under consideration for the Application Year:

Action (describe below)	Police		Fire		Other Contract		Non-Contract	
	No	Volunteer	No	Volunteer	No	Yes	No	Yes
Wage Freezes (describe below)		No	No	Volunteer		Yes		Yes
Layoffs (describe below)	No	Volunteer	No	Volunteer	No		No	

D. Tax Enforcement Practices:

Question	Yes	No
1. Did the municipality complete its accelerated tax sale by December 31, if included in 2020 budget? If not, please include a letter from the tax collector explaining why he/she failed to complete the sale in a timely manner and what the impacts were on cash flow and lost investment earnings.		x
2. When was the last foreclosure action taken or tax assignment sale held:	Date: Nov 2020	
3. On what dates were tax delinquency notices sent out in 2020:	Date: 3/6, 12/2020	
4. Date of last tax sale:	Date: 3/11/2020	

E. Specialized Service Delivery:

If the answer to either question is "Yes," provide (as an appendix) a cost justification of maintaining the service without changes.

	Service	Yes	No
Sworn police or firefighters are used to handle emergency service call-taking and dispatch (in lieu of civilians)			x
The municipality provides rear-yard solid waste collection through the budget			x

F. Other Financial Practices

1. Amount of interest on investment earned in:

Year	2019	2020	2021	Anticipated Application Year:	Amount
	\$5,282.01	\$0			\$0

2. List the instruments in which idle funds are invested:

None	

3. What was the average return on investments during 2020?

4. Left Blank Intentionally

zero%

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- 5. The name and firm of the municipality's auditor?
- 6. When was the last time the municipality changed auditors?

Bowman & Company
2004

G. Status of Collective Negotiation (Labor) Agreements: List each labor agreement by employee group, contract expiration date, and the status of negotiations of expired contracts.

Employee Group	Expiration Date	Status of Negotiations of Expired Agreement
Police FOP	12/31/2021	
Blue collar	12/31/2024	
Crossing Guards	12/31/2020	Shop Steward deceased

H. Tax Abatements. Please provide a detailed discussion of any short-term or long-term tax abatements that are currently in place or are currently being negotiated including the following information:

Project Name/Property	Type of Project	2020 PILOT Billing	2021 Assessed Value	2021 Taxes If Billed in Full at 2020 Total Tax Rate	Term of Tax Abatement
Harvest Point Blq 106 Lot 3	Affordable housing	375,954	11,050,000	785,876	30 yrs
Senior Village	Senior Citizen Housing	16,500	6,077,500	432,231.80	30 YRS

IX-A. List actions that limited Salary and Wage costs: i.e., layoffs, furloughs, freezes, contract concessions, etc. (See item C-3 in Local Finance Notice for details)

S&W Line Item	Prior Year Actual	Application Year Proposed	Explanation of Change
Ft Housing /Code Inspector	20,000	42,000	From Part-time to Fulltime employment status

IX-C. Evaluate existing local revenues, as to whether the rates or collections can be increased or imposed, and if so, how changes will be implemented.

Local Revenues and services provided through the General/Current Fund	Check if services is provided	Are fees charged to cover the costs of the program?	If fees do not cover costs, what is the amount of subsidy?	If there is a subsidy, explain why fees cannot be increased to reduce or eliminate subsidy.
Recreation programs	<input type="checkbox"/>			
Sewer Fees	<input checked="" type="checkbox"/>	YES	Fees increased July 1, 2020	
Water Fees	<input checked="" type="checkbox"/>	YES	Fees increased July 1, 2020	
Swimming Pool	<input checked="" type="checkbox"/>	NO		
Uniform Construction Code	<input type="checkbox"/>			
Uniform Fire Code	<input type="checkbox"/>			
Land Use Fees	<input type="checkbox"/>			
Parking Fees	<input checked="" type="checkbox"/>	NO		
Beach Fees	<input type="checkbox"/>			
Insert other local fees below:	<input type="checkbox"/>			
Land Use Escrow fees for in-house staff	<input type="checkbox"/>			
Land Use Escrow fees for independent contractors	<input type="checkbox"/>			
TRASH REMOVAL	<input checked="" type="checkbox"/>	YES	80,000	Trash stickers sold @\$1 for a 30 gallon bag

X. Service Delivery

List all services that the municipality contracts to another organization: i.e., shared services with another government agency, including formal and informal shared services, memberships in cooperative purchasing program, private (commercial), or non-profit organization.

Year Last Negotiated (as applicable)	Estimated Amount of Contract	Name of Contracted Entity	Service
2012	129,010	Salem County	Dispatch 911
2018	Per gallon	Salem County	Gas Pump
2018 low bid	93,000	SJ Sanitation	Trash removal
Not required	No Charge	State of New Jersey	State Code Enforcement

Section XI – Impact of Limited or No Aid Award

Describe in detail the impact if aid is not granted for the current fiscal year. Essential services needs should be given priority. List the appropriate category of impact if the aid is not received. Rank each item from both lists as to the order in which elimination will take place. If across the board cuts will be made, indicate under service. For rank order purposes, consider the two sections as one list. The cuts outlined here are one that the municipality will make absent a grant of aid.

Rank Order	Department	# of Layoffs	Effective Date	2020 Full Time Staffing	2021 Full Time Staffing	\$ Amount to be Saved
1	Street Department Saturday hours		9/1/2021	½	0	6,300.00

If services will be reduced, describe the service, impact and cost savings associated with it.

Rank Order	Service	Cost Savings	Impact on Services
1	Recreation	25,000	Eliminate Contribution to Pool and Parks
2	Cleaning Service	8,000	Building maintenance

XII. Agreement to Improve Financial Position of Municipality

If aid is granted, the municipality will be required to submit to certain reporting conditions and oversight as authorized by law and a new Memorandum of Understanding will need to be signed. Please mark each box below indicating that the applicant understands and agrees to comply with these broad reporting and oversight provisions.

	Yes	No
1. Allow the Director of Local Government Services to assign management, financial, and operational specialists to assess your municipal operations.		
2. Implement actions directed by the Director to address the findings of Division staff.		
3. Enter into a new Memorandum of Understanding and comply with all its provisions, without exception.		



XIII. Certification of Past Compliance for Municipalities Currently Operating Under a Transitional Aid MOU:

The undersigned certify that the municipality is in substantial compliance with the conditions and requirements of the 2020 MOU and is operating in good faith to correct those area of noncompliance that have been identified.

Mayor:  Date: 4/7/21
 Chief Financial Officer:  Date: 4/7/21
 Chief Administrative Officer:  Date: 4/7/21

XIV. CAMPS Certification (County and Municipal Personnel System - Civil Service municipalities only)

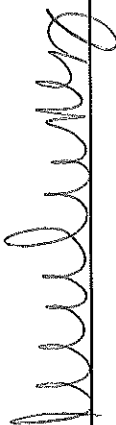
For Civil Service municipalities, the undersigned, being knowledgeable thereof, hereby certify that the municipality has placed the names of all current civil service employees in NJ "CAMPS."

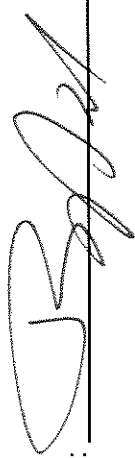
Human Resources or Personnel Director:  Date: 4/7/21
 Chief Administrative Officer:  Date: 4/7/21

XV. CERTIFICATION OF APPLICATION FOR TRANSITIONAL AID

The undersigned acknowledges the municipality must comply with the foregoing requirements to receive Transitional Aid. In addition, included with this application is a copy (printed or electronic) of the budget documentation supporting the budget calculation that was provided to the governing body.

Mayor:  Date: 4/7/21

Chief Financial Officer:  Date: 4/7/21

Chief Administrative Officer:  Date: 4/7/21

ATTACHMENT A -- SECTION V-A**"EXPLANATION OF NEED FOR TRANSITIONAL AID"**

Salem City is facing a financial crisis for CY 2021, with the following being the main contributors to the problem:

The City's request for 2021 is 1,500,000 based on the following reasons:

- ◆ In 2020, the City's largest tax payer did not pay taxes for the year in the amount of \$418,241.04
- ◆ Another of the City's largest tax payers did not pay 4th Quarter 2020 taxes in the amount of \$114,027.04.
- ◆ Salem City Received \$1,500,000 in Transitional Aid last year and our fiscal condition at the Water Sewer Utility has continued to put a drain on the City budget.
- ◆ The 2021 Water and Sewer Budget has an anticipated deficit revenue from the current fund in the amount of \$273,308.78 a 245,278.58 decrease from 2020 budget revenue.
- ◆ Estimated \$125,000 deficit for Finlaw Building operations. This year under the State lease new carpet is required.
- ◆ The City efforts to implement the State Resource Network (SRN) recommendation of establishing a "Senior Management Team". Last year the City had duplication of salaries for CFO / Tax collector while the new CFO was getting acclimated.

A. Salem City's Economy is weak.

Salem City Residents Median Household Income equals \$27,047. The poverty rate is an elevated 39.6% -Moody's report. Unemployment is currently at 29.4%.

Salem City (Wildwood, Camden & Atlantic City) had the highest percentage of residents making less than \$20,000 per year who paid more than 30 percent of their income for housing costs. - NJ.com Dec. 12, 2016

City population has declined 27% in the last 20 years.

Existing Municipal Revitalization Index Update (MRI): **Salem City ranked #1** which means the most distressed community.

Before the update, 2017 Municipal Revitalization Index: **Salem City ranked #2.**

B. The Water and Sewer Utility is under extreme financial stress.
The Utility has over the last 4 years been billing minimum charges because the meter reading system has not been recording accurate reads. This has resulted in loss water revenue. Due to COVID, the City could not institute a water shut off schedule and procedure. In many past years, a shut-off notice would bring in a significant amount of outstanding payments.

The list of Capital items that the Utilities is in need of, continues to grow. The department has needed a jet/vac for several years. The old one could not be salvaged and the City must rent one every time an emergency happens. The City paid out almost \$50,000 in rental fees over an 18-month period. The Public Works Director, a certified engineer estimates that three million dollars in improvements are needed to keep the water and sewer plants properly operating. In 2 years the membranes at the water plant will need to be replaced at a cost of 2 million dollars. Under the **Water Quality Accountability Act (N.J.S.A. 58:31-1 et seq.)** the city will be required to budget 20% of operation costs for future capital improvements / maintenance of the plants and systems. This would be nearly impossible while operating in a deficit situation.

C. Finlaw Building Deficit.

The Finlaw Building Redevelopment Project was a cooperative effort by the State, the Salem County Improvement Authority ("SCIA") and Salem City to redevelop a massive multi-story brick structure of historic significance located in the heart of Salem's downtown which had been abandoned, was in danger of collapse and had been acquired by Salem City through tax foreclosure into a modern day office building (with parking garage facilities across the street) for use by the State as the MVC facility for Salem County as well as housing a number of other state offices including DYFS, Public Defender, etc. as well as executive offices for SCIA in the basement. The project was financed through the issuance of \$19.5M in bonds through SCIA which were backed by the unlimited guaranty of Salem City all of which had been approved by the State Local Finance Board ("LFB").

After construction was completed and the State/SCIA took occupancy in 2009 it became apparent that the rental income was insufficient to pay the expenses of the building and amortize the debt service. This along with deficits that had arisen as a result of construction delays, cost overruns and protracted litigation with the contractor/architect, caused withdrawals from the Debt Service Reserve Fund which caused Moody's and other financial rating services to downgrade Salem City's credit rating to "junk bond status" (Ba3). As a result, Salem could not successfully convert its outstanding BAN's into bonds and was facing default on existing BAN's until the LFB approved Salem's participation in the State Qualified Bond Program.

Although that crisis was averted, Salem cannot successfully raise capital through BAN's or bonds and the City is not able to finance the purchase of a new ambulance, fire truck or necessary infrastructure improvements.

In Moody's most recent report (March 14, 2018 - copy attached) Salem's outlook remains negative. The Moody's report states – "the Ba3 underlying rating reflects the extremely high leverage caused by the City's large and probably unaffordable guaranty of debt issued to fund an office building project. The rating also reflects the limited tax base and weak resident wealth and income". The City is currently working on refinancing the debt, but the past issues related to the Finlaw project have created a serious financial issue for the City.

Finally, numerous articles have listed Salem as within the top 20 municipalities in the US likely to become bankrupt.

In CY 2012, after meetings with DLGS, Salem was directed to begin appropriating funds in its tax payer budget as necessary to fund the projected deficit on payments due on bonds. Although the utilization of the budgeted taxpayer funds has prevented further "material negative event" notices, Moody's has not increased the City's credit rating because the project has not achieved self-sustaining status. The Finlaw debt service in the CY 2021 Budget is higher \$18,475 than the CY 2020 depleting our capital debt service reserve to \$0. Since CY 2012, the City has funded a total of \$945,000 for the Finlaw Debt Service. As the building gets older, maintenance costs are rising. For example, under the lease terms the building's interior must be painted every 3 years. The low bid from Certa Pros to paint the building was \$55,000. In 2020 under the lease all carpet was scheduled to be replaced at an estimated cost of \$100,000.

D. Establishing a "Senior Management Team"

The City's Business Administrator resigned in March of 2019. The City's acting clerk could not pass her first certification class. The CMFO / CTC who has been with the City 26 years is retired in 2020. The State Resource Network study completed in December 2018 (See attached) stressed the importance of putting together a strong management team. A Deputy Treasurer was hired September 2019 and then moved into the position of CFO December 2020. The City hired an Administrator / Certified Clerk in August of 2019. The City hired a new part time tax collector (CTC) in February of this year.

Attachment B: V-C. Actions to Reduce Future Need for Aid**A. Economic Development**

The City continues to take an aggressive approach to gain fiscal recovery and economic revitalization, which it believes is the only way towards sustainable financial stability and quality of life for its community. To stimulate the Economy, the City began investing in economic development to capitalize on its assets. This includes investing in strategies using the city's Commerce Department and Brownfield Development Area Steering Committee (BDA). The Commerce Department and BDA Committee have completed its *Waterfront Redevelopment Zone Plan* and, established a *Neighborhood Transformation Initiative*. In addition, the City is actively marketing its resources and working with individual investors and government organizations to provide incentives for labor, energy, and taxes to those businesses locating in New Jersey. The mayor has been interviewed with Comcast Newsmakers and Latin Motion to market the Port area and NTI Housing program.

In 2020 the City hired Charles Bailey as Commerce/Economic Development Director and the results of that strategic move have been very encouraging. Having someone that can dedicate their time and efforts full time on projects like housing, grant applications, working with developers and Government agencies has created several avenues for the City to move forward.

These are just some of the projects that he has worked on that have been successful:

Charles worked on the application for the COPS grant and the City was awarded \$250,000 to cover the cost of two officers over a three-year period.

Three public auctions for City owned properties have been held. Fourteen properties were sold and the auction produced almost \$200,000 in revenue. Even more important, fourteen properties were placed back on the tax rolls and these blighted properties are being cleaned up and restored.

The City submitted a very strong application for an EPA multipurpose grant. This would produce a reimbursement of up to \$62,000 for management. Charles has designed a well thought out plan on how to maximize those dollars to produce even more benefits for the City and our residents.

A local developer has been identified for the Linden Street area. The City is working on a contract with the developer to rehabilitate the houses or demolish and rebuild new homes. This will bring these parcels back into private ownership.

Charles has been working with developer that is interested in the Ardaugh Glass property. The plant has been shut down for years and a one time was the largest employer in the City. The developer is looking to bring in several companies and would create several hundred Much needed jobs.

Mr. Bailey is on top of any and all grant opportunities from Federal and State agencies.

The City has worked diligently over the last few years to reduce our need for aid and with the Wind Turbine facility being developed nearby, we expect to share in the influx of new support businesses in the County. Mr. Bailey will be at the forefront of the Salem's efforts to lure those companies into our available facilities.

The City has experiencing increased interest in our properties including our landfill. The City has been contacted by multiple investors for that prime piece of City property.

The City has been designated an *Opportunity Zone* by the Governor, which will allow for capital gain incentives to investors and Salem City was one of only 13 communities awarded the *State Resource Network (SRN)* grant by Commissioner Oliver for economic development technical assistance, including a financial recovery plan and economic development strategy.

The City is continuing to implement the initiatives presented in the NJ SRN report (12/2015) in coordination with our State Monitor's recommendations. The City has already implemented the following:

- 1) Salem City has built a strong management team by Hiring a Fulltime Certified RMC, appointing a Business Administrator, appointing a certified CFO and CTC and appointing a Commerce and Economic Development Director.
- 2) The City has taken advantage of shared service agreements with the Salem BOE and the County Improvement Authority.
- 3) The City land sales have produced \$175,000 and more auctions are planned.
- 4) The City is exploring all options to resolve the Water and Sewer Utility deficit, including but not limited to the privatization option.
- 5) The City is currently in the process of refinancing the 19 Million Dollar Finlaw Building debt. This will make debt service payments more manageable moving forward. In this effort our team was able to renegotiate leases with the Department of the Treasury to extend them from 2028 to 2048. This will guarantee a revenue stream to service the debt.
- 6) We are partnering with DLGS subject experts to explore consolidating from three fire houses to one. This will also allow the City to consolidate and eliminate equipment.

In addition, the City has re-established a *Mayor's Task Force* to address the closed supermarket (Incollingos) and through a collaboration with Stand Up for Salem was able to secure a grant through *Salem Health and Wellness* to perform a feasibility study for a supermarket. This is the first step in attracting new investors. The City's established NTI program (Neighborhood Transformation Initiative) is a partnership with the *USDA* to increase homeownership in Salem. The initiative allows for Low/Moderate income households to receive loans at 0% down payment, 1% interest, up to 38- year mortgages. In addition, the City is looking into a possible partnership with NACA (Neighborhood Assistance Corporation of America) for similar homeownership incentives and help for people facing foreclosure.

The City continues to Collaborate with Stand Up for Salem, Salem County, Salem County Community College, the State of New Jersey, State of New Jersey Department of Labor, and the South Jersey Transportation Planning Organization, United States Department of Agriculture (USDA).

B: Plan to constrain or reduce staffing costs.

The City has eliminated staff in all departments throughout the last 4 years through attrition. In 2017 when the paid municipal alliance coordinator resigned, the City absorbed the duties with current staff. The City settled its two major contracts with the Blue Collars and FOP with average increases of less than 2% over the terms of the contracts.

The City had negotiated with the South Jersey Port Authority to move its one staff member into City facilities, as a shared service, eliminating \$15,000 in rent expense that is now applied to the City's budget for marketing of the Port. The City is currently talking to the Port Authority about ways to increase City revenues through the port especially with the expected added interest in our port due to the new Turbine facility.

C: Plan to eliminate , reduce or constrain the costs of non-essential services.

Several years ago the City eliminated the recreation programs at the JB Campbell Community center due to decreased participation. The contract at the center was at a cost of \$20,000. The City hired a licensed wastewater operator and terminated an expensive consulting contract. The City eliminated a consultant that worked on vacant property registrations and some other department programs and is now doing the work in-house.

D: Plan to maximize recurring revenues.

The City instituted an abandoned property Ordinance three years ago. The fees increase each year that the houses remain vacant.

In 2020 the City continued to evaluate the sale of its Water and Sewer Utility systems due to two consecutive years of running at an operating deficit. This evaluation was recommended in the State Resource Network study (page 48 & 49) in 2018.

In 2019 the City introduced an Ordinance increasing Water and Sewer rates by 3%.

The City passed In Rem Tax Foreclosure resolutions on May 6, 2019 (13 Properties totaling \$979,624 in unpaid charges) and November 19, 2018 (30 Properties totaling \$1,338,023 in unpaid charges). One of the properties that was being foreclosed on was the old glass plant, the City's largest rateable. The company that held the mortgage on the glass plant paid the City (redeemed the lien) all back taxes including 2019 charges. This increased the City's year end surplus and help raise the 2019 collection percentage by 3.72 %. The City has hired special labor counsel to execute these and all future In Rem foreclosures. The City is preparing an IN Rem Foreclosure list of at least 30 properties in 2021. The City is also exploring selling (assigning) some of the Municipally held liens.

E: A Plan to address findings contained in various audits.

City Trust funds; The CFO will review and create chart of accounts for all trust to be able to manage via the general ledger, revenue and budget accounts.

TTL reserve: The CFO will create the Tax Title payment code for deposits of lien redemption by receipt date and lien certification number.

The response time from lienholders to return tax certificate upon notification of redemption in order to release payment, are currently under review.

Liens ledger: The new tax collector will be working with the liens ledger. Open municipal liens will be foreclosed based upon the City's development areas.

General Ledger: The 2020 Annual Financial Statement (AFS) has been completed. The current system was a manual paper trail system in excel. Our new CFO started with 2021 general ledger beginning balances of the AFS and continue to build the chart of accounts and budget accounts in the computerized financial system. The transition from manual paper to the financial system input and began late 2020. Therefore 2021 revenues, expenses and disbursement will flow into the general ledger.

Other:

The CFO will reconcile all City Bank Accounts on a monthly basis. And review and verify Health Benefit Payments have been made current. New CFO has structured a requisition/Purchase order system designed for efficiency. The system guarantees against over expenditures in any budget line. The CFO is training staff and writing procedures for all financial transactions. The CFO and payroll Clerk are reviewing and balancing the net payroll and payroll agency accounts. The CFO is working with the Municipal Court Administrator to set up a regular procedure for bank account reconciliation. New Tax Collector will review and analyze premiums in the tax title lien account and review the special charges ledger. The City CFO and Administrator are redefining the escrow procedure to be more efficient and financially accountable.

2021 MUNICIPAL DATA SHEET

(MUST ACCOMPANY 2021 BUDGET)

CAP

MUNICIPALITY: CITY OF SALEM COUNTY: SALEM

<u>Charles Washington, Jr.</u>	<u>Mayor's Name</u>
<u>12/31/2021</u>	<u>Term Expires</u>

Municipal Officials	
<u>Ben Angeli</u>	<u>Municipal Clerk</u>
<u>Cert. No.</u>	<u>Cert. No.</u>
<u>Patrick Hegarty</u>	<u>Tax Collector</u>
<u>Kenia Nunez</u>	<u>Chief Financial Officer</u>
<u>Fred S. Callabiano</u>	<u>Registered Municipal Accountant</u>
<u>Andrea Rhea</u>	<u>Municipal Attorney</u>
<u>8/1/2019</u>	<u>Date of Orig. Appnt.</u>

Governing Body Members	
<u>Name</u>	<u>Term Expires</u>
<u>Vaughn Groce</u>	<u>12/31/2021</u>
<u>Jim Smith</u>	<u>12/31/2021</u>
<u>Earl R. Gage</u>	<u>12/31/2022</u>
<u>Tim Gregory</u>	<u>12/31/2022</u>
<u>Robert L. Davis</u>	<u>12/31/2023</u>
<u>Gail Slaughter</u>	<u>12/31/2023</u>
<u>Sharen Cline</u>	<u>12/31/2024</u>
<u>Sharon Kellum</u>	<u>12/31/2024</u>

Official Mailing Address of Municipality

City of Salem
 17 New Market Street
 Salem, NJ 08079
 Fax #: 856-935-4095

**2021
MUNICIPAL BUDGET**

Municipal Budget of the _____ CITY _____ of _____ SALEM _____, County of _____ SALEM _____ for the Fiscal Year 2021.

It is hereby certified that the Budget and Capital Budget annexed hereto and hereby made a part hereof is a true copy of the Budget and Capital Budget approved by resolution of the Governing Body on the

_____ 5th _____ day of _____ April _____, 2021, _____ and that public advertisement will be made in accordance with the provisions of N.J.S.A. 40A:4-6 and N.J.A.C. 5:30-4.4(d).

Certified by me, this _____ 5th _____ day of _____ April _____, 2021

 cityadmin@cityofsalemnj.gov Clerk
 17 New Market Street
 Address
 Salem, NJ 08079
 Address
 856-935-0373
 Phone Number

It is hereby certified that the approved Budget annexed hereto and hereby made a part is an exact copy of the original on file with the Clerk of the Governing Body, that all additions are correct, all statements contained herein are in proof, and the total of anticipated revenues equals the total of appropriations.

Certified by me, this _____ 5th _____ day of _____ April _____, 2021

 fcallablano@bownman.cpa
 Registered Municipal Accountant
 Woodbury, NJ 08096
 Address
 856-435-6200
 Phone Number
 6 N. Broad Street Suite 201
 Address

It is hereby certified that the approved Budget annexed hereto and hereby made a part is an exact copy of the original on file with the Clerk of the Governing Body, that all additions are correct, all statements contained herein are in proof, the total of anticipated revenues equals the total of appropriations and the budget is in full compliance with the Local Budget Law, N.J.S.A. 40A:4-1 et seq.

Certified by me, this _____ 5th _____ day of _____ April _____, 2021

 knunez@cityofsalemnj.gov
 Chief Financial Officer

DO NOT USE THESE SPACES

CERTIFICATION OF ADOPTED BUDGET

(Do not advise this Certification form)
 It is hereby certified that the amounts to be raised by taxation for local purposes has been compared with the approved Budget previously certified by me and any changes required as a condition to such approval have been made. The adopted budget is certified with respect to the foregoing only.

STATE OF NEW JERSEY
 Department of Community Affairs
 Director of the Division of Local Government Services

Dated: _____, 2021 By: _____

MUNICIPAL BUDGET NOTICE

Section 1.

Municipal Budget of the _____ CITY _____ of _____ SALEM _____ County of _____ SALEM _____ for the Fiscal Year 2021
 Be it Resolved, that the following statements of revenues and appropriations shall constitute the Municipal Budget for the year 2021;
 _____ South Jersey Times
 Be it Further Resolved, that said Budget be published in the _____ in the issue of _____, 2021
 _____ of _____ CITY _____ of _____ SALEM _____ does hereby approve the following as the Budget for the year 2021:

RECORDED VOTE
 (insert last name)

Ayes

Nays

Abstained

Notice is hereby given that the Budget and Tax Resolution was approved by the _____ COUNCIL MEMBERS _____ of the _____ CITY _____

_____ of _____ SALEM _____ County of _____ SALEM _____, on _____ April _____ 5th _____, 2021.
 _____ City of Salem _____, on _____, _____, 2021 at _____ o'clock _____ p.m. _____ at which time and place objections to said Budget and Tax Resolution for the year 2021 may be presented by taxpayers or other interested persons.

EXPLANATORY STATEMENT

SUMMARY OF CURRENT FUND SECTION OF APPROVED BUDGET

YEAR 2021	
XXXXXXXXXXXXXXX	General Appropriations For: (Reference to item and sheet number should be omitted in advertised budget)
XXXXXXXXXXXXXXX	1. Appropriations within "CAPS" -
6,955,088.90	(a) Municipal Purposes ((Item H-1, Sheet 19)(N.J.S.A. 40A:4-45.2))
917,931.22	(a) Municipal Purposes ((Item H-2, Sheet 28)(N.J.S.A. 40A:4-53.3 as amended))
-	(b) Local District School Purposes in Municipal Budget (Item K, Sheet 29)
917,931.22	Total General Appropriations excluded from "CAPS" (Item O, Sheet 29)
1,991,780.65	3. Reserve for Uncollected Taxes (Item M, Sheet 29) Based on Estimated 78.55% Percent of Tax Collections
	Building Aid Allowance 2021 - \$ _____
	for Schools-State Aid 2020 - \$ _____
9,864,800.77	4. Total General Appropriations (Item 9, Sheet 29)
4,931,401.22	5. Less: Anticipated Revenues Other Than Current Property Tax (Item 5, Sheet 11) (i.e. Surplus, Miscellaneous Revenues and Receipts from Delinquent Taxes)
XXXXXXXXXXXXXXX	6. Difference: Amount to be Raised by Taxes for Support of Municipal Budget (as follows)
4,887,906.01	(a) Local Tax for Municipal Purposes Including Reserve for Uncollected Taxes (Item 6(a), Sheet 11)
-	(b) Addition to Local District School Tax (Item 6(b), Sheet 11)
45,493.54	(c) Minimum Library Tax

EXPLANATORY STATEMENT - (Continued)

SUMMARY OF 2020 APPROPRIATIONS EXPENDED AND CANCELED

	General	Water/Sewer	Utility	Utility	Utility	Utility	Utility	Utility
Budget Appropriations - Adopted Budget	10,221,104.58	3,617,587.36	-	-	-	-	-	-
Budget Appropriations Added by N.J.S.A. 40A:4-87	-	-	-	-	-	-	-	-
Emergency Appropriations	-	-	-	-	-	-	-	-
Total Appropriations	10,221,104.58	3,617,587.36	-	-	-	-	-	-
Expenditures:								
Paid or Charged (Including Reserve for Uncollected Taxes)	9,357,698.29	3,583,002.68	-	-	-	-	-	-
Reserved	710,673.76	17,729.80	-	-	-	-	-	-
Unexpended Balances Canceled	152,732.53	16,854.88	-	-	-	-	-	-
Total Expenditures and Unexpended Balances Canceled	10,221,104.58	3,617,587.36	-	-	-	-	-	-
Overexpenditures *	-	-	-	-	-	-	-	-

EXPLANATORY STATEMENT - (Continued)

BUDGET MESSAGE

CAP CALCULATION		CAP CALCULATION	
Allowable Operating Appropriations before Additional Exceptions per (N.J.S.A. 40A:4-45.3)	7,112,612.91	10,221,105.00	Total General Appropriations for 2020
Cap Base Adjustment:	(2,681.00)	10,218,424.00	Subtotal
Exceptions Less:	62,500.00	62,500.00	Total Other Operations
Total Uniform Construction Code	129,010.00	129,010.00	Total Interlocal Service Agreement
Total Additional Appropriations	69,179.00	69,179.00	Total Additional Appropriations
Total Capital Improvements	53,000.00	53,000.00	Total Capital Improvements
Total Debt Service	610,250.00	610,250.00	Total Debt Service
Transferred to Board of Education	16,283.00	16,283.00	Transferred to Board of Education
Type I School Debt	385,329.00	385,329.00	Total Public & Private Programs
Judgments	64,000.00	64,000.00	Total Deferred Charges
Cash Deficit	1,786,682.00	1,786,682.00	Reserve for Uncollected Taxes
Total Exceptions	3,176,233.00	3,176,233.00	Total Exceptions
Amount on Which CAP is Applied	7,042,191.00	7,042,191.00	Amount on Which CAP is Applied
1.0% CAP	70,421.91	70,421.91	1.0% CAP
Allowable Operating Appropriations before Additional Exceptions per (N.J.S.A. 40A:4-45.3)	7,112,612.91	7,112,612.91	Allowable Operating Appropriations before Additional Exceptions per (N.J.S.A. 40A:4-45.3)
2019 Cap Bank	-	-	2019 Cap Bank
2020 Cap Bank	-	-	2020 Cap Bank
Additions:	-	-	Additions:
New Construction (Assessor Certification)	-	-	New Construction (Assessor Certification)
Total Additions	-	-	Total Additions
Maximum Appropriations within "CAPS" Sheet 19 @ 1.0%	7,112,612.91	7,112,612.91	Maximum Appropriations within "CAPS" Sheet 19 @ 1.0%
Additional Increase to COLA Rate	3.5%	3.5%	Additional Increase to COLA Rate
Amount of Increase allowable	176,054.78	176,054.78	Amount of Increase allowable
Maximum Appropriations within "CAPS" Sheet 19 @ 3.5%	7,288,667.69	7,288,667.69	Maximum Appropriations within "CAPS" Sheet 19 @ 3.5%

NOTE:

Sheet 3b

MANDATORY MINIMUM BUDGET MESSAGE MUST INCLUDE A SUMMARY OF:

1. HOW THE "CAP" WAS CALCULATED. (Explain in words what the "CAPS" mean and show the figures.)
2. A SUMMARY BY FUNCTION OF THE APPROPRIATIONS THAT ARE SPREAD AMONG MORE THAN ONE OFFICIAL LINE ITEM (e.g. if Police S & W appears in the regular section and also under "Operation Excluded from "CAPS" section, combine the figures for purposes of citizen understanding.)

RECAP OF GROUP INSURANCE APPROPRIATION

Following is a recap of the Municipality's Employee Group Insurance

Estimated Group Insurance Costs - 2021

\$ 1,570,000.00

Estimated Amounts to be Contributed by Employees:

Contribution from all eligible emp.

170,000.00

1,400,000.00

Budgeted Group Insurance - Inside CAP

1,160,000.00

Budgeted Group Insurance - Utilities

240,000.00

Budgeted Group Insurance - Outside CAP

1,400,000.00

TOTAL

Instead of receiving Health Benefits, 0 employees

have elected an opt-out for 2021. This opt-out amount

is budgeted separately.

Health Benefits Waiver

Salaries and Wages

\$ 5,000.00

NEW JERSEY 2010 LOCAL UNIT LEVY CAP LAW

P.L. 2007, c. 62, was amended by P.L. 2008 c. 6 and P.L. 2010 c. 44 (S-29 R1). The last amendment reduces the 4% to 2% and modifies some of the exceptions and exclusions. It also removes the LFB waiver. The voter referendum now requires a vote in excess of only 50% which is reduced from the original 60% in P.L. 2007, c. 62.

SUMMARY LEVY CAP CALCULATION

LEVY CAP CALCULATION	
Prior Year Amount to be Raised by Taxation	4,569,544.70
Less:	
Prior Year Deferred Charges to Future Taxation Unfunded	
Less: Prior Year Deferred Charges: Emergencies	
Less: Prior Year Recycling Tax	
Less:	
Net Prior Year Tax Levy for Municipal Purpose Tax for CAP Calculation	4,569,544.70
Plus 2% CAP Increase	91,390.89
ADJUSTED TAX LEVY	4,660,935.59
Plus: Assumption of Service/Function	
ADJUSTED TAX LEVY PRIOR TO EXCLUSIONS	4,660,935.59

ADJUSTED TAX LEVY PRIOR TO EXCLUSIONS	4,660,935.59
Exclusions:	
Allowable Shared Service Agreements Increase	
Allowable Health Insurance Costs Increase	
Allowable Pension Obligations Increases	51,773.00
Allowable LOSAP Increase	
Allowable Capital Improvements Increase	
Allowable Debt Service and Capital Leases Inc.	67,000.00
Recycling Tax appropriation	
Deferred Charge to Future Taxation Unfunded	
Current Year Deferred Charges: Emergencies	
Add Total Exclusions	108,773.00
Less Cancelled or Unexpended Waivers	
Less Cancelled or Unexpended Exclusions	272.00
ADJUSTED TAX LEVY	4,769,438.59
Additions:	
New Ratables - Increase for new construction	
Prior Year's Local Purpose Tax Rate (per \$100)	
New Ratable Adjustment to Levy	
Amounts approved by Referendum	
Levy CAP Bank Applied	
Levy CAP Workbook Rounding	
MAXIMUM ALLOWABLE AMOUNT TO BE RAISED BY TAXATION	4,887,906.01
AMOUNT TO BE RAISED BY TAXATION FOR MUNICIPAL PURPOSES	4,887,906.01
OVER OR (UNDER) 2% LEVY CAP	(0.00)

(must be equal or under for introduction)

"2010" LEVY CAP BANKS:

2018	Maximum Allowable Amount to be Raised by Taxation	4,767,399
	Amount to be Raised by Taxation for Municipal Purpose	4,437,241
	Available for Banking (CY 2021)	330,158
	Amount Used in 2021	118,470
	Balance to Expire	211,688
2019	Maximum Allowable Amount to be Raised by Taxation	4,652,547
	Amount to be Raised by Taxation for Municipal Purpose	4,448,628
	Available for Banking (CY 2021 - CY 2022)	203,919
	Amount Used in 2021	203,919
	Balance to Carry Forward (CY 2022)	203,919
2020	Maximum Allowable Amount to be Raised by Taxation	4,699,564
	Amount to be Raised by Taxation for Municipal Purpose	4,569,545
	Available for Banking (CY 2021 - CY 2023)	130,019
	Amount Used in 2021	130,019
	Balance to Carry Forward (CY 2022 - CY2023)	130,019
2021	Maximum Allowable Amount to be Raised by Taxation	4,887,906
	Amount to be Raised by Taxation for Municipal Purpose	4,887,906
	Available for Banking (CY 2022 - CY 2024)	0
	Total Levy CAP Bank	333,938

CURRENT FUND - ANTICIPATED REVENUES

GENERAL REVENUES		FCOA	Anticipated	
			2021	2020
1. Surplus Anticipated	834,000.00	834,000.00	834,000.00	834,000.00
2. Surplus Anticipated with Prior Written Consent of Director of Local Government Services	834,000.00			
Total Surplus Anticipated	834,000.00	834,000.00	834,000.00	834,000.00
3. Miscellaneous Revenues - Section A: Local Revenues	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Licenses:				
Alcoholic Beverages	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Other	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Fees and Permits	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Fines and Costs:	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Municipal Court	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Other	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Interest and Costs on Taxes	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Interest and Costs on Assessments	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Parking Meters	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Interest on Investments and Deposits	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Anticipated Utility Operating Surplus	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00
Street Opening Permits	834,000.00 <td>834,000.00 <td>834,000.00 <td>834,000.00 </td></td></td>	834,000.00 <td>834,000.00 <td>834,000.00 </td></td>	834,000.00 <td>834,000.00 </td>	834,000.00

CURRENT FUND - ANTICIPATED REVENUES - (Continued)

Realized in	GENERAL REVENUES		FCOA				
	2021	2020					
Anticipated				3. Miscellaneous Revenues - Section C: Dedicated Uniform Construction Code Fees Offset with Appropriations (N.J.S.A. 40A:4-36 and N.J.A.C. 5:23-4.17)	Uniform Construction Code Fees	08-160	
				Special Item of General Revenue Anticipated with Prior Written Consent of Director of Local Government Services: Additional Dedicated Uniform Construction Code Fees Offset with Appropriations (N.J.S.A. 40A:4-45.3h and N.J.A.C. 5:23-4.17)	Uniform Construction Code Fees	08-160	
				Total Section C: Dedicated Uniform Construction Code Fees Offset with Appropriations		08-002	-

CURRENT FUND - ANTICIPATED REVENUES - (Continued)

GENERAL REVENUES	FCOA	Anticipated		Realized in
		2021	2020	
Summary of Revenues				
1. Surplus Anticipated (Sheet 4, #1)	08-101	834,000.00	834,000.00	834,000.00
2. Surplus Anticipated with Prior Written Consent of Director of Local Government Services (Sheet 4, #2)	08-102	-	-	-
3. Miscellaneous Revenues:	XXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX
Total Section A: Local Revenues	08-001	136,337.00	141,674.00	166,217.53
Total Section B: State Aid Without Offsetting Appropriations	09-001	2,670,939.00	2,895,939.00	2,895,939.00
Total Section C: Dedicated Uniform Construction Code Fees Offset with Appropriations	08-002	-	-	-
Total Section D: Government Services - Shared Service Agreements Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local	11-001	-	-	-
Total Section E: Government Services - Additional Revenues Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local	08-003	69,179.00	69,179.00	104,772.00
Total Section F: Government Services - Public and Private Revenues Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local	10-001	16,879.22	384,871.22	384,871.22
Total Section G: Government Services - Other Special Items Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local	08-004	574,067.00	660,535.00	702,587.52
Total Miscellaneous Revenues	13-099	3,467,401.22	4,152,198.22	4,254,387.27
4. Receipts from Delinquent Taxes	15-499	630,000.00	620,000.00	745,195.19
5. Subtotal General Revenues (Items 1, 2, 3 and 4)	13-199	4,931,401.22	5,606,198.22	5,833,582.46
6. Amount to be Raised by Taxes for Support of Municipal Budget:	XXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX
a) Local Tax for Municipal Purposes Including Reserve for Uncollected Taxes	07-190	4,887,906.01	4,569,544.70	XXXXXXXXXXXXXX
b) Addition to Local District School Tax	07-191	-	-	XXXXXXXXXXXXXX
c) Minimum Library Tax	07-192	45,493.54	45,361.66	XXXXXXXXXXXXXX
Total Amount to be Raised by Taxes for Support of Municipal Budget	07-199	4,933,399.55	4,614,906.36	4,233,607.26
7. Total General Revenues	13-299	9,864,800.77	10,221,104.58	10,067,189.72

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS	FCOA	for 2021		for 2020		for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
		Appropriated	Committed	Appropriated	Committed				
(A) Operations - within "CAPS"									
General Government									
General Administration									
Salaries and Wages	20-100 1	✓ 111,675.00	70,600.00	74,800.00	57,657.13	17,142.87			
Other Expenses	20-100 2	3,000.00	3,000.00	3,000.00	3,000.00				
Mayor and Council									
Salaries and Wages	20-110 1	✓ 55,000.00	55,000.00	56,200.00	56,077.52	122.48			
Other Expenses	20-110 2	28,000.00	28,000.00	24,300.00	23,978.39	321.61			
Municipal Clerk									
Salaries and Wages	20-120 1	✓ 79,844.00	78,244.00	71,244.00	70,312.45	931.55			
Other Expenses	20-120 2	28,530.00	28,530.00	28,530.00	28,498.76	31.24			
Financial Administration (Treasury)									
Salaries and Wages	20-130 1	✓ 122,800.00	138,608.00	148,158.00	142,540.58	5,617.42			
Other Expenses	20-130 2	31,000.00	20,000.00	17,000.00	16,922.27	77.73			
Audit Services	20-135 2	✓ 45,000.00	45,000.00	44,000.00	44,000.00				

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
		Appropriated						Expended 2020	
(A) Operations - within "CAPS" - (continued)									
Revenue Administration (Tax Collection)									-
Salaries and Wages	20-145	1	81,500.00	40,092.00	40,092.00		42,092.00	40,693.75	1,398.25
Other Expenses	20-145	2	7,850.00	7,850.00	7,850.00		5,850.00	5,783.72	66.28
Tax Assessment Administration (Tax Assessor)									-
Salaries and Wages	20-150	1	23,000.00	23,882.00	23,882.00		22,382.00	22,103.50	278.50
Other Expenses	20-150	2	9,000.00	9,000.00	9,000.00		9,000.00	8,860.04	139.96
Legal Services (Legal Dept.)									-
Other Expenses	20-155	2	140,000.00	140,000.00	140,000.00		140,000.00	51,133.18	88,866.82
Engineering Services	20-165	2	12,000.00	12,000.00	12,000.00		12,000.00	6,690.00	5,310.00
Economic Development Agencies									-
Other Expenses	20-170	2	7,000.00	7,000.00	7,000.00		7,000.00		7,000.00
									-
									-

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
(A) Operations - within "CAPS" - (continued)									
		Appropriated						Expended 2020	
	Land Use Administration								-
	Planning Board								-
	Other Expenses	21-180	1	3,600.00					-
	Other Expenses	21-180	2	20,000.00	24,000.00		24,000.00	20,129.92	3,870.08
	Insurance								-
	Liability Insurance	23-210	2	314,721.75	283,538.00		283,538.00	283,538.00	-
	Workers Compensation Insurance	23-215	2	132,840.00	121,517.00		121,517.00	121,517.00	-
	Employee Group Insurance	23-220	2	1,160,000.00	1,290,000.00		1,290,000.00	958,120.92	331,879.08
	Health Benefits Waiver	23-222	1	5,000.00					-
	Unemployment Insurance	23-225	2	2,250.00	2,250.00		2,250.00	1,034.46	1,215.54
									-
									-
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									-

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
(A) Operations - within "CAPS" - (continued)						Appropriated		Expended 2020	
	Public Safety								-
	Police Department								-
	Salaries and Wages	26-240	1	1,808,551.00	1,757,980.00		1,757,480.00	1,732,257.99	25,222.01
	Other Expenses	26-240	2	78,000.00	78,000.00		78,000.00	74,835.19	3,164.81
	Office of Emergency Management (OEM)								-
	Salaries and Wages	25-252	1	8,200.00	8,200.00		8,300.00	8,197.20	102.80
	Other Expenses	25-252	2						-
	Aid to Volunteer Fire Companies	25-255	2	45,000.00	45,000.00		45,000.00	33,135.35	11,864.65
	Aid to Volunteer Ambulance Companies	25-260	2	42,500.00	33,000.00		33,000.00	23,453.96	9,546.04
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CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS	FCOA	for 2021		for 2020		for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
				Appropriated					
(A) Operations - within "CAPS" - (continued)									
Public Works									
Streets and Road Maintenance									
Salaries and Wages	26-290	1	369,600.00	399,264.00	399,264.00		399,264.00		-
Other Expenses	26-290	2	30,000.00	30,000.00	30,000.00		28,882.48		1,117.52
Street Cleaning									
Salaries and Wages	26-291	1	87,750.00	52,624.00	52,624.00		44,978.97		7,645.03
Other Expenses	26-291	2	700.00	700.00	700.00				700.00
Buildings and Grounds									
Other Expenses	26-310	2	80,000.00	80,000.00	80,000.00		61,241.15		18,758.85
Vehicle Maintenance									
Other Expenses	26-315	2	32,000.00	32,000.00	32,000.00		18,965.98		13,034.02

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS	(A) Operations - within "CAPS" - (continued)	FCOA	for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
			Appropriated		Expended 2020			
Health and Human Services								
Public Health Services (Board of Health)								
Other Expenses		27-330	350.00	350.00		350.00	-	350.00
Animal Control Services								
Other Expenses		27-340	28,600.00	22,600.00		22,600.00	21,955.84	644.16
Recreation								
Maintenance of Parks								
Other Expenses		28-375	35,000.00	20,000.00		20,000.00	15,906.82	4,093.18
Court and Public Defender								
Municipal Court								
Salaries and Wages		43-490	107,000.00	95,000.00		105,000.00	104,291.68	708.32
Other Expenses		43-490	17,000.00	17,000.00		17,000.00	12,778.65	4,221.35
Public Defender								
Other Expenses		43-495	9,900.00	9,730.00		9,730.00	9,632.70	97.30

Sheet 15b

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		Appropriated		FCOA			
		Total for 2020 As Modified By All Transfers	Total for 2020 By Emergency Appropriation	for 2020	for 2021		
	Reserved	Paid or Charged					
(E) Deferred Charges and Statutory Expenditures - Municipal within "CAPS"		XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXX	XXXXXX
(1) DEFERRED CHARGES		XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXX	XXXXXX
Emergency Authorizations			XXXXXXXXXX			46-870	
Overexpenditure of Improvement Authorization		4,407.75	XXXXXXXXXX	4,407.75		46-894	2
Deficit Animal Control Fund		9,822.92	XXXXXXXXXX	9,822.92	9,674.37	46-860	2
Anticipated Deficit - Utility Operating Fund		366,127.17	XXXXXXXXXX	518,587.36	273,308.78	46-861	2
Overexpenditure of Appropriation Reserves		5,542.96	XXXXXXXXXX	5,542.96		46-894	2
	XXXXXXXXXX		XXXXXXXXXX				
	XXXXXXXXXX		XXXXXXXXXX				
	XXXXXXXXXX		XXXXXXXXXX				
	XXXXXXXXXX		XXXXXXXXXX				
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	XXXXXXXXXX		XXXXXXXXXX				
	XXXXXXXXXX		XXXXXXXXXX				

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
		Appropriated							
(E) Deferred Charges and Statutory Expenditures - Municipal within "CAPS" - (continued)		XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
(2) STATUTORY EXPENDITURES: Contribution to:		XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Public Employees' Retirement System		36-471	174,115.00	140,990.00	140,990.00		140,990.00	140,990.00	-
Social Security System (O.A.S.I.)		36-472	169,000.00	169,000.00	169,000.00		172,500.00	170,669.62	1,830.38
Consolidated Police & Fireman's Pension Fund		36-474							-
Police and Firemen's Retirement System of NJ		36-475	442,326.00	412,606.00	412,606.00		412,606.00	412,606.00	-
Unemployment Compensation Insurance (N.J.S.A. 43:21-3 et seq.)		23-225							-
									-
									-
									-
Defined Contribution Retirement Program (DCRP)		36-477							-
Total Deferred Charges and Statutory Expenditures - Municipal		34-209	1,068,424.15	1,260,956.99	1,264,456.99	-	1,110,166.42	1,830.38	-
(F) Judgments		37-480							XXXXXXXXXX
(G) Cash Deficit of Preceding Year		46-856							-
(H-1) Total General Appropriations for Municipal Purposes within		34-299	6,955,088.90	7,044,870.99	7,044,870.99	-	6,191,737.04	700,673.76	-

CURRENT FUND - APPROPRIATIONS

				FCOA				8. GENERAL APPROPRIATIONS	
				for 2020	for 2021	for 2020	for 2021	(A) Operations - Excluded from "CAPS"	
Appropriated		for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved			Education (Including Library)	
Expended 2020								Maintenance of Free Public Library	
	-		-			29-390	2	53,000.00	62,500.00
	-		-						
	-		-						
	-		-						
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CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		Appropriated				Expended 2020	
(A) Operations - Excluded from "CAPS"	FCOA	for 2021	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved	
Uniform Construction Code Appropriations Offset by Increased Fee Revenues (N.J.A.C. 5:23-4.17)	XXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	XXXXXXXXXXXX	
Total Uniform Construction Code Appropriations	22-999	-	-	-	-	-	

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		Appropriated		Expended 2020	
(A) Operations - Excluded from "CAPS"	FCOA	for 2020 By	for 2020	for 2021	for 2020
		Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
Shared Service Agreements	XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Total Interlocal Municipal Service Agreements	42-999	-	129,010.00	129,010.00	-

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS						FCOA	(A) Operations - Excluded from "CAPS"	Additional Appropriations Offset by Revenues (N.J.S.A. 40A:4-45.3h)	Garbage and Trash Collection	Other Expenses	32-465 2	34-303	69,179.00	69,179.00	-	69,179.00	69,179.00	-
Appropriated			Expended 2020															
		for 2021	for 2020 By	Total for 2020	Paid or	Reserved												
			Emergency	As Modified By	Charged													
		for 2020	Appropriation	All Transfers	or													

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA				(A) Operations - Excluded from "CAPS"	
		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
Appropriated		Expended 2020					
	Public and Private Programs Offset by Revenues						
	Matching Funds for Grants	458,00				-	-
	Municipal Alliance Against Alcoholism and Drug Abuse		2,289,00		2,289,00	2,289,00	-
	Clean Communities	11,653,51				-	-
	Recycling Tonnage Grant		4,055,22		4,055,22	4,055,22	-
	Body Armor Replacement Fund					-	-
	New Jersey Transportation Trust Fund Awards					-	-
	New Jersey Transportation Trust Fund Awards					-	-
	Statewide Insurance Fund					-	-
	COPS Hiring Program		291,396,00		291,396,00	291,396,00	-
	NJ EDA Tri County Oil Company Property		87,589,00		87,589,00	87,589,00	-
						-	-
						-	-
						-	-
						-	-
						-	-
						-	-
						-	-
						-	-
						-	-

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		FCOA		(D) Municipal Debt Service - Excluded from "CAPS"		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
				Appropriated	Appropriated						
Payment of Bond Principal		45-920		250,000.00	250,000.00	250,000.00	250,000.00	250,000.00	250,000.00	XXXXXXX	
Payment of Bond Anticipation Notes and Capital Notes		45-926									
Interest on Bonds		45-930		51,500.00	58,910.00	58,910.00	58,910.00	58,910.00	58,910.00	XXXXXXX	
Interest on Notes		45-935		1,920.00	3,840.00	3,840.00	3,840.00	3,840.00	3,567.66	XXXXXXX	
Green Trust Loan Program:		XXXXXX		XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	
Debt Service Guarantee		45-942		143,195.00	285,000.00	285,000.00	285,000.00	285,000.00	285,000.00	XXXXXXX	
Demolition Loan		45-943		12,500.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00	XXXXXXX	

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS		Appropriated		Expended 2020			
(E) Deferred Charges - Municipal - Excluded from "CAPS"	FCOA	for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved
(1) DEFERRED CHARGES:	XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Emergency Authorizations	46-870			XXXXXXXXXX	-		XXXXXXXXXX
Special Emergency Authorization - 5 Years (N.J.S.A. 40A:4-5b)	46-875	64,000.00	64,000.00	XXXXXXXXXX	64,000.00	64,000.00	XXXXXXXXXX
Special Emergency Authorization - 3 Years (N.J.S.A. 40A:4-5b.1 &	46-871			XXXXXXXXXX	-		XXXXXXXXXX
Deferred Charges to Future Taxation - Unfunded	46-892 2			XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
				XXXXXXXXXX	-		XXXXXXXXXX
Total Deferred Charges - Municipal -	46-999	64,000.00	64,000.00	XXXXXXXXXX	64,000.00	64,000.00	XXXXXXXXXX
Excluded from "CAPS"							
(F) Judgments (N.J.S.A. 40A:4-45.3c)	37-480				-		XXXXXXXXXX
Transferred to Board of Education for Use of Local Schools (N.J.S.A.	29-405	16,290.00	16,283.00	XXXXXXXXXX	16,283.00	16,283.00	XXXXXXXXXX
(G) With Prior Consent of Local Finance Board: Cash	46-885			XXXXXXXXXX			XXXXXXXXXX
Deficit of Preceding Year				XXXXXXXXXX			XXXXXXXXXX
(H-2) Total General Appropriations for Municipal Purposes Excluded from	34-309	917,931.22	1,389,551.22	XXXXXXXXXX	1,389,551.22	1,379,278.88	10,000.00

CURRENT FUND - APPROPRIATIONS

FCOA	for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers	Paid or Charged	Reserved	8. GENERAL APPROPRIATIONS	
							Appropriated	Expended 2020
							Excluded from "CAPS"	XXXXXX
							(1) Type 1 District School Debt Service	XXXXXX
							Payment of Bond Principal	48-920
							Payment of Bond Anticipation Notes	48-925
							Interest on Bonds	48-930
							Interest on Notes	48-935
							Total or Type 1 District School Debt Service - Excluded from "CAPS"	48-999
							(j) Deferred Charges and Statutory Expenditures - Local School -	XXXXXX
							Emergency Authorizations - Schools	29-406
							Capital Project for Land, Building or Equipment N.J.S.A. 18A:22-20	29-407
							Total Deferred Charges and Statutory Expenditures - Local School -	29-409
							District School Purposes (i) and (j) - Excluded from "CAPS"	29-410
							(k) Total General Appropriations - Excluded from "CAPS"	34-399
							(l) Subtotal General Appropriations (Items (H-1) and (O))	34-400
							(M) Reserve for Uncollected Taxes	60-899
							9. Total General Appropriations	34-499

CURRENT FUND - APPROPRIATIONS

8. GENERAL APPROPRIATIONS	FCOA	Summary of Appropriations					
		for 2021	for 2020	for 2020 By Emergency Appropriation	Total for 2020 As Modified By All Transfers		
		Appropriated	Paid or Charged	Reserved	Expended 2020		
(H-1) Total General Appropriations for	34-299	6,955,088.90	7,044,870.99	-	7,044,870.99	6,191,737.04	700,673.76
Municipal Purposes within "CAPS"	XXXXXX						
(A) Operations - Excluded from "CAPS"	XXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX
Other Operations	34-300	53,000.00	62,500.00	-	62,500.00	62,500.00	-
Uniform Construction Code	22-999	-	-	-	-	-	-
Shared Service Agreements	42-999	129,010.00	129,010.00	-	129,010.00	129,010.00	-
Additional Appropriations Offset by Revenues	34-303	69,179.00	69,179.00	-	69,179.00	69,179.00	-
Public & Private Programs Offset by Revenues	40-999	17,337.22	385,329.22	-	385,329.22	385,329.22	-
Total Operations Excluded from "CAPS"	34-305	268,526.22	646,018.22	-	646,018.22	646,018.22	-
Capital Improvements	44-999	110,000.00	53,000.00	-	53,000.00	43,000.00	10,000.00
(D) Municipal Debt Service	45-999	459,115.00	610,250.00	-	610,250.00	609,977.66	XXXXXXX
(E) Total Deferred Charges (Sheet 28)	46-999	64,000.00	64,000.00	XXXXXXX	64,000.00	64,000.00	XXXXXXX
(F) Judgments (Sheet 28)	37-480	-	-	-	-	-	XXXXXXX
(G) Cash Deficit - With Prior Consent of LFB	46-885	-	-	XXXXXXX	-	-	XXXXXXX
(K) Local District School Purposes	29-410	-	-	-	-	-	XXXXXXX
(N) Transferred to Board of Education	29-405	16,290.00	16,283.00	XXXXXXX	16,283.00	16,283.00	XXXXXXX
(M) Reserve for Uncollected Taxes	50-899	1,991,780.65	1,786,682.37	XXXXXXX	1,786,682.37	1,786,682.37	XXXXXXX
Total General Appropriations	34-499	9,864,800.77	10,221,104.58	-	10,221,104.58	9,357,698.29	710,673.76

Sheet 30

Levin 15/135

DEDICATED WATER/SEWER UTILITY BUDGET

10. DEDICATED REVENUES FROM WATER/SEWER UTILITY	FCOA	2021	2020	Realized in Cash in 2020
		Anticipated		
Operating Surplus Anticipated	08-501			
Operating Surplus Anticipated with Prior Written Consent of Director of Local Government Services	08-502			
Total Operating Surplus Anticipated	08-500	-	-	-
Rents	08-503	2,423,229.00	2,182,205.00	2,423,229.72
Miscellaneous	08-505	316,283.00	441,795.00	316,283.04
Special Items of General Revenues Anticipated with Prior Written Consent of Director of Local Government Services	XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Law suit Settlement	08-520		375,000.00	380,000.00
Reserve for Payment of Debt	08-520	575,850.00	100,000.00	100,000.00
Deficit (General Budget)	08-549	273,308.78	518,587.36	366,127.17
Total Water/Sewer Utility Revenues	08-599	3,588,670.78	3,617,587.36	3,585,639.93

DEDICATED WATER/SEWER UTILITY BUDGET - (continued)

FCOA	for 2021	for 2020	Appropriated		Total for 2020	Paid or Charged	Reserved
			for 2020 By Agency Emergncy Appropriation	All Transfers As Modified By			
11. APPROPRIATIONS FOR WATER/SEWER UTILITY							
	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX
DEFERRED CHARGES:							
Emergency Authorizations	55-530		XXXXXXXXXX		-		XXXXXXXXXX
Overexpenditure of Appropriation Reserves	55-543	15,182.78	XXXXXXXXXX		-		XXXXXXXXXX
STATUTORY EXPENDITURES:	XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
Contribution To:							
Public Employees' Retirement System	55-540	87,058.00	70,495.00		70,495.00	70,495.00	-
Social Security System (O.A.S.I.)	55-541	67,000.00	72,268.00		72,268.00	63,134.17	9,133.83
Unemployment Compensation Insurance (N.J.S.A. 43:21-3 et Seq.)	55-542						-
Judgments	55-531						XXXXXXXXXX
Deficit in Operations in Prior Years	55-532		255,523.36	XXXXXXXXXX	255,523.36	255,523.36	XXXXXXXXXX
Surplus (General Budget)	55-545			XXXXXXXXXX	-		XXXXXXXXXX
TOTAL WATER/SEWER UTILITY APPROPRIATION	55-599	3,588,670.78	3,617,587.36		3,617,587.36	3,583,002.68	17,729.80

DEDICATED ASSESSMENT BUDGET

Realized in Cash in 2020	Anticipated		FCOA	51-101	Assessment Cash
	2021	2020			
				51-885	Deficit (General Budget)
				51-899	Total Assessment Revenues
Expended 2020	Appropriated			51-920	Payment of Bond Principal
	2021	2020			
Paid or Charged				51-925	Payment of Bond Anticipation Notes
				51-999	Total Assessment Appropriations

DEDICATED ASSESSMENT BUDGET UTILITY

Realized in Cash in 2020	Anticipated		FCOA	52-101	Assessment Cash
	2021	2020			
				52-886	Deficit (Utility Budget)
				52-899	Total Utility Assessment Revenues
Expended 2020	Appropriated			52-920	Payment of Bond Principal
	2021	2020			
Paid or Charged				52-925	Payment of Bond Anticipation Notes
				52-999	Total Utility Assessment Appropriations

DEDICATED ASSESSMENT BUDGET UTILITY

14. DEDICATED REVENUES FROM	FCOA	Anticipated		Realized in
		2021	2020	
Assessment Cash	53-101			
Deficit (Utility Budget)	53-885			
Total Utility Assessment Revenues	53-899	-	-	-
15. APPROPRIATIONS FOR ASSESSMENT DEBT		Appropriated		Expended 2020
		2021	2020	
		Payment of Bond Principal	53-920	
Payment of Bond Anticipation Notes	53-925			
Total Utility Assessment Appropriations	53-999	-	-	-

Dedication by Rider - (N.J.S.A. 40A: 4-39) dedicated revenues anticipated during the year 2020 from Animal Control State or Federal Aid for Maintenance of Libraries Bequest, Escheat; Construction Code Fees Due Hackensack Meadowlands Development Commission; Outside Employment of Off-Duty Municipal Police Officers; Unemployment Compensation Insurance; Reimbursement of Sale of Gasoline to State Automobiles; State Training Fees - Uniform Construction Code Act; Older Americans Act - Program Contributions; Municipal Alliance on Alcoholism and Drug Abuse - Program Income:

Parking Offenses Adjudication Act, Construction Code Fees, Accumulated Absences, Developer's Escrow Fund, Sanitary Landfill Facilities Closure and Contingency Fund, Municipal Public Defender, Community Development Block Grant Act of 1974, UDAG Loan Repayment Program, Shade Tree Commission Donations, Municipal Pool Donations, Outside Employment of Off-Duty Municipal Police Officer

are hereby anticipated as revenue and are hereby appropriated for the purpose to which said revenue is dedicated by statute or other legal requirement."

APPENDIX TO BUDGET STATEMENT

COMPARATIVE STATEMENT OF CURRENT FUND OPERATIONS AND CHANGE IN CURRENT SURPLUS

	YEAR 2020	YEAR 2019
Surplus Balance, January 1st	1,487,209.40	786,277.17
CURRENT REVENUE ON A CASH BASIS:	XXXXXXXXXX	XXXXXXXXXX
Current Taxes: *Percentage Collected 2020 75.63%, 2019 81.39%	6,729,891.23	7,122,191.70
Delinquent Taxes	745,195.19	1,071,583.35
Other Revenues and Additions to Income	4,889,559.45	4,705,469.02
Total Funds	13,851,855.27	13,685,521.24
EXPENDITURES AND TAX REQUIREMENTS:	XXXXXXXXXX	XXXXXXXXXX
Municipal Appropriations	8,281,689.68	7,911,825.30
School Taxes (Including Local and Regional)	2,571,489.00	2,527,761.00
County Taxes (Including Added Tax Amounts)	1,711,477.34	1,727,152.85
Special District Taxes	2310900	
Other Expenditures and Deductions from Income	2311000	31,572.69
Total Expenditures and Tax Requirements	2311100	12,570,955.13
Less: Expenditures to be Raised by Future Taxes	2311200	-
Total Adjusted Expenditures and Tax Requirements	2311300	12,198,311.84
Surplus Balance - December 31st	2311400	1,487,209.40

*Nearest even percentage may be used

Proposed Use of Current Fund Surplus in 2021 Budget

Surplus Balance December 31, 2020	2311500	1,280,900.14
Current Surplus Anticipated in 2021 Budget	2311600	834,000.00
Surplus Balance Remaining	2311700	446,900.14

CURRENT FUND BALANCE SHEET - DECEMBER 31, 2020

ASSETS		
Cash and Investments	1110100	8,383,488.18
Due from State of N.J.(c. 20, P.L. 1961)	1111000	330,350.00
Federal and State Grants Receivable	1110200	814,098.30
Receivables with Offsetting Reserves:	XXXXXXX	
Taxes Receivable	1110300	1,771,709.16
Tax Title Lien Receivable	1110400	5,205,235.57
Property Acquired by Tax Title Lien Liquidation	1110500	3,676,400.00
Other Receivables	1110600	16,592.38
Deferred Charges Required to be in 2021 Budget	1110700	64,000.00
Deferred Charges Required to be in Budgets Subsequent to 2021	1110800	-
Total Assets	1110900	20,261,873.59

LIABILITIES, RESERVES AND SURPLUS

*Cash Liabilities	2110100	8,311,036.34
Reserves for Receivables	2110200	10,669,937.11
Surplus	2110300	1,280,900.14
Total Liabilities, Reserves and Surplus	XXXXXXX	20,261,873.59

School Tax Levy Unpaid	2220170	1,293,937.46
Less: School Tax Deferred	2220200	1,232,229.00
*Balance Included in Above "Cash Liabilities"	2220300	61,708.46

(Important: This appendix must be included in advertisement of Budget.)

**2021
CAPITAL BUDGET AND CAPITAL IMPROVEMENT PROGRAM**

This section is included with the Annual Budget pursuant to N.J.A.C. 5:30-4. It does not in itself confer any authorization to raise or expend funds. Rather it is a document used as part of the local unit's planning and management program. Specific authorization to expend funds for purposes described in this section must be granted elsewhere, by a separate bond ordinance, by inclusion of a line item in the Capital Improvement Section of this budget, by an ordinance taking the money from the Capital Improvement Fund, or other lawful means.

CAPITAL BUDGET

- A plan for all capital expenditures for the current fiscal year.

If no Capital Budget is included, check the reason why:

Total capital expenditures this year do not exceed \$25,000, including appropriations for Capital Improvement Fund, Capital Line Items and Down Payments on Improvements.

No bond ordinances are planned this year.

- A multi-year list of planned capital projects, including the current year.
Check appropriate box for number of years covered, including current year:

3 years. (Population under 10,000)

6 years. (Over 10,000 and all county governments)

years exceeding minimum time period.

Check if municipality is under 10,000, has not expended more than \$25,000 annually for capital purposes in immediately previous three years, and is not adopting CIP.

**CITY OF SALEM
NARRATIVE FOR CAPITAL IMPROVEMENT PROGRAM**

The Council of the City of Salem has set forth the attached Capital Improvement Program.
This Program is provided to inform the City residents of the anticipated capital improvement to be undertaken by the City.

Sheet 40a

**CAPITAL BUDGET (Current Year Action)
2021**

Local Unit
CITY OF SALEM

1 PROJECT TITLE	2 PROJECT NUMBER	3 ESTIMATED TOTAL COST	4 AMOUNTS RESERVED IN PRIOR YEARS	5 PLANNED FUNDING SERVICES FOR CURRENT YEAR - 2021						
				5a 2021 Budget Appropriations	5b Capital Improvement Fund	5c Capital Surplus	5d Grants in Aid and Other Funds	5e Debt Authorized	6 FUNDED IN FUTURE YEARS TO BE	
Various Capital Equipment General	1	100,000.00		100,000.00						
Streets and Roads Improvements	2	100,000.00		10,000.00	20,000.00				90,000.00	
Various Capital Equipment Utility	3	570,000.00		200,000.00	20,000.00		350,000.00			
TOTAL - THIS PAGE	XXXXX	770,000.00		200,000.00	130,000.00		350,000.00		90,000.00	-

Sheet 40b

**3 YEAR CAPITAL PROGRAM - 2021 to 2023
SUMMARY OF ANTICIPATED FUNDING SOURCES AND AMOUNTS**

Local Unit

CITY OF SALEM

1 Project Title	2 Estimated Total Costs	BUDGET APPROPRIATIONS		4 Capital Improvement Fund	5 Capital Surplus	6 Grants - In - Aid and Other Funds	BONDS AND NOTES			
		3a Current Year 2021	3b Future Years				7a General	7b Self Liquidating	7c Assessment	7d School
Various Capital Equipment General	100,000.00			100,000.00						
Streets and Roads Improvements	100,000.00			10,000.00						
Various Capital Equipment Utility	570,000.00	200,000.00		20,000.00		350,000.00				
TOTAL - THIS PAGE	770,000.00	200,000.00		130,000.00		350,000.00				

SECTION 2 - UPON ADOPTION FOR YEAR 2021

Be it Resolved by the SALEM COUNCIL MEMBERS of the SALEM County of SALEM CITY that the budget hereinafore set forth is hereby adopted and shall constitute an appropriation for the purposes stated of the sums therein set forth as appropriations, and authorization of the amount of:

- (a) \$ 4,887,906.01 (Item 2 below) for municipal purposes, and
- (b) \$ - (Item 3 below) for school purposes in Type I School Districts only (N.J.S.A. 18A:9-2) to be raised by taxation and,
- (c) \$ - (Item 4 below) to be added to the certificate of amount to be raised by taxation for local school purposes in

Type II School Districts only (N.J.S.A. 18A:9-3) and certification to the County Board of Taxation of the following summary of general revenues and appropriations.

- (d) \$ - (Sheet 43) Open Space, Recreation, Farmland and Historic Preservation Trust Fund Levy
- (e) \$ - (Sheet 44) Arts and Culture Trust Fund Levy
- (f) \$ 45,493.54 (Item 5 Below) Minimum Library Tax

RECORDED VOTE

(insert last name)

Ayes

Nays

Absent

Abstained

SUMMARY OF REVENUES

1. General Revenues			
Surplus Anticipated		08-100	\$ 834,000.00
Miscellaneous Revenues Anticipated		13-089	\$ 3,467,401.22
Receipts from Delinquent Taxes		15-499	\$ 630,000.00
2. AMOUNT TO BE RAISED BY TAXATION FOR MUNICIPAL PURPOSES (Item 6(a), sheet 11)		07-190	\$ 4,887,906.01
3. AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY:			
Item 6, Sheet 42		07-195	\$ -
Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)		07-191	\$ -
TOTAL AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY			
4. To Be Added TO THE CERTIFICATE FOR THE AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE II SCHOOL DISTRICTS ONLY:			
Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)		07-191	\$ 45,493.54
5. AMOUNT TO BE RAISED BY TAXATION MINIMUM LIBRARY TAX		07-192	\$ -
Total Revenues		13-299	\$ 9,864,800.77

SUMMARY OF APPROPRIATIONS

5. GENERAL APPROPRIATIONS:		
XXXXXX	XXXXXX	Within "CAPS"
XXXXXX	XXXXXX	(a & b) Operations Including Contingent
\$ 5,886,664.75	34-201	(e) Deferred Charges and Statutory Expenditures - Municipal
\$ 1,068,424.15	34-209	(g) Cash Deficit
\$ -	46-885	Excluded from "CAPS"
XXXXXX	XXXXXX	(a) Operations - Total Operations Excluded from "CAPS"
\$ 268,526.22	34-305	(c) Capital Improvements
\$ 110,000.00	44-999	(d) Municipal Debt Service
\$ 459,115.00	45-999	(e) Deferred Charges - Municipal
\$ 64,000.00	46-999	(f) Judgments
\$ -	37-480	(n) Transferred to Board of Education for Use of Local Schools (N.J.S.A. 40:48-17.1 & 17.3)
\$ 16,290.00	29-405	(g) Cash Deficit
\$ -	46-885	(k) For Local District School Purposes
\$ -	29-410	(m) Reserve for Uncollected Taxes
\$ 1,991,780.65	50-899	6. SCHOOL APPROPRIATIONS - TYPE I SCHOOL DISTRICT ONLY (N.J.S.A. 40A:4-13)
	07-195	Total Appropriations
\$ 9,864,800.77	34-999	

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

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

 Signature
 Clerk

CITY OF SALEM
 OPEN SPACE, RECREATION, FARMLAND AND HISTORIC PRESERVATION TRUST FUND

Dedicated Revenues From Trust Fund	FCOA	Anticipated		Realized in 2020	Appropriations	FCOA	Appropriated		Expended 2020
		2021	2020				for 2021	for 2020	
Amount to be Raised By Taxation	54-190				Development of Lands for Recreation and Conservation:	xxxxxxx	xxxxxxx	xxxxxxx	xxxxxxx
Interest Income	54-113				Other Expenses				
Reserve Funds:	54-101				Salaries & Wages	xxxxxxx	xxxxxxx	xxxxxxx	xxxxxxx
					Other Expenses				
					Historic Preservation:	xxxxxxx	xxxxxxx	xxxxxxx	xxxxxxx
					Salaries & Wages				
					Other Expenses				
					Acquisition of Lands for Recreation and Conservation:				
					Acquisition of Farmland				
Total Trust Fund Revenues:	54-299								
Summary of Program									
Year Referendum Passed/Implemented:									
Rate Assessed:									
Total Tax Collected to date:									
Total Expended to date:									
Total Acreage Preserved to date:									
Recreation land preserved in 2020:									
Farmland preserved in 2020:									
		(Acre)			Payment of Bond Principal	xxxxxxx	xxxxxxx	xxxxxxx	xxxxxxx
		\$			Payment of Bond Anticipation Notes and Capital Notes				
		\$			Interest on Bonds				
		(Acre)			Interest on Notes				
		(Acre)			Reserve for Future Use				
		(Acre)			Total Trust Fund Appropriations:	54-499			
					Debt Service:	xxxxxxx	xxxxxxx	xxxxxxx	xxxxxxx

AGREEMENT

between the

CITY OF SALEM

and the

SALEM POLICE OFFICERS' ASSOCIATION

FOP LODGE No. 6

JANUARY 1, 2019 through DECEMBER 31, 2021

Ruderman & Roth, LLC
150 Morris Avenue, Suite 303
Springfield, New Jersey 07081
(973) 258-1288

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CITY OF SALEM
COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN
THE MAYOR AND COMMON COUNCIL OF THE CITY OF SALEM AND
THE SALEM POLICE OFFICERS' FOP

THIS AGREEMENT, entered into this 4TH day of November, 2019, by
and between THE MAYOR AND COMMON COUNCIL OF THE CITY OF
SALEM (hereinafter the "City" or "Employer"), and THE SALEM POLICE
OFFICERS' ASSOCIATION OF FRATERNAL ORDER OF POLICE LODGE 6
(hereinafter the "FOP," "unit," or employee).

ARTICLE I
RECOGNITION OF FOP

A. The City hereby recognizes the FOP affiliated with FOP New Jersey Labor Council (FOP) as the exclusive bargaining representative as defined in P.L. 1974, c.123, for collective negotiations concerning the terms and conditions of employment for the bargaining unit consisting of all regular full-time police officers of the Police Department of the City of Salem (hereafter the "unit members").

B. The FOP and the City, recognizing the importance of an orderly, just, and expeditious agreement on the terms and conditions of employment, and also the orderly, just, and expeditious resolution of grievances, agree that this Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations, and further agree to be bound by its terms, which terms they intend to cooperatively and in good faith honor, support, and seek to fulfill.

C. Nothing contained herein shall be construed to deny or restrict to any unit member such rights or privileges he may have been granted by court decisions, statutes, or regulations. Similarly, the terms and conditions of this Agreement shall supersede and replace any inconsistent previously adopted policy, rule, or regulation. The City shall, as soon as practicable after execution of this Agreement, adopt and issue rules and regulations which conform with and are consistent with the Agreement.

ARTICLE II
NEGOTIATION PROCEDURES

- A. The parties agree to enter into collective negotiations as soon as possible over a successor agreement to be applicable to the year 2019, or any such additional years as agreed to.
- B. The parties agree to conduct such collective negotiations in accordance with procedures established by the Public Employment Relations Commission in a good-faith effort by both parties to reach continuing agreement on salaries and other conditions of employment and other matters mutually agreed upon as subject matters of negotiations.
- C. Any agreement so negotiated shall apply to all members of the negotiation until herein defined and shall be reduced to writing and signed by both parties.
- D. Members of the unit shall suffer no loss of pay for participation in negotiations or grievance procedure mutually scheduled during working hours of the participating unit member or members serve on the negotiation committee for the FOP,
- E. The City agrees not to negotiate with any bargaining unit member individually or with any organization other than the FOP during the term of this Agreement.
- F. By mutual agreement, the parties hereto may discuss a matter of significant impact and, if agreement is reached to do so, may amend this Agreement in writing.

ARTICLE III
GRIEVANCE PROCEDURE

A. PURPOSE AND DEFINITION. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to questions which may arise affecting the terms and conditions of employment. Nothing herein shall be construed as limiting the right of any Employee having a grievance, to discuss the matter informally with any appropriate member of the Department. A grievance is defined as any question or dispute between the City and the FOP arising over (1) the interpretation, application, or alleged violation of the terms of this Agreement, or (2) any controversy arising out of policies, or administrative decisions affecting the negotiable terms and conditions of employment. A grievance may be raised by an individual, a group of individuals, or the FOP on behalf of the individual(s). The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual written consent.

B. GRIEVANCE PROCEDURE.

1. Time Limits. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The specified time limits, however, may be extended by mutual agreement.
2. Any unit member who has a grievance shall institute action within fifteen (15) workdays of the occurrence by first discussing the matter informally with his immediate supervisor. The term "workdays" or "working days" is defined by City Clerk work hours. Every effort should be made to settle the differences at this level. The immediate supervisor shall communicate his written response to the grievance within five (5) days after it is received by him.

3. If the matter is not resolved to the satisfaction of the grievant, he may set forth his written grievance to the Department Head or Chief of Police within fifteen (15) working days of receipt of the immediate supervisor's determination. Prior to submission of the grievance to the Department Head or Chief of Police, said aggrieved unit member shall forward a written copy of his grievance to the President of the FOP and, at that time, or at any point in the grievance procedure thereafter, said aggrieved unit member may elect representation by an FOP representative. The Department Head or Chief of Police shall communicate his written response to the grievance within fifteen (15) workdays after it is received by him.

4. A unit member not satisfied with the decision of the Department Head or Chief of Police may refer his grievance into the Chairman of the Police Committee or, if he is unavailable, to another member of the Police Committee. Upon request of the FOP, a hearing before the Police Committee shall be granted to the aggrieved unit member and his designated representative, The Police Committee shall as a body consider said grievance and, within fifteen (15) workdays of receipt of said grievance, issue to the unit member and to the FOP a decision. The Department Head or Chief of Police does not have a vote at this level of grievance,

5. If the matter is not resolved satisfactorily at the Police Committee level and the FOP finds the grievance to be meritorious, the matter shall be submitted to the Public Employment Relations Commission for arbitration by the FOP within thirty (30) calendar days, subject to the rules and regulations therefrom. The decision of the arbitrator shall be binding. The arbitrator is directed to decide, as a preliminary question, whether the arbitrator has jurisdiction to hear and decide the matter in dispute.

a. The arbitrator shall be bound by the provisions of this Agreement and by the applicable laws of the State of New Jersey and the United States and decisions of the courts of the State of New Jersey and the

United States, The arbitrator shall not have the authority to add to, modify, detract from or alter the provisions of this Agreement or any amendment or supplement thereto. In rendering his written award, the arbitrator shall indicate his findings of fact and reasons for the decision. The arbitrator's decision shall be final and binding upon the parties' subject to applicable court proceedings.

b. The costs for the arbitrator's services shall be borne equally by the Employer and the FOP,

c. Only one issue at a time may be submitted to a single arbitrator. If the parties agree an arbitrator may hear more than one grievance.

C. REPRESENTATION. An aggrieved unit member may be presented at all stages of the grievance procedure by himself or, if he chooses, by a representative approved by the FOP. The FOP will be notified of a grievance being filed.

D. REPRISALS. No reprisals of any kind shall be taken by the City by reason of participation in the grievance procedure against any unit member, any representative, any member of the FOP, or any other participant in the grievance procedure.

E. MEETINGS AND HEARINGS. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representative.

F. MISCELLANEOUS.

1. If amicable settlement of the dispute is reached upon mutual agreement of the parties in any of the above steps, said agreement shall be reduced to writing and signed by the respective parties.

2. If the employer fails to respond in a timely manner in any step of the grievance procedure the FOP may go to the next step automatically. If, at any step,

the grievant fails to act according to the requirement of this article, the grievance shall be considered abandoned.

ARTICLE IV
MANAGERIAL RIGHTS

Subject to the provisions of this Agreement, the Mayor and Common Council of the City of Salem, the Police Committee, and the Department Head or Chief of Police reserve and retain full rights, authority, and discretion in the proper discharge of their duties and responsibilities to supervise, manage, and administer the Police Department.

ARTICLE V
FOP RIGHTS AND PRIVILEGES

A. Pursuant to Chapter 123, Public Laws 1974, the City hereby agrees that every full-time regular police officer and violation officer shall have the right freely to organize, join, and support the FOP and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey, the City undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by the Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq., or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any employee with respect to hourly wages or any terms or conditions of employment by reason of his membership in the FOP and its affiliates, collective negotiations with the City, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms and conditions of employment.

B. Unit members shall not be disciplined or discriminated against because of their religious or political beliefs, nor because of the conduct of their personal

life, except insofar as it affects their performance as members of the Police Department of the City of Salem and is contrary to the laws and regulations of the State of New Jersey and the rules and regulations of the Police Department contained in the Salem Police Department Manual.

C. Representatives of the FOP shall be permitted to transact official FOP business at the Police Department at reasonable times, provided that this shall not interfere with or interrupt normal operations, provided no public expenses are incurred, and provided that use of City supplies, equipment, telephone, etc., in connection therewith, is expressly forbidden.

ARTICLE VI SALARY

Retroactive to, and effective January 1, 2019, all regular full-time police officers and sergeants shall receive a one-point five percent (1.5%) percent base salary increase over their December 31, 2018 base salary. Effective January 1, 2020, all regular fulltime police officers and sergeants shall receive a one-point seven five percent (1.75%) base salary increase over their December 31, 2019 base salary. Effective January 1, 2021, all regular full-time police officers and sergeants shall receive a two percent (2.0%) base salary increase over their December 31, 2020 base salary. Employees will receive step increments, which shall be effectuated in the manner in which employees normally/historically receive their step increments.

The Salary Schedules effective January 1, 2019 through December 31, 2021 are attached hereto as "Appendix A."

So-called "retro" checks hereunder shall be issued within a reasonable period of time after ratification of this Agreement by both parties.

Any unit member assigned to the Investigation Unit shall be compensated an additional \$1,000.00 per year during such assignment, with the payment pro-rated

for any portion of the year during which the member is assigned to that unit. All Investigation Unit and any other specialist assignments will be made by the Chief of Police in writing. When making any specialist or Investigation Unit assignments, the Chief of Police shall consider seniority and rank along with other pertinent qualifications. All investigative unit members will receive ten (10) hours monthly compensatory time for the time in which they are on call.

B. OVERTIME.

1. All unit members shall be paid at a rate one and one-half times their base hourly rate for hours worked in excess of eight (8) hours per day or the requisite number of hours in a block of the shift cycle of an average of forty (40) hours per work week, except time spent in the City of Salem Municipal Court or County or Superior Court giving testimony or otherwise in furtherance of their duties which is provided for hereinafter. In lieu of cash payment for overtime, a unit member may elect to take compensatory time off at one and one-half times for each hour of overtime worked. Such time is to be granted within a reasonable time of the request for such compensatory time made to the Department Head or Chief of Police subject to the condition that it not unduly interrupt departmental operations.

Court appearances required while on an off-duty status shall entitle a unit member to additional compensation of a minimum of two (2) hours pay on a straight-time basis. However, the time actually worked shall be compensated at one and one-half times the unit member's base hourly rate rather than on a straight-time basis. In lieu of cash payment for court time, a unit member may elect to receive compensatory time off from regular duty, on an overtime basis, for the balance, if any, of the two-hour minimum of straight time compensation. Such time is to be

granted within a reasonable time of the request for such compensatory time made to the Department Head or Chief of Police subject to the condition that it not unduly interrupt departmental operations.

2. When scheduled off duty on holidays, vacation days, and personal leave days, the hours not worked will be included with hours worked when computing overtime for hours in excess of forty (40) for the work week.

3. Overtime shall be compensated, unless otherwise provided, on the following basis:

1. 0 to 15 minutes no compensation
2. 16 to 30 minutes half-hour compensation
3. Thereafter, all overtime will be reported in half-hour segments.

4. Officers subpoenaed by a fellow officer or Union to appear in a disciplinary proceeding shall not be eligible for overtime unless management agrees that such testimony is germane to the disciplinary proceeding.

C. OFF-DUTY PAYMENTS. Members of the unit shall receive one and one-half times their base hourly rate as compensation when called or recalled to duty from an off-duty status and shall receive a minimum of three (3) hours pay for each such time called. Notification of recall to duty may be made by either telephone or verbal communication. The three-hour minimum does not pertain to recall contiguous with front or backside of the workday,

D. LONGEVITY PAYMENTS

A longevity payment calculated on the member's base salary rate shall be as follows:

0 to 4 years of service	None
5 to 9 years of service	3.5%

10 to 14 years of service	4.0%
15 to 19 years of service	5.0%
20 to 24 years of service	6.0%
25 or more years of service	8.0%

Employees hired after January 1, 2011 shall not enjoy longevity.

In addition, longevity payment shall be pro-rated to be concurrent with the number of paychecks issued during the course of the year, and shall be incorporated therein, and all deductions, including pension, shall be based upon the aggregate amount. Longevity payments shall commence with each year of service, and longevity payments are to be credited at the beginning of each year of service.

E. SHIFT DIFFERENTIAL. Effective upon the signing of this agreement an amount shall be added to the hourly rate of unit members' salary according to the following schedule:

Shift Number 1: 0600-1800 hours \$0.00

Shift Number 2: 1800-0600 hours \$0.85 per hour

F. ACTING SHIFT SUPERVISOR. Any officer who works as an acting shift supervisor shall receive the rate of pay for the higher rank for all time worked in the higher rank. Any detective who works as Acting Sergeant of Detectives shall receive a \$0.50 per hour differential.

ARTICLE VII
VACATIONS

A. VACATION. Annual vacation leave with pay shall be earned at the following rates:

after one year of service — 104 hours Commencing
with five years of service — 128 hours commencing
with ten years of service — 152 hours commencing
with fifteen years of service — 176 hours commencing
with twenty years of service — 208 hours

1. Prime time is defined as the month of June, July and August. Prime time vacations will be allowed as follows:

21 years plus — 80 hours prime time
16 to 20 years — 80 hours prime time
11 to 15 years — 80 hours prime time
6 to 10 years — 40 hours prime time
1 to 5 years — 40 hours prime time

2. Vacations will be taken within the shift, no more than one man off on vacation at one time. The choice shall be made first according to rank and then according to seniority within the individual rank.

3. A unit member must post vacation on the posted Tentative Schedule by March 30th. Vacations not taken when scheduled on the posted Tentative Schedule will be taken so as not to interfere with those posted, following the rule that no more than one man shall be off on vacation within a shift at one time.

4. Vacations of less than one week during prime time shall be allowed only when they do not interfere with posted prime time vacation schedules of one or two weeks duration. At least five (5) days' notice must be given except in cases of emergency. An employee shall be notified if his/her request has been approved or disapproved within seventy-two hours of submission of such request.

5. All requests for time off shall be submitted on a form that will be supplied, and which will include a provision to state whether the request is for a vacation day or a personal day. Such request may be approved by the Department Head or Chief of Police, or, in his absence, by a Shift Supervisor. An employee requesting vacation time with less than five (5) days' notice shall be notified as to whether such request was approved or disapproved within twenty-four hours (24) of the date of the request.

6. Vacation time must be taken during the current calendar year, unless the Department Head or Chief of Police determines that it cannot be taken due to the pressure of work, in which event, unused vacation may be carried into the next year.

7. A unit member may, at his option, elect not to take up to forty (40) hours of vacation per year and may carry them over as additional vacation days for the next year. The total of forty (40) hours is the maximum allowed to be held in reserve.

ARTICLE VIII
HOLIDAYS

A. HOLIDAYS.

1. The following holidays shall be recognized with time-and-one-half if a member works outside of his normal work schedule:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	General Election Day
Memorial Day	

Members who work their regularly scheduled shift on the foregoing holidays will receive no additional compensation.

2. The following four recognized paid holidays shall be designated as major holidays and unit members who work their regularly scheduled shift on those holidays shall receive additional compensation of ten hours of straight time:

Good Friday	Thanksgiving Day
Independence Day	Christmas Day

Members who work outside of their normal work schedule on the foregoing holidays shall receive double-time-and-one-half.

3. Effective January 1, 2016, members shall no longer be entitled to receive a holiday check in the last pay period of November of each year.

ARTICLE IX LEAVE OF ABSENCE

A. SERVICE CREDIT FOR SICK LEAVE.

1. All permanent unit members or full-time provisional unit members shall be entitled to sick leave with full pay based on their aggregate years of service.

2. Sick leave may be utilized by unit members when they are unable to perform their work because of injury, illness or disability or any cause. Sick leave may also be utilized for short periods because of death in the unit member's immediate family.

3. If a unit member is incapacitated and unable to work because of injury, he shall be entitled to injury leave with full pay during the period up to the one (1) year statutory period in which he is unable to perform his duties, as certified by the member's own physician, subject to verification by a physician chosen by the City.

Such payments shall be reduced by the amount of any Workers' compensation award under Chapter 15 of Title 34 of the revised statutes made for temporary disability because of the same injury or illness requiring such leave.

B. AMOUNT OF SICK LEAVE.

1. The minimum sick leave with pay shall accrue to any full-time unit member on the basis of eight (8) hours per month during the remainder of the first calendar year of employment after initial appointment and one hundred twenty (120) hours in every calendar year.

2. Any amount of sick leave allowance not used in any calendar year shall be accumulated to the unit member's credit from year to year to be used if and when needed for that purpose.

C. REPORTING ABSENCE ON SICK LEAVE.

1. If a unit member is absent for reasons that entitle him to sick leave, his supervisor shall be notified as soon as possible prior to his (the unit member's) starting time.

(a) Failure to so notify his supervisor may be cause of denial of the sick leave for that absence and constitute cause for disciplinary action.

D. VERIFICATION OF SICK LEAVE

1. A unit member who shall be absent on sick leave for three (3) consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The City may require proof of illness of a unit member on sick leave. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

3. The City may require a unit member who has been absent because of personal illness to be examined at the expense of the City as a condition of his return to duty. Such examination shall establish whether the unit member is capable of performing his normal duties and that his return not prejudice the health of other employees.

4. In all cases of reported illness or disability which does not require hospitalization, the Employee shall remain at his local residence. However, should it become necessary for the Employee to visit a health care provider or a drug store or change his place of confinement, he shall notify the Department Head or his designated representative in advance. Absence from his residence without prior notification shall be cause for disciplinary action.

5. The appointing authority may require proof of illness of an Employee on sick leave, whenever such requirement appears reasonable.

Abuse of sick leave shall be cause for disciplinary action.

6. No Employee shall be allowed to work and endanger the health and well-being of other Employees and, if the Employee's condition warrants, the Employee may be- directed to take sick leave. The Department Head may direct the Employee to the Employer's medical physician for an opinion as to the Employee's eligibility to be absent from work.

7. Sick leave with pay shall not be allowed under the following conditions:

A. When the Employee, under medical care, fails to carry out the attending physician's orders without reasonable justification.

B. When in the opinion of the Employer's medical physician the disability or illness is not of sufficient severity to justify the Employee's absence from duty based upon reasonable standards of medical practice.

C. When an Employee does not report to the Employer's medical physician as ordered by the Department Head.

8. The Department Head shall consider the Employer's medical physician's recommendations and the attending physician's recommendations as to the justification for the absence from duty on account of disability or illness or of the fitness of the Employee to return to duty, Where a difference of professional opinion between the Employer's medical physician and the Employee's personal physician exists, the Department Head reserves the right to require the Employee to submit to an examination by a third physician.

9. If an Employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but no later than two (2) hours prior to the start of the scheduled work shift except in emergent circumstances. Failure to so notify the Department Head or his designated representative may be cause for denial of the use of sick leave for the absence and constitute cause for disciplinary action. An Employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Employer of any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

10. Habitual absenteeism or tardiness may be cause for discipline up to and including discharge.

11. Any Employee who calls in sick and engages in outside employment shall be subject to disciplinary action.

E. UNUSED SICK LEAVE. Upon retirement, a unit member shall receive his current daily salary times one-half the number of unused sick days he has accumulated, not to exceed Fifteen Thousand dollars (\$15,000.00). It is understood that further costs of this item will be calculated in the appropriate economic package, pursuant to Arbitration Award, page 4, June 1, 1979.

F. BEREAVEMENT LEAVE.

1. In case of death in the immediate family, a member shall be granted leave with pay at his regular rate of pay for a maximum of forty-eight (48) hours starting on the day of death or on the day following the death, exclusive of any schedule day off.

Immediate family shall be defined as the member's husband, wife, child, stepchild, foster child, mother, father, mother-in-law, father-in-law, stepmother, step father, foster mother, foster father, brother, sister, step brother, step sister, grandmother or grandfather. All relationships are construed as being based on current marital status existing at the time of death.

2. An officer shall be required to submit written verification from the funeral director or a copy of the obituary to verify the occurrence.

G. PERSONAL LEAVE.

Employees covered under this Agreement shall be allowed 3 days of personal business leave annually with the approval of the Chief of Police. Such leave shall be noncumulative.

1. A personal business day application shall, except in cases of emergency, be made at least two (2) working days prior to the personal day to be taken.

2. Personal days shall not be taken on a day immediately after a sick day or vacation day except in case of emergency.
3. Except in emergencies no personal days shall be permitted when the Employer determines that it has insufficient manpower to permit the granting of requests for personal days.

ARTICLE X

HEALTH AND WELFARE INSURANCE

- A. 1. The City shall pay the entire premium for existing full coverage for bargaining unit members and their families.
2. The City shall provide for each unit member and his/her eligible dependents, upon retirement after twenty-five (25) years of service to the City of Salem, the current medical insurance coverage to age sixty-five (65) years.
3. The Employer reserves the right to change insurance providers in Paragraph A(1) and (2) so long as substantially similar benefits are provided.
- B. The City shall provide false arrest insurance with coverage for unit members as well as for the City.
- C. The City shall provide personal injury liability to third persons coverage for unit members using a City vehicle or their own vehicles when so directed by the City, as well as coverage for their own bodily injury.
- D. The City shall provide Worker's compensation insurance.
- E. The City shall provide the New Jersey State Disability Insurance Program.
- F. The City shall provide the comparable level of dental benefits as exists as of December 2004, covering individual, husband/wife, parent/child and family coverage for all unit members.

G. The City shall pay up to a total of Two Hundred Fifty Dollars (\$250.00) every other year for eye care, including examinations and/or corrective lenses, upon submission of a proper bill for same during the life of this Agreement for unit members and their eligible dependents,

H. The City shall provide the State Health Prescription Plan for current employees (not retirees) Ten Dollar (\$10.00) co-pay for brand name drugs and Five Dollars (\$5.00) co-pay for generic drugs.

I. Chapter 78, Laws of 2011 shall be applicable to this bargaining unit.

ARTICLE XI
CLOTHING AND SHOE ALLOWANCE

1. Effective 1/1/2020, the clothing allowance shall be increased to \$600 per year. These funds shall be provided to employees in a separate check on or before January 1, 2020, and employees will be permitted to purchase department approved clothing, set by the Chief of Police, from any vendor of their choice, and shall be required to provide the City with receipts for any purchases.

2. Effective 1/1/2021, the clothing allowance shall be increased to \$650 per year. These funds shall be provided to employees in a separate check on or before January 1, 2021, and employees will be permitted to purchase department approved clothing, set by the Chief of Police, from any vendor of their choice, and shall be required to provide the City with receipts for any purchases.

A. The equivalent cost of three (3) sets of Class B uniforms and one (1) set of Class A uniform, with hats, and one pair of boots is five hundred fifty dollars (\$550.00) for the rest of this contract. Each unit member assigned to the patrol unit will be able to order the needed number and types of uniform clothing from the City's uniform provider, up to the \$550.00 cut-off each year, Uniform clothing includes, but is not limited to: uniform shirts, uniform pants, uniform hats, uniform boots, uniform jackets, tactical uniform shirts and pants and tactical vests for those

tactically trained, vest covers, rain gear, etc. Other equipment may be purchased with prior approval of the Chief of Police.

B. Each unit member assigned to patrol shall have at least one complete wearable set of Class A and Class B uniform on hand each year.

C. In the event a unit member assigned to patrol does not purchase uniform equipment up to the \$550.00 credit by September, the balance will not carry over to the next year. At no time will unused credit be paid out to unit members in cash.

D. The City shall provide One Thousand Five Hundred (\$ 1,500.00) per year clothing allowance to employees who are classified as detectives.

E. Body armor shall be replaced when needed, but at least once every five (5) years in accordance with the Fraternal Order of Police's approval of level of protection.

ARTICLE XII TELEPHONE

A. Each unit member shall have telephone service at his residence and his telephone number shall be listed at the dispatcher's desk. Any change of telephone number shall be reported to the dispatcher within twenty-four (24) hours.

ARTICLE XIII PATROL CAR

A. All patrol cars shall be purchased with the police "package" as well as A.M. radios and air conditioning. Although every effort shall be made to maintain the radios and air conditioning in operating condition, the malfunction of said equipment on any given occasion shall not be grounds for refusal to operate said patrol cars.

B. All patrol cars shall be maintained by the City in safe operating condition. No disciplinary action may be instituted against an officer for refusal to operate a patrol car he believes to be in an unsafe and unlawful condition, provided

that said officer reports the deficiency to his supervisor as soon as practicable, and further provided that the said supervisor concurs in the officer's report of deficiency in the condition of the patrol car, the concurrence to be in the form of a written report filed with the Department Head or Chief of Police setting forth a full explanation of the deficiency.

ARTICLE XIV
MILEAGE/MEALS

Effective upon ratification of this Agreement, when a unit member must use his own vehicle in the course of, or related to his duties and approval for such use has been granted, said unit member shall be reimbursed for such use at the IRS mileage reimbursement rate

Meals will be reimbursed up to a maximum of \$15.00 with a receipt. Reimbursement for mileage and meals will be made within the next bill paying cycle.

ARTICLE XV
CLEANING OF UNIFORM

A. For the calendar years of this contract, the City shall continue to provide dry cleaning of up to four (4) sets per week of regular uniforms of uniformed employees in the bargaining unit. A set of regular uniforms is defined as one each of uniform shirt, pair of trousers, and jacket as needed.

B. The City shall designate a dry-cleaning establishment in the City of Salem or, if that is not done, the City shall arrange for the weekly pick-up and delivery of uniforms at the police station.

ARTICLE XVI
SCHOOL CREDIT

A. The City shall reimburse each unit member Fifteen Dollars (\$15.00 per credit for each approved job-related educational credit earned on their own time.

B. Upon attainment of the following degrees from an accredited college or university, an employee shall have his annual base salary adjusted to include the following amounts:

Associates Degree	\$250.00
Bachelor's Degree	\$500.00

ARTICLE XVII
MISCELLANEOUS

A. **OUTSIDE ASSIGNMENTS.** Regular officers will be given preference for special outside assignments over special officers. For any extra duty details, officers shall be compensated at the rate of \$85.00 per hour, unless the assignment is on an enumerated holiday (Article VIII), in which case the regular officers shall be compensated at a rate of \$95.00 per hour.

B. **NOTICE OF SCHEDULE CHANGE**

Except in an emergency situation, at least forty-eight (48) hours' notice of any change of an officer's permanent or non-permanent shift will be provided. If such notice is not provided, the officer shall be paid time and one-half (1 1/2) for all hours worked outside of his normal shift.

C. Each FOP member shall be entitled to inspect his service records upon request between the hours of 8:30 a.m. and 4:30 p.m. on any workday.

D. A television will be permitted in the police dispatching radio room in accordance with the following regulations:

- a. The television will not be used between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, except on special occasions in which permission is secured from the Department Head or Chief of Police.

b. Maintenance and Replacement will be the responsibility of the employees.

E. Employees shall accrue "Kelly time" in a "Kelly time bank" when it is earned, and Kelly time from the Kelly time bank may be used by employees to take time off from work in four (4), eight (8), or twelve (12) hour increments, subject to the approval of the City, per the normal leave approval process. Kelly time accrued/banked in a calendar year must be used by the employee on or before February 1 of the following year, or else it will be forfeited.

ARTICLE XVIII
EVALUATION PROCEDURE

A. All members shall be evaluated by their supervisor once every six (6) months, to be followed by a written formal evaluation report and by a conference between the member evaluated and his superior for the purposes of edifying any differences, extending assistance for their correction, and improving performance. All monitoring of the work performance of a member shall be conducted openly with full knowledge of the member.

B. Members shall be evaluated by their immediate supervisor or designee of the Chief of Police.

C. A member shall be given a written copy of any evaluation report prepared by his superior at least one (1) day before any conference to discuss it. Such conference shall be held within five (5) working days of the member's receipt of such report except for extenuating circumstances. No such report shall be placed in the member's personnel file or otherwise acted upon without prior conference with the member.

D. If an evaluation or written material from a member's personnel file is to be used for disciplinary action against a member, including withholding of or

delay of increment, a copy of such material shall first be provided to the member concerned prior to any hearing regarding such disciplinary action.

E. The written formal evaluation report shall be used in granting or denying increments for inefficiency or other just cause related to the performance of duties and only in accordance with the following:

1. Any superior shall not forward any recommendation to withhold or delay a member's increment or part thereof, unless at least thirty (30) calendar days prior thereto the superior has given to the member against whom the recommendation shall be made written notice of the alleged cause(s) for the recommendation specifying the nature thereof with such particulars as to the furnish the member an opportunity to correct and overcome the same.
2. Any increment or part thereof denied under this provision shall be reviewed three (3) months after such denial using the same procedure described herein, for the purpose of approving or denying the restoration of the denied increment. If approved, the employee, shall from said date of review receive said denied increment and be eligible for future increments as if never denied or withheld, the next increment to be considered for approval or denial three (3) months after the review of denial.

ARTICLE XIX DUES DEDUCTION

A. The City shall withhold dues from all FOP members' pay in the amount authorized by the FOP. For any new members, the FOP will deliver to the City a request for payroll deductions signed by the individual who is requesting dues deductions. Any new Officer who becomes a member of the FOP will deliver to the

City a signed request for payroll deductions. Any new Officer may submit the dues deduction form at the time of his/her hire and/or promotion.

B. **INDEMNIFICATION.** The FOP shall indemnify, defend, and save the City harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards as furnished by the FOP to the City, or in reliance upon the official notification on the letterhead of the FOP and signed by the President of the FOP advising of such changed deduction.

ARTICLE XX
SEPARABILITY AND SAVINGS CLAUSE

If any provisions of this Agreement or any application of this Agreement to any unit member or employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XXI
POLICE BILL OF RIGHTS

A. Members of the force holding a unique status as public officers in that the nature of their office and employment involves the exercise of a portion of the police powers of the municipality.

B. The wide-ranging powers and duties given to the Division and its members involve them in all manner of contacts and relationships with the public. Out of these contacts may come questions concerning the actions of the members of the force, these questions may require investigations by superior officers. In an effort to ensure that these investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

1. The member shall be informed of the nature of the investigation before any interrogation commences. If the informant or complainant is anonymous then the officer shall be so advised. Sufficient information to reasonably apprise the

member of the allegations shall be provided. If it is known that the member of the force is being interrogated only as a witness only, he should be so informed at the initial contact. But if the member is the subject of a disciplinary investigation which may result in suspension or discharge, he shall have the opportunity to obtain representation by the FOP or by legal counsel before any questioning occurs.

2. The questioning shall be reasonable in length. Reasonable respite shall be allowed. Time shall also be provided for personal necessities, meals, telephone calls, and rest periods as are reasonably necessary.

3. If a member of the force is under arrest or is likely to be, that is, if he is a suspect or the target of a criminal investigation, he shall be immediately warned of all of his constitutional rights pursuant to the constitutions of the United States and the State of New Jersey and be immediately permitted to consult with counsel of his own choosing prior to any questioning taking place. Reimbursement of counsel cost, if any, will be in accordance with New Jersey Statute.

4. Members covered herein shall only be disciplined in accordance with the United States and New Jersey Constitutions, applicable state laws, rules and regulations, and provisions of the contract. The member shall be apprised in writing of the reason or reasons for such discipline.

5. A member who is the subject of a disciplinary investigation may not be required to prepare reports which deal with the subject matter of that investigation until after he has had a reasonable opportunity, including up to 48 hours, in which to consult with his or her own attorney.

6. Members shall not be suspended or suffer any loss in benefits until after said member has had a disciplinary hearing and has been found guilty, except in cases of severe nature, when the Chief deems the suspension of the member an immediate necessity for the safety of the public or the welfare of the Department. The Chief shall immediately submit a report explaining such action to the City

Administration and a copy of said report shall be made available to the member upon submission to the City Administration.

7. Disciplinary actions shall be commenced and carried out only in accordance with 4A:2-1.1, et seq., N.J.S.A. 40A:14-147, and any other applicable law.

8. All police officers shall have access to their individual personnel file upon reasonable notice to the Chief of Police or his designee. No separate personnel file shall be established which is not available for an officer's inspection. Copies of any documents in an officer's personnel file shall be available upon payment of reasonable fees to the City for reproduction expenses in accordance with policies in effect at the time of the request.

9. The provisions herein represent the minimum protection to be accorded police officers and shall be superseded by any greater protection provided by law or regulations.

ARTICLE XXII
TERM OF AGREEMENT

THIS AGREEMENT shall be effective immediately and shall be binding upon the parties from January 1, 2019 through December 31, 2021. The parties agree that negotiations for a successor agreement modifying, amending or altering the terms and provisions of this Agreement shall commence no later than one hundred and twenty (120) days prior to the date on which this collective bargaining Agreement is to expire. At least three (3) negotiations sessions must take place before either party can file for Interest Arbitration the Public Employment Relations Commission ("PERC"). The terms of this Agreement shall remain in full force and effect until said successor agreement is reached.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals the day and year first written below:

Attest:

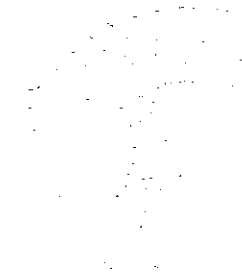


City of Salem:

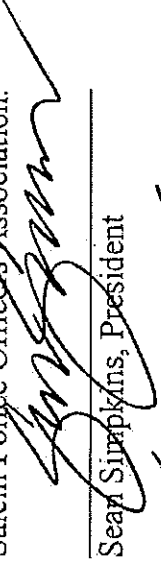

Hon Charles Washington, Jr., Mayor

11-4-19

Date



Salem Police Officers Association:


Sean Simpkins, President


Larvie Hoglen III, Vice President

Appendix "A" Salary Guide

	2018	2019	2020	2021
Academy	\$38,000	\$38,570	\$39,245	\$40,030
After Academy	\$45,000	\$45,675	\$46,474	\$47,403
1 Year	\$57,120	\$57,977	\$58,991	\$60,171
18 Months	\$59,247	\$60,136	\$61,188	\$62,412
2 Years	\$61,369	\$62,289	\$63,379	\$64,646
30 Months	\$63,632	\$64,586	\$65,716	\$67,030
3 Years	\$65,613	\$66,597	\$67,762	\$69,117
42 Months	\$67,744	\$68,760	\$69,963	\$71,362
4 Years	\$73,326	\$74,426	\$75,914	\$77,432
Sergeant	\$78,344	\$79,519.16	\$80,910.75	\$82,528.96

**CITY OF SALEM
SALEM, NEW JERSEY**

**COLLECTIVE NEGOTIATIONS AGREEMENT
BY AND BETWEEN**

THE COMMON COUNCIL OF THE CITY OF SALEM

and

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

January 1, 2020 through December 31, 2023

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PREAMBLE

THIS AGREEMENT, entered into this _____ day of _____, 2020, by the Common Council of the City of Salem (hereinafter referred to as the “**EMPLOYER**”), and the City of Salem Blue Collar Workers Association (hereinafter referred to as the “**REPRESENTATIVE**”), has as its purpose the promotion of harmonious relations between the Employer and the Representative; and the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment. The use of the word “he” throughout the Contract applies to both male and female employees and is being used as a matter of convenience.

ARTICLE I
RECOGNITION

The Employer recognizes the City of Salem Blue Collar Workers Association (Representative) as the sole bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all employees who are members of the Blue Collar Workers Association of the City of Salem.

ARTICLE II
TERM OF AGREEMENT

This Agreement shall be in effect upon execution by the parties hereto and is intended to be a four (4) year agreement, from January 1, 2020 to December 31, 2023. The parties shall commence negotiations for a new agreement no later than October 15, 2023, and shall make a good faith effort to schedule and attend reasonably frequent meetings for the purpose of reaching a successor collective negotiations agreement.

ARTICLE III
EQUAL TREATMENT

The parties hereto agree to refrain from discrimination or favoritism for reasons of sex, nationality, race, age, sexual preference, religion, marital status, mental or physical disabilities, political affiliation, political or representative membership or representative activities, and political status.

ARTICLE IV
WORK RULES AND WORKING CONDITIONS

- A. Reasonable work rules shall be established and shall be equitably applied and enforced. The Employer agrees to obey federal and state laws pertaining to the maintenance of safe working conditions. Those items which are subject to negotiations will be referred to the collective bargaining process.
- B. For all non-administrative street and water and sewer department employees, their hours of work shall be changed to 6:00 a.m. to 2:30 p.m. from Memorial Day through Labor Day to accommodate warmer weather.
- C. The City agrees to make a good faith effort to promote employees into the appropriate Civil Service titles to which they are qualified and for which the City has a demonstrated need. In furtherance thereof, the City agrees to perform employee evaluations twice per year.
- D. All employees hired after the execution of this contract, shall be placed in appropriate Civil Service titles, with their salaries paid in accordance with the comparable title listed in the Salary Guide attached to this Agreement.

ARTICLE V
SALARY

A. INCREASE

1. Effective January 1, 2020, a 1.5% increase for each member, all job titles and steps over the salary in effect on December 31, 2019.
2. Effective January 1, 2021, a 2% increase for each member, all job titles and steps over the salary in effect on December 31, 2020.
3. Effective January 1, 2022, a 2% increase for each member, all job titles and steps over the salary in effect on December 31, 2021.
4. Effective January 1, 2023, a 1.75% increase for each member, all job titles and steps over the salary in effect on December 31, 2022.

Annual salary guides for years 2020 through 2023, reflective of the above increases are attached to this contract.

B. OVERTIME – All members of the bargaining unit shall be paid at a rate of one and one-half their usual hourly rate for hours worked in excess of eight hours per day or forty hours per week. Overtime schedules are to be posted in order to give each employee an equal opportunity to request overtime. Compensatory time may be taken in lieu of overtime upon consent of the Employer and employee's supervisor to be used within the calendar year.

C. LONGEVITY – As of January 1, 2013, longevity payments were rolled into the base salary for all members of the bargaining unit for all purposes, including pension and overtime, and paid out as part of the base salary in accordance with the City's regular payroll practices.

D. OFF-DUTY PAYMENTS – Members of the unit shall receive time and one-half their base hourly rate as compensation when called or recalled to duty from an off-duty status, and shall receive a minimum of three hours compensation at time and one-half as set forth herein. If

recalled in the same off-duty period before the three hour minimum has been exhausted, the second or any subsequent recall shall be treated as a part of the original call-in. If the employee has already worked the three hour minimum, any subsequent recall shall be treated as a new call-in for purposes of the three hour minimum. Any time worked in excess of the three hour minimum shall be at time and a half for all hours actually worked.

Hold-overs and scheduled overtime shall not be construed as a call-in.

E. **EMPLOYEES ON PROGRESSION RATE SCHEDULE** – All employees shall be on the progression rate schedule for the position held.

ARTICLE VI
SHIFT DIFFERENTIAL

An amount shall be added to the hourly rate of unit members' salary according to the following schedule effective for the life of this contract:

SHIFT NO. 1 (11:00 p.m. to 7:00 a.m.)	\$0.90 per hour
SHIFT NO. 2 (7:00 a.m. to 3:00 p.m.)	\$0.00 per hour
SHIFT NO. 3 (3:00 p.m. to 11:00 p.m.)	\$0.85 per hour

The shift differential shall not be paid to employees regularly assigned to work day shift who work overtime.

ARTICLE VII
HOLIDAYS

A. The following holidays shall be recognized with straight time pay if a member is not scheduled for work, and double time if the member is scheduled for work, with the exception of Election Day, when the employee shall be paid straight time for the day, and awarded another day

at the employee's choice, as a floating holiday, to be paid at straight time.

WASHINGTON'S BIRTHDAY	LABOR DAY
GOOD FRIDAY	COLUMBUS DAY
MEMORIAL DAY	VETERAN'S DAY
MARTIN LUTHER KING DAY	GENERAL ELECTION DAY
DAY AFTER THANKSGIVING	
CHRISTMAS EVE	

B. The following four (4) recognized paid holidays shall be designed as *major holidays* and members shall be compensated at *two and one half times* their regular base pay for hours actually worked:

NEW YEAR'S DAY (Jan. 1 st)	THANKSGIVING DAY
INDEPENDENCE DAY (July 4 th)	CHRISTMAS DAY (Dec. 25 th)

Never is this to be interpreted as triple time and one half under any circumstances.

ARTICLE VIII
SICK LEAVE AND INJURY LEAVE

A. SERVICE CREDIT FOR LEAVE

- (1) All permanent employees or full-time provisional employees shall be entitled to sick leave with full pay based on their aggregate years of service.
- (2) Sick leave may be utilized by employees when they are unable to perform their work because of injury, illness, or disability from any cause.
- (3) If any employee is incapacitated and unable to work because of injury, he shall be entitled to injury leave with full pay during the period which he is unable to perform his duties, as certified by the member's own physician subject to verification by a physician chosen by the City.
- Such payments shall be reduced by the amount of any workman's compensation award under

Chapter 15 of Title 34 of the revised statutes made for temporary disability because of the same injury or illness requiring such leave.

B. AMOUNT OF LEAVE

- (1) The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter.
- (2) Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.
- (3) In charging an employee with sick leave, the smallest unit to be considered is one hour.

C. REPORTING ABSENCE ON SICK LEAVE

- (1) If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified as soon as possible prior to the employee's starting time.

Failure to notify the supervisor may be cause for denial of the sick leave for that absence and constitute cause for disciplinary action.

D. VERIFICATION OF SICK LEAVE

- (1) An employee who shall be absent on sick leave for five (5) consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The City may require proof of illness of an employee on sick leave. Abuse of sick leave shall be cause for disciplinary action.
- (2) In case of absence due to exposure to contagious disease, a certificate of clearance from the Department of Health shall be required.

(3) The City may require that an employee who has been absent because of personal illness, as a condition for his return to duty, be examined at the expense of the City. Such examination shall establish whether the employee is capable of performing his normal duties and further establish that his return will not jeopardize the health of other employees.

(4) If an employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but no later than one (1) hour prior to the start of the scheduled work shift, utilizing an answering machine specifying the time called. An employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Employer on any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

(5) Habitual absenteeism or tardiness may be cause for progressive discipline.

(6) Any employee who calls in sick and engaged in outside employment during his working hours shall be subject to disciplinary action.

E. **UNUSED SICK LEAVE** – Upon retirement, a unit member shall receive his current daily salary times one-half the number of unused sick days he has accumulated, not to exceed Fifteen Thousand (\$15,000) dollars. Employees hired after December 29, 2011 shall receive a cap of Ten Thousand (\$10,000) dollars. Employees hired after the date of the execution of this contract shall be capped at five thousand (\$5,000) dollars.

ARTICLE IX VACATION

Annual vacation leave with pay shall be earned at the following rates:

- one (1) to five (5) years service/thirteen (13) working days
- six (6) to ten (10) years service/sixteen (16) working days

- eleven (11) to fifteen (15) years service/nineteen (19) working days
- sixteen (16) to twenty (20) years service/twenty-two (22) working days
- twenty-one (21) or more years service/twenty-six (26) working days

In charging an employee with vacation leave, the smallest unit shall be two (2) hours.

ARTICLE X
BEREAVEMENT LEAVE

In case of death in the immediate family, a member shall be granted leave with pay at his regular rate of pay for four (4) scheduled working days starting on the date of death or on the day following the death, exclusive of any scheduled day off. Upon return to work, the unit member shall submit a slip from the Funeral Director to the unit member's supervisor.

Immediate family shall be defined as the member's husband, wife, child, step-child, foster-child, mother, father, legal guardian, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, brother-in-law, sister-in-law, grandmother or grandfather, civil union, domestic partner or relative who permanently resides in the house. All of the above relationships are construed as being based on current marital status existing when the death occurs.

ARTICLE XI
PERSONAL LEAVE

Each employee shall be entitled to be absent from employment three (3) days per year with pay to conduct personal business in units of at least two (2) hours, provided that three (3) days prior notice is given, unless said notice is waived by his supervisor for good cause shown or where not detrimental to the work of the department or where a bona fide emergency is demonstrated to be the basis for the request.

ARTICLE XII
HEALTH AND WELFARE INSURANCE
AND PHYSICAL EXAMINATION

- A. The City shall pay the premium for full coverage for health insurance for bargaining unit members and their families subject to premium sharing contributions under P.L. 2011, Chapter 78 as set forth in Section H below. At the time of signing, the City is a participant in the New Jersey State Health Benefits Plan and it is understood that the polices and regulations (present and future) of said plan cannot be altered by the City.
- B. The City shall provide the dental plan as negotiated with the Representative. Said dental plan is administered by Blue Cross and Blue Shield of New Jersey and is more fully described in documents in the City's possession.
- C. Health coverage for retired employees will be provided according to the policies and regulations (present and future) of the New Jersey State Health Benefits Plan.
- D. The employee may at his or her option have an annual physical examination, provided at the City's expense, unless the employee is eligible to receive the physical examination through the City's health insurance program, at no cost to the employee, after payment by the employee of any co-payment.
- E. The City shall reimburse not more than once every two years, the cost of an eye exam and purchase of eye glasses, not to exceed three hundred (\$300) dollars total, inclusive of any co-payments up to a maximum of fifty (\$50) dollars, to be paid upon submission of a voucher for unit members and their eligible dependents.
- F. The City shall provide the State Health Prescription Drug Plan.

G. The City will remain enrolled in the New Jersey State Disability Insurance Program for the life of the contract.

H. Effective January 1, 2014, all active unit employees who have not withdrawn from the City's health insurance program, shall contribute towards the cost of health insurance in accordance with the provisions of P.L. 2011, Chapter 78. These payments shall be made on a pre-tax basis pursuant to an I.R.S. §125 Salary Reduction Premium-Only Plan, in accordance with the City's regular payroll practices. This contribution shall not be made by any active employee who has opted-out of medical and prescription insurance coverage, or by any retiree.

I. Effective January 1, 2015, pursuant to P.L. 2011, Chapter 78, the City shall provide a flexible spending account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical, prescription, vision and dental expenses not otherwise covered by their health care plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. §125.

J. Employees with coverage from spouse or another health plan may opt out of health, prescription, and dental coverage and receive \$5,000 if opt-out of all three plans and/or a percentage of opt-out of one or two plans. Payment shall be prorated for months employees actually opt-out.

ARTICLE XIII SAFETY AND WORK EQUIPMENT

The City of Salem shall supply to each member of the unit the following safety equipment and work clothing:

By April 1st of each year:

(a) Safety glasses, where appropriate to the job, including the cost of eye examination, unless otherwise provided by the City, at no cost to the employee, under the City's health plan, after payment by the employee of any co-payment, and prescription safety glasses for those employees who wear prescription glasses.

(b) One pair of safety shoes.

(c) Safety equipment ruined during the performance of job duties *will be replaced* as needed by the member's department.

(d) One issue of work clothes consisting of either five (5) light-weight summer shirts and pants, or five (5) light summer shirts and work jean pants, either option at the discretion of the employee. In addition, work clothes shall include one issue of rain gear and boots.

By October 1st of each year:

(a) One pair of either insulated coveralls, or Carhartt bib overalls, or pants with Carhartt jacket or clothing suitable for the job, such as hooded sweatshirt, etc., not exceeding the cost of insulated coveralls or Carhartt clothing. Each employee has the option to choose the type of work clothing suitable to him or her.

(b) One issue of work clothes consisting of five (5) winter shirts and pants;

(c) One pair insulated boots, to be replaced every other year, the replacement item to be turned in to the appropriate superintendent. These boots are to be purchased with a limit of \$150 per pair.

ARTICLE XIV
EDUCATION AND OTHER BENEFITS

A. The City of Salem shall provide reimbursement of up to fifteen hundred (\$1,500) dollars for tuition and class materials for successfully completed job-related education credits approved in advance by the Department Head.

B. CDL licenses (starting with B and up), water treatment, water distribution, waste water treatment and collection I through IV will be paid for by the City.

ARTICLE XV
GRIEVANCE PROCEDURE

A grievance is defined as any violation of this Agreement only.

When an employee has a grievance, he should discuss his problem with his immediate supervisor. If he does not receive any satisfactory answer thereto, he should pursue the following procedure with the assurance from the administration that no prejudicial action will result:

Step 1: The employee shall present in writing the text of the grievance to his immediate agent for the Blue Collar Workers Association and Department Head within twenty-four (24) days of the day of the grievance occurrence;

Step 2: If no mutually satisfactory solution is developed to a written problem within seven (7) calendar days after Step 1, the employee with his agent may make arrangements to meet with the City Administrator. If the City Administrator position is vacant, the employee will go to the next step.

Step 3: If no mutually satisfactory solution is developed to a written problem within ten (10) working days after Step 2, the employee with his agent may make arrangements to meet with

the appropriate Common Council committee. Copies of the written grievance shall be provided to all participants.

Step 4: If the grievance has not been settled within twenty (20) working days after Step 3, the employee with the agent (B.C.W.A.) will then arrange a hearing with the Merit System Board. This step can only be taken on those grievances which are appealable to the Merit System Board under the provisions of the New Jersey Statutes Title XI and the Department of Personnel rules.

ARTICLE XVI
NOTICE OF CHANGE OF SCHEDULE

At least seven (7) days (168 hours) posted notice of change of work schedule will be given except in cases of emergency. Where such notice is not posted, employee will be given eight (8) hours of pay in addition to that otherwise entitled, except where notice is not possible because of emergency.

ARTICLE XVII
PERSONNEL FILES

The personnel file of individual employees shall be confidential and the file contents will not be revealed to other employees without his consent, except for the supervisor of an employee or those whose duties require such knowledge. Each employee shall have the right to inspect his file, upon request and at a reasonable hour, accompanied if he wishes, by an officer of the City Blue Collar Workers Association.

ARTICLE XVIII
LEAVE OF ABSENCE

The Common Council may grant leave of absence without pay to a permanent employee. Leave of absence shall be for a period of up to six (6) months, which the Common Council may extend for up to one (1) additional six (6) month period. Request for leave of absence shall be submitted in writing setting forth the reasons for the request, the date of leave requested, and expected return.

ARTICLE XIX
DRUG TESTING

It is recognized that the City has a responsibility to the public and to its employees to maintain a substance-abuse free environment. In order to facilitate this responsibility, it is agreed that unit members will submit to substance testing when:

- (a) an on-duty accident or injury occurs;
- (b) when "reasonable suspicion" exists.

It is understood and agreed that these tests must be conducted in accordance with acceptable medical standards and must be conducted in the least intrusive manner appropriate to the situation on a case-by-case basis. It is also understood and agreed that any such tests must be in accordance with acceptable scientific methods and safeguarded to insure the employee's confidentiality and the integrity of the test. This in no way limits the employee having such a test at his own expense to confirm or contest the results of any such test done by the City.

ARTICLE XX
MAINTENANCE OF WORK OPERATIONS

The Union covenants and agrees that during the term of the Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out or other illegal job action against the Employer. The Union agrees that such action would constitute a material breach of this Agreement.

In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any or all such activity by any Union member shall entitle the Employer to invoke any of the following alternatives:

- A. Withdrawal of Union recognition.
- B. Withdrawal of dues deduction privileges (if previously granted).
- C. Such activity shall be deemed grounds for termination of employment of such employee or employees.

ARTICLE XXI
FULLY BARGAINED AGREEMENT

The Employer and the Representative agree that this Agreement is the complete Agreement between them and that no other understandings or agreements shall be binding on the Employer or the Representative during the term of this Agreement unless agreed to in writing between the Employer and the Representative subsequent to the date of the execution of this Agreement.

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

It is the intent of the parties that the provision of this Agreement, except where noted in this Agreement, shall supersede all prior agreements and understandings, written, expressed or implied, between the parties; shall govern their entire relationship; and shall be the sole source of all rights or claims which may be asserted. The parties for the life of this Agreement hereby waive any right to request to negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement.

This Agreement is separate and distinct from and independent of all other agreements entered into between the Representative and other Employer organizations, irrespective of any similarity between this Agreement and any such other agreements. No act or thing done by the parties to such other agreements or notices given under the provisions thereof, shall change or modify this Agreement or in any manner affect the contractual relationship of the parties hereto.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.

ARTICLE XXII
BINDING OBLIGATION, SEVERABILITY AND SAVINGS


The terms and conditions of this Agreement shall supersede and replace any inconsistent previously adopted policy, rule or regulation and said terms and conditions of this Agreement shall constitute a binding obligation of the parties for the duration of this Agreement.

If any provision of this Agreement or any application of this Agreement to any unit member or employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

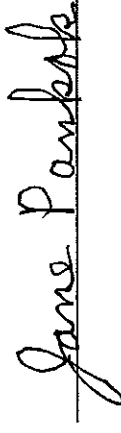
IT WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 23rd day of December, 2020.


ATTEST:


Ben Angel, City Clerk

CITY OF SALEM


Charles Washington, Jr., Mayor

WITNESS:


CITY OF SALEM BLUE COLLAR
WORKERS ASSOCIATION


Harron Jefferson, President

2019 SALARY GUIDE

	0-6 Mos.	7-12 Mos,	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
	2019	2019	2019	2019	2019	2019	2019	2019
Street Department								
Foreman	64,545.00	65,065.00	65,580.00	66,099.00	66,617.00	67,133.00	67,653.00	68,164.00
Sr. Mechanic	63,916.00	64,434.00	64,959.00	65,475.00	65,996.00	66,520.00	67,043.00	67,563.00
Mechanic	55,083.00	56,407.00	57,728.00	59,053.00	60,375.00	61,701.00	63,026.00	64,345.00
Equipment Operator	49,515.00	50,344.00	51,179.00	52,010.00	52,839.00	53,672.00	54,504.00	55,334.00
Motor Boom Driver	37,616.00	39,190.00	40,765.00	42,122.00	43,916.00	45,494.00	47,070.00	48,647.00
Truck Driver	37,616.00	39,190.00	40,765.00	42,122.00	43,916.00	45,494.00	47,070.00	48,647.00
Mechanic Helper	39,523.00	41,527.00	43,535.00	45,444.00	47,542.00	49,547.00	51,550.00	53,559.00
Laborer	36,427.00	37,713.00	38,996.00	40,287.00	41,567.00	42,849.00	44,138.00	45,521.00
Clerk/Typist	24,388.00	26,050.00	27,711.00	29,575.00	31,034.00	32,692.00	34,354.00	-
Sr. Clerk Typist	26,962.00	28,575.00	30,188.00	31,998.00	33,414.00	35,995.00	36,636.00	-
Water/Sewer Dept.								
Asst W/S Utilities Superintendent	68,164.00	69,632.00	71,093.00	72,555.00	74,018.00	75,477.00	76,940.00	78,401.00
Foreman	64,545.00	65,065.00	65,580.00	66,099.00	66,617.00	67,133.00	67,653.00	68,164.00
Sr. W/S Repairer	60,059.00	60,704.00	61,358.00	61,987.00	62,618.00	63,267.00	63,881.00	64,494.00
W/S Repairer	52,171.00	53,042.00	53,911.00	54,780.00	55,652.00	56,523.00	57,395.00	58,263.00
Ass't W/S Plan Repairer	43,859.00	45,049.00	46,237.00	47,419.00	48,608.00	49,788.00	50,983.00	52,168.00
Sr. W/S Plant Operator	60,059.00	60,704.00	61,358.00	61,987.00	62,618.00	63,267.00	63,881.00	64,494.00
W/S Plant Operator	52,171.00	53,042.00	53,911.00	54,780.00	55,652.00	56,523.00	57,395.00	58,263.00
Ass'tw/s Plant Operator	43,859.00	45,049.00	46,237.00	47,419.00	48,608.00	49,788.00	50,983.00	52,168.00
Meter Reader/Repairer	43,859.00	45,049.00	46,237.00	47,419.00	48,608.00	49,788.00	50,983.00	52,168.00
Laborer	36,427.00	37,713.00	38,996.00	40,287.00	41,567.00	42,849.00	44,138.00	45,421.00
Lab. Tech, Water Ana/Peyp	59,959.00	61,460.00	62,965.00	64,464.00	65,966.00	68,840.00	70,342.00	-
MachInst	63,916.00	64,434.00	64,959.00	65,475.00	65,996.00	66,520.00	67,043.00	67,563.00
Sewer Equipment Operator	49,515.00	50,344.00	51,179.00	52,010.00	52,839.00	53,672.00	54,502.00	55,334.00
Administration								
Sr. Bk, Mach, Operator	45,964.00	47,466.00	48,969.00	50,466.00	51,970.00	53,471.00	54,974.00	-
Prln. Account Clerk Typist	40,680.00	43,162.00	45,643.00	48,126.00	50,608.00	53,113.00	54,974.00	-
Clerk Typist/Clerk Sten.	24,388.00	26,050.00	27,711.00	29,575.00	31,034.00	32,692.00	34,354.00	-
Omnibus Operator	19,648.00	20,796.00	21,932.00	23,065.00	24,196.00	25,331.00	26,463.00	-
Sr. Housing Inspector	50,283.00	51,303.00	52,369.00	53,207.00	54,123.00	55,037.00	58,949.00	-
Housing Inspector	41,965.00	42,927.00	44,033.00	45,129.00	46,232.00	47,327.00	48,426.00	-
Sr. Dispatcher	-	-	-	-	-	-	-	53,083.00
Dispatchers	39,896.00	41,313.00	42,734.00	44,149.00	45,574.00	47,070.00	48,408.00	49,872.00
Account Clerk Typist	26,961.00	28,578.00	30,182.00	31,997.00	33,571.00	35,993.00	36,636.00	
Sr. Account Clerk Typist	29,538.00	31,199.00	32,860.00	34,520.00	36,285.00	37,840.00	39,500.00	
Prln, Clerk Typist	29,538.00	31,199.00	32,860.00	34,520.00	36,179.00	37,840.00	39,500.00	
Prln, Payroll Clerk	45,964.00	47,466.00	48,969.00	50,466.00	51,970.00	53,471.00	54,974.00	
Sr, Payroll Clerk	40,680.00	43,162.00	45,643.00	48,126.00	50,608.00	53,113.00	54,974.00	
Payroll Clerk	29,538.00	31,199.00	32,860.00	34,518.00	36,179.00	37,840.00	39,500.00	

2020 SALARY GUIDE 1.50 % INCREASE	0-6 mos	7-12 Mos,	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	65,513.18	66,040.98	66,563.70	67,090.49	67,616.26	68,140.00	68,667.80	69,186.46
Sr. Mechanic	64,874.74	65,400.51	65,933.39	66,457.13	66,985.94	67,517.80	68,048.65	68,576.45
Mechanic	55,909.25	57,253.11	58,593.92	59,938.80	61,280.63	62,626.52	63,971.39	65,310.18
Equipment Operator	50,257.73	51,099.16	51,946.69	52,790.15	53,631.59	54,477.08	55,321.56	56,164.01
Motor Boom Driver	38,180.24	39,777.85	41,376.48	42,753.83	44,574.74	46,176.41	47,776.05	49,376.71
Truck Driver	38,180.24	39,777.85	41,376.48	42,753.83	44,574.74	46,176.41	47,776.05	49,376.71
Mechanic Helper	40,115.85	42,149.91	44,188.03	46,125.66	48,255.13	50,290.21	52,323.25	54,362.39
Laborer	36,973.41	38,278.70	39,580.94	40,891.31	42,190.51	43,491.74	44,800.07	46,203.82
Clerk/Typist	24,753.82	26,440.75	28,126.67	30,018.63	31,499.51	33,182.38	34,869.31	-
Sr. Clerk Typist	27,366.43	29,003.63	30,640.82	32,477.97	33,915.21	36,534.93	37,185.54	-
Water/Sewer Dept.	-	-	-	-	-	-	-	-
Ass't W/S Utilities Superintendent	69,186.46	70,676.48	72,159.40	73,643.33	75,128.27	76,609.16	78,094.10	79,577.02
Foreman	65,513.18	66,040.98	66,563.70	67,090.49	67,616.26	68,140.00	68,667.80	69,186.46
Sr. W/S Repairer	60,959.89	61,614.56	62,278.37	62,916.81	63,557.27	64,216.01	64,839.22	65,461.41
W/S Repairer	52,953.57	53,837.63	54,719.67	55,601.70	56,486.78	57,370.85	58,255.93	59,136.95
Ass't W/S Plant Repairer	44,516.89	45,724.74	46,930.56	48,130.29	49,337.12	50,534.82	51,747.75	52,950.52
Sr, W/S Plant Operator	60,959.89	61,614.56	62,278.37	62,916.81	63,557.27	64,216.01	64,839.22	65,461.41
W/S Plant Operator	52,953.57	53,837.63	54,719.67	55,601.70	56,486.78	57,370.85	58,255.93	59,136.95
Ass*tw/s Plant Operator	44,516.89	45,724.74	46,930.56	48,130.29	49,337.12	50,534.82	51,747.75	52,950.52
Meter Reader/Repairer	44,516.89	45,724.74	46,930.56	48,130.29	49,337.12	50,534.82	51,747.75	52,950.52
Laborer	36,973.41	38,278.70	39,580.94	40,891.31	42,190.51	43,491.74	44,800.07	46,102.32
Lab. Tech, Water Ana/Pcyp	60,858.39	62,381.90	63,909.48	65,430.96	66,955.49	69,872.60	71,397.13	-
MachInst	64,874.74	65,400.51	65,933.39	66,457.13	66,985.94	67,517.80	68,048.65	68,576.45
Sewer Equipment Operator	50,257.73	51,099.16	51,946.69	52,790.15	53,631.59	54,477.08	55,319.53	56,164.01
Administration	-	-	-	-	-	-	-	-
Sr. Bk, Mach, Operator	46,653.46	48,177.99	49,703.54	51,222.99	52,749.55	54,273.07	55,798.61	-
Prln. Account Clerk Typist	41,290.20	43,809.43	46,327.65	48,847.89	51,367.12	53,909.70	55,798.61	-
Clerk Typist/Clerk Sten.	24,753.82	26,440.75	28,126.67	30,018.63	31,499.51	33,182.38	34,869.31	-
Omnibus Operator	19,942.72	21,107.94	22,260.98	23,410.98	24,558.94	25,710.97	26,859.95	-
Sr. Housing Inspector	51,037.25	52,072.55	53,154.54	54,005.11	54,934.85	55,862.56	59,833.24	-
Housing Inspector	42,594.48	43,570.91	44,693.50	45,805.94	46,925.48	48,036.91	49,152.39	-
Sr. Dispatcher	-	-	-	-	-	-	-	53,879.25
Dispatchers	40,494.44	41,932.70	43,375.01	44,811.24	46,257.61	47,776.05	49,134.12	50,620.08
Account Clerk Typist	27,365.42	29,006.67	30,634.73	32,476.96	34,074.57	36,532.90	37,185.54	-
Sr. Account Clerk Typist	29,981.07	31,666.99	33,352.90	35,037.80	36,829.28	38,407.60	40,092.50	-
Prln, Clerk Typist	29,981.07	31,666.99	33,352.90	35,037.80	36,829.28	38,407.60	40,092.50	-
Prln, Payroll Clerk	46,653.46	48,177.99	49,703.54	51,222.99	52,749.55	54,273.07	55,798.61	-
Sr, Payroll Clerk	41,290.20	43,809.43	46,327.65	48,847.89	51,367.12	53,909.70	55,798.61	-
Payroll Clerk	29,981.07	31,666.99	33,352.90	35,037.80	36,829.28	38,407.60	40,092.50	-

2021 SALARY GUIDE 2.00% INCREASE	0-6 mos	7-12 Mos,	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	66,823.44	67,361.79	67,894.97	68,432.29	68,968.58	69,502.79	70,041.15	70,570.19
Sr. Mechanic	66,172.23	66,708.52	67,252.05	67,786.27	68,325.66	68,868.16	69,409.62	69,947.97
Mechanic	57,027.43	58,398.17	59,765.80	61,137.57	62,506.24	63,879.05	65,250.82	66,616.38
Equipment Operator	51,262.88	52,121.14	52,985.62	53,845.95	54,704.22	55,566.62	56,427.99	57,287.29
Motor Boom Driver	38,943.84	40,573.41	42,204.00	43,608.91	45,466.23	47,099.94	48,731.57	50,364.24
Truck Driver	38,943.84	40,573.41	42,204.00	43,608.91	45,466.23	47,099.94	48,731.57	50,364.24
Mechanic Helper	40,918.16	42,992.90	45,071.79	47,048.17	49,220.23	51,296.01	53,369.72	55,449.63
Laborer	37,712.87	39,044.27	40,372.56	41,709.13	43,034.32	44,361.57	45,696.07	47,127.89
Clerk/Typist	25,248.90	26,969.57	28,689.20	30,619.00	32,129.50	33,846.03	35,566.70	-
Sr. Clerk Typist	27,913.76	29,583.70	31,253.64	33,127.53	34,593.51	37,265.62	37,929.25	-
Water/Sewer Dept.	-	-	-	-	-	-	-	-
Ass't W/S Utilities Superintendent	70,570.19	72,090.01	73,602.58	75,116.19	76,630.84	78,141.34	79,655.98	81,168.56
Foreman	66,823.44	67,361.79	67,894.97	68,432.29	68,968.58	69,502.79	70,041.15	70,570.19
Sr. W/S Repairer	62,179.08	62,846.85	63,523.94	64,175.14	64,828.42	65,500.33	66,136.00	66,770.64
W/S Repairer	54,012.64	54,914.38	55,814.06	56,713.73	57,616.52	58,518.26	59,421.04	60,319.68
Ass't W/S Plan Repairer	45,407.22	46,639.23	47,869.17	49,092.89	50,323.86	51,545.52	52,782.70	54,009.53
Sr, W/S Plant Operator	62,179.08	62,846.85	63,523.94	64,175.14	64,828.42	65,500.33	66,136.00	66,770.64
W/S Plant Operator	54,012.64	54,914.38	55,814.06	56,713.73	57,616.52	58,518.26	59,421.04	60,319.68
Ass'tw/s Plant Operator	45,407.22	46,639.23	47,869.17	49,092.89	50,323.86	51,545.52	52,782.70	54,009.53
Meter Reader/Repairer	45,407.22	46,639.23	47,869.17	49,092.89	50,323.86	51,545.52	52,782.70	54,009.53
Laborer	37,712.87	39,044.27	40,372.56	41,709.13	43,034.32	44,361.57	45,696.07	47,024.36
Lab. Tech, Water Ana/Pcyp	62,075.55	63,629.54	65,187.66	66,739.58	68,294.60	71,270.05	72,825.07	-
MachInst	66,172.23	66,708.52	67,252.05	67,786.27	68,325.66	68,868.16	69,409.62	69,947.97
Sewer Equipment Operator	51,262.88	52,121.14	52,985.62	53,845.95	54,704.22	55,566.62	56,425.92	57,287.29
Administration	-	-	-	-	-	-	-	-
Sr. Bk, Mach, Operator	47,586.53	49,141.55	50,697.61	52,247.45	53,804.54	55,358.53	56,914.58	-
Prln. Account Clerk Typist	42,116.00	44,685.62	47,254.20	49,824.85	52,394.46	54,987.89	56,914.58	-
Clerk Typist/Clerk Sten.	25,248.90	26,969.57	28,689.20	30,619.00	32,129.50	33,846.03	35,566.70	-
Omnibus Operator	20,341.57	21,530.10	22,706.20	23,879.19	25,050.12	26,225.18	27,397.14	-
Sr. Housing Inspector	52,057.99	53,114.00	54,217.63	55,085.21	56,033.54	56,979.81	61,029.90	-
Housing Inspector	43,446.36	44,442.32	45,587.36	46,722.05	47,863.99	48,997.64	50,135.44	-
Sr. Dispatcher	-	-	-	-	-	-	-	54,956.83
Dispatchers	41,304.33	42,771.35	44,242.51	45,707.46	47,182.76	48,731.57	50,116.80	51,632.48
Account Clerk Typist	27,912.72	29,586.80	31,247.42	33,126.49	34,756.06	37,263.55	37,929.25	-
Sr. Account Clerk Typist	30,580.69	32,300.32	34,019.96	35,738.56	37,565.86	39,175.75	40,894.35	-
Prln, Clerk Typist	30,580.69	32,300.32	34,019.96	35,738.56	37,565.86	39,175.75	40,894.35	-
Prln, Payroll Clerk	47,586.53	49,141.55	50,697.61	52,247.45	53,804.54	55,358.53	56,914.58	-
Sr, Payroll Clerk	42,116.00	44,685.62	47,254.20	49,824.85	52,394.46	54,987.89	56,914.58	-
Payroll Clerk	30,580.69	32,300.32	34,019.96	35,738.56	37,565.86	39,175.75	40,894.35	-

2022 SALARY GUIDE 2.00% INCREASE	0-6 mos	7-12 Mos,	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	68,159.91	68,709.03	69,252.87	69,800.94	70,347.95	70,892.85	71,441.97	71,981.59
Sr. Mechanic	67,495.68	68,042.69	68,597.09	69,141.99	69,692.17	70,245.52	70,797.81	71,346.93
Mechanic	58,167.98	59,566.13	60,961.11	62,360.32	63,756.36	65,156.63	66,555.83	67,948.71
Equipment Operator	52,288.14	53,163.57	54,045.33	54,922.87	55,798.30	56,677.95	57,556.55	58,433.04
Motor Boom Driver	39,722.72	41,384.88	43,048.08	44,481.08	46,375.56	48,041.94	49,706.20	51,371.52
Truck Driver	39,722.72	41,384.88	43,048.08	44,481.08	46,375.56	48,041.94	49,706.20	51,371.52
Mechanic Helper	41,736.53	43,852.76	45,973.22	47,989.14	50,204.64	52,321.93	54,437.11	56,558.63
Laborer	38,467.13	39,825.15	41,180.01	42,543.31	43,895.00	45,248.80	46,609.99	48,070.45
Clerk/Typist	25,753.87	27,508.96	29,262.98	31,231.38	32,772.09	34,522.95	36,278.03	-
Sr. Clerk Typist	28,472.03	30,175.37	31,878.71	33,790.08	35,285.38	38,010.94	38,687.84	-
Water/Sewer Dept.	-	-	-	-	-	-	-	-
Ass't W/S Utilities Superintendent	71,981.59	73,531.81	75,074.63	76,618.52	78,163.45	79,704.16	81,249.10	82,791.93
Foreman	68,159.91	68,709.03	69,252.87	69,800.94	70,347.95	70,892.85	71,441.97	71,981.59
Sr. W/5 Repairer	63,422.66	64,103.79	64,794.42	65,458.64	66,124.98	66,810.33	67,458.72	68,106.05
W/5 Repairer	55,092.89	56,012.67	56,930.34	57,848.01	58,768.85	59,688.63	60,609.46	61,526.08
Ass't W/S Plant Repairer	46,315.37	47,572.01	48,826.55	50,074.75	51,330.34	52,576.43	53,838.35	55,089.72
Sr, W/5 Plant Operator	63,422.66	64,103.79	64,794.42	65,458.64	66,124.98	66,810.33	67,458.72	68,106.05
W/S Plant Operator	55,092.89	56,012.67	56,930.34	57,848.01	58,768.85	59,688.63	60,609.46	61,526.08
Ass'tw/s Plant Operator	46,315.37	47,572.01	48,826.55	50,074.75	51,330.34	52,576.43	53,838.35	55,089.72
Meter Reader/Repairer	46,315.37	47,572.01	48,826.55	50,074.75	51,330.34	52,576.43	53,838.35	55,089.72
Laborer	38,467.13	39,825.15	41,180.01	42,543.31	43,895.00	45,248.80	46,609.99	47,964.85
Lab. Tech, Water Ana/Pcyp	63,317.06	64,902.13	66,491.42	68,074.37	69,660.49	72,695.45	74,281.57	-
MachInst	67,495.68	68,042.69	68,597.09	69,141.99	69,692.17	70,245.52	70,797.81	71,346.93
Sewer Equipment Operator	52,288.14	53,163.57	54,045.33	54,922.87	55,798.30	56,677.95	57,554.44	58,433.04
Administration	-	-	-	-	-	-	-	-
Sr. Bk, Mach, Operator	48,538.26	50,124.38	51,711.56	53,292.40	54,880.63	56,465.70	58,052.87	-
Prin. Account Clerk Typist	42,958.32	45,579.33	48,199.28	50,821.34	53,442.35	56,087.65	58,052.87	-
Clerk Typist/Clerk Sten.	25,753.87	27,508.96	29,262.98	31,231.38	32,772.09	34,522.95	36,278.03	-
Omnibus Operator	20,748.41	21,960.70	23,160.32	24,356.78	25,551.12	26,749.69	27,945.09	-
Sr. Housing Inspector	53,099.15	54,176.28	55,301.98	56,186.91	57,154.21	58,119.40	62,250.50	-
Housing Inspector	44,315.29	45,331.17	46,499.11	47,656.49	48,821.27	49,977.60	51,138.15	-
Sr. Dispatcher	-	-	-	-	-	-	-	56,055.97
Dispatchers	42,130.42	43,626.78	45,127.36	46,621.61	48,126.42	49,706.20	51,119.14	52,665.13
Account Clerk Typist	28,470.98	30,178.54	31,872.37	33,789.02	35,451.18	38,008.82	38,687.84	-
Sr. Account Clerk Typist	31,192.31	32,946.33	34,700.36	36,453.33	38,317.18	39,959.27	41,712.24	-
Prin, Clerk Typist	31,192.31	32,946.33	34,700.36	36,453.33	38,317.18	39,959.27	41,712.24	-
Prin, Payroll Clerk	48,538.26	50,124.38	51,711.56	53,292.40	54,880.63	56,465.70	58,052.87	-
Sr, Payroll Clerk	42,958.32	45,579.33	48,199.28	50,821.34	53,442.35	56,087.65	58,052.87	-
Payroll Clerk	31,192.31	32,946.33	34,700.36	36,453.33	38,317.18	39,959.27	41,712.24	-

2023 SALARY GUIDE 1.75% INCREASE	0-6 mos	7-12 Mos,	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	69,352.71	69,911.44	70,464.80	71,022.46	71,579.04	72,133.48	72,692.21	73,241.27
Sr. Mechanic	68,676.85	69,233.44	69,797.54	70,351.98	70,911.78	71,474.82	72,036.77	72,595.50
Mechanic	59,185.92	60,608.54	62,027.93	63,451.63	64,872.10	66,296.87	67,720.56	69,137.81
Equipment Operator	53,203.18	54,093.93	54,991.12	55,884.02	56,774.77	57,669.82	58,563.79	59,455.61
Motor Boom Driver	40,417.87	42,109.11	43,801.43	45,259.50	47,187.13	48,882.67	50,576.06	52,270.53
Truck Driver	40,417.87	42,109.11	43,801.43	45,259.50	47,187.13	48,882.67	50,576.06	52,270.53
Mechanic Helper	42,466.91	44,620.18	46,777.75	48,828.95	51,083.22	53,237.56	55,389.76	57,548.40
Laborer	39,140.31	40,522.09	41,900.66	43,287.82	44,663.16	46,040.66	47,425.67	48,911.68
Clerk/Typist	26,204.57	27,990.36	29,775.08	31,777.93	33,345.60	35,127.10	36,912.90	-
Sr. Clerk Typist	28,970.29	30,703.44	32,436.59	34,381.41	35,902.88	38,676.13	39,364.87	-
Water/Sewer Dept.	-	-	-	-	-	-	-	-
Ass't W/S Utilities Superintendent	73,241.27	74,818.62	76,388.44	77,959.34	79,531.31	81,098.99	82,670.96	84,240.79
Foreman	69,352.71	69,911.44	70,464.80	71,022.46	71,579.04	72,133.48	72,692.21	73,241.27
Sr. W/5 Repairer	64,532.56	65,225.60	65,928.32	66,604.17	67,282.17	67,979.51	68,639.25	69,297.91
W/5 Repairer	56,057.01	56,992.89	57,926.62	58,860.35	59,797.30	60,733.18	61,670.13	62,602.78
Ass't W/S Plan Repairer	47,125.89	48,404.52	49,681.01	50,951.06	52,228.62	53,496.51	54,780.53	56,053.79
Sr. W/5 Plant Operator	64,532.56	65,225.60	65,928.32	66,604.17	67,282.17	67,979.51	68,639.25	69,297.91
W/S Plant Operator	56,057.01	56,992.89	57,926.62	58,860.35	59,797.30	60,733.18	61,670.13	62,602.78
Ass't w/s Plant Operator	47,125.89	48,404.52	49,681.01	50,951.06	52,228.62	53,496.51	54,780.53	56,053.79
Meter Reader/Repairer	47,125.89	48,404.52	49,681.01	50,951.06	52,228.62	53,496.51	54,780.53	56,053.79
Laborer	39,140.31	40,522.09	41,900.66	43,287.82	44,663.16	46,040.66	47,425.67	48,804.23
Lab. Tech, Water Ana/Peyp	64,425.11	66,037.92	67,655.02	69,265.67	70,879.55	73,967.62	75,581.50	-
MachInst	68,676.85	69,233.44	69,797.54	70,351.98	70,911.78	71,474.82	72,036.77	72,595.50
Sewer Equipment Operator	53,203.18	54,093.93	54,991.12	55,884.02	56,774.77	57,669.82	58,561.64	59,455.61
Administration	-	-	-	-	-	-	-	-
Sr. Bk, Mach, Operator	49,387.68	51,001.56	52,616.51	54,225.02	55,841.04	57,453.85	59,068.80	-
Prln. Account Clerk Typist	43,710.09	46,376.97	49,042.77	51,710.72	54,377.59	57,069.18	59,068.80	-
Clerk Typist/Clerk Sten.	26,204.57	27,990.36	29,775.08	31,777.93	33,345.60	35,127.10	36,912.90	-
Omnibus Operator	21,111.50	22,345.01	23,565.63	24,783.02	25,998.27	27,217.81	28,434.13	-
Sr. Housing Inspector	54,028.38	55,124.36	56,269.76	57,170.18	58,154.41	59,136.49	63,339.88	-
Housing Inspector	45,090.81	46,124.47	47,312.85	48,490.48	49,675.64	50,852.20	52,033.06	-
Sr. Dispatcher	-	-	-	-	-	-	-	57,036.95
Dispatchers	42,867.70	44,390.24	45,917.09	47,437.49	48,968.63	50,576.06	52,013.72	53,586.77
Account Clerk Typist	28,969.22	30,706.66	32,430.14	34,380.33	36,071.57	38,673.98	39,364.87	-
Sr. Account Clerk Typist	31,738.17	33,522.89	35,307.61	37,091.26	38,987.73	40,658.55	42,442.20	-
Prln, Clerk Typist	31,738.17	33,522.89	35,307.61	37,091.26	38,987.73	40,658.55	42,442.20	-
Prln, Payroll Clerk	49,387.68	51,001.56	52,616.51	54,225.02	55,841.04	57,453.85	59,068.80	-
Sr, Payroll Clerk	43,710.09	46,376.97	49,042.77	51,710.72	54,377.59	57,069.18	59,068.80	-
Payroll Clerk	31,738.17	33,522.89	35,307.61	37,091.26	38,987.73	40,658.55	42,442.20	-

**CITY OF SALEM
ORDINANCE NO. 2101**

**AN ORDINANCE OF THE CITY OF SALEM AMENDING SECTION 2 OF
CHAPTER 43 OF THE MUNICIPAL CODE OF THE CITY OF SALEM FIXING
THE TITLES, SALARIES AND COMPENSATION RANGES OF OFFICERS AND
EMPLOYEES OF THE CITY OF SALEM**

BE IT ORDAINED by the Common Council of the City of Salem, in the County of Salem and State of New Jersey that Section 2 of Chapter 43 of the Municipal Code as last amended by Ordinance 1307 and 1622 be amended as follows:

SECTION 1.

This ordinance sets the minimum and maximum salaries (listed in Attachment A) for the non-contractual officers and employees of the City of Salem, Salem County, State of New Jersey, in accordance with the provisions of this Ordinance, as set forth below to be effective upon adoption.

SECTION 2. Collective Bargaining Units

Salaries, remuneration, allowances and expenses as may be provided for by any Collective Bargaining Agreement or Employment Agreement approved by the Common Council of the City of Salem shall be paid in accordance with said agreement(s).

SECTION 3. All ordinances or parts of ordinances or any resolutions of the City of Salem inconsistent herewith are repealed in full.

SECTION 4. If any part or parts of the Ordinance are for any reason held to be invalid by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance.

SECTION 5. This Ordinance shall take effect immediately after final passage and publication as provided by law.

ATTEST:



Ben Angeli, RMC

CITY OF SALEM



Earl Gage, Council President

COUNCIL	MOVED	SECONDED	Y	N	ABSTAIN	ABSENT
S. Cline			X			
R. Davis			X			
T. Gregory	X		X			
V. Groce						X
S. Kellum		X	X			
G. Slaughter			X			
J. Smith			X			
E. Gage			X			

I, Ben Angeli, City Clerk of the City of Salem, in the County of Salem, do hereby certify the foregoing to be a true and correct copy of an Ordinance introduced by the Common Council of the City of Salem on February 15, 2021. Public Hearing shall take place on March 15, 2021.

3-15-2021


Date


Ben Angeli, KMC

COUNCIL	MOVED	SECONDED	Y	N	ABSTAIN	ABSENT
S. Cline		X	X			
R. Davis			X			
T. Gregory						X
V. Groce	X		X			
S. Kellum						X
G. Slaughter			X			
J. Smith						X
E. Gage			X			

3-15-2021


Date


Charles Washington Jr, Mayor

I, Ben Angeli, Municipal Clerk of the City of Salem, in the County of Salem, do hereby certify the foregoing to be a true and correct copy of an Ordinance adopted by the Common Council of the City of Salem after a second reading and public hearing on March 15, 2021.

3-15-2021

Date


Ben Angeli, KMC

Salary Ordinance - Attachment

	SALARY RANGE		
	Minimum	Maximum	
ADMINISTRATION	=====	=====	
Mayor		\$8,700.00	Yearly
Council President		\$7,200.00	Yearly
Council Member		\$6,700.00	Yearly
City Administrator	\$40,000.00	\$85,000.00	Yearly
City Clerk	\$40,000.00	\$55,000.00	Yearly
Deputy Municipal Clerk	\$20,000.00	\$40,000.00	Yearly
Director of Commerce	\$35,000.00	\$67,000.00	Yearly
MUNICIPAL COURT	=====	=====	
Judge	\$18,000.00	\$24,000.00	Yearly
Court Administrator	\$38,000.00	\$60,000.00	Yearly
Deputy Court Administrator	\$28,000.00	\$40,000.00	Yearly
FINANCE	=====	=====	
Chief Financial Officer / Tax Collector	\$70,000.00	\$104,000.00	Yearly
Chief Financial Officer	\$75,000.00	\$90,000.00	Yearly
Tax Collector	\$30,000.00	\$60,000.00	Yearly
Tax Assessor	\$15,000.00	\$24,000.00	Yearly
Deputy Treasurer	\$40,000.00	\$65,000.00	Yearly
Tax Search Officer	\$800.00	\$1,300.00	Yearly
Municipal Search Officer	\$800.00	\$1,300.00	Yearly
Public Safety	=====	=====	
Chief of Police	\$80,000.00	\$115,000.00	Yearly
Lieutenant	\$75,000.00	\$95,000.00	Yearly
Corporal - Additional		\$1,000.00	Yearly
Special Officer, Class 2		\$35.50	Per Hr.
Special Officer, Class 1		\$15.30	Per Hr.
Emergency Management Coordinator	\$4,000.00	\$6,000.00	Yearly
Deputy Emergency Mgmt. Coordinator	\$2,000.00	\$4,000.00	Yearly
Public Works	=====	=====	
Superintendent of Public Works	\$90,000.00	\$160,000.00	Yearly
Water Superintendent	\$80,000.00	\$95,000.00	Yearly
Sewer Superintendent	\$80,000.00	\$95,000.00	Yearly
Street Superintendent	\$65,000.00	\$85,000.00	Yearly

CITY OF SALEM
ORDINANCE 2102

**AN ORDINANCE TO EXCEED THE MUNICIPAL BUDGET APPROPRIATION
LIMITS AND TO ESTABLISH A CAP BANK FOR THE CALENDAR YEAR 2021
(N.J.S.A. 40A: 4-45.14)**

WHEREAS, the Local Government Cap Law, N.J.S. 40A: 4-45.1 et seq., provides that in the preparation of its annual budget, a municipality shall limit any increase in said budget up to 2.5% unless authorized by ordinance to increase it to 3.5% over the previous year's final appropriations, subject to certain exceptions; and,

WHEREAS, N.J.S.A. 40A: 4-45.15a provides that a municipality may, when authorized by ordinance, appropriate the difference between the amount of its actual final appropriation and the 3.5% percentage rate as an exception to its final appropriations in either of the next two succeeding years; and,

WHEREAS, the City Council of the City of Salem in the County of Salem finds it advisable and necessary to increase its CY 2020 budget by up to 3.5% over the previous year's final appropriations, in the interest of promoting the health, safety and welfare of the citizens; and,

WHEREAS, the City of Salem hereby determines that a 1 % increase in the budget for said year, amounting to \$ 70,448.71 in excess of the increase in final appropriations otherwise permitted by the Local Government Cap Law, is advisable and necessary; and,

WHEREAS the City Council of the City of Salem hereby determines that any amount authorized hereinabove that is not appropriated, as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years.

NOW THEREFORE BE IT ORDAINED, by the City Council of the City of Salem, in the County of Salem, a majority of the full-authorized membership of this governing body affirmatively concurring, that, in the CY 2020 budget year, the final appropriations of the City of Salem shall, in accordance with this ordinance and N.J.S.A. 40A: 4-45.14, be increased by 3.5 %, amounting to \$ 246,570.48 and that the CY 2020 municipal budget for the City of Salem be approved and adopted in accordance with this ordinance; and

BE IT FURTHER ORDAINED, that any that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within 5 days of introduction; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within 5 days after such adoption.

ATTEST:



Ben Angeli, RMC

CITY OF SALEM



Earl Gage, Council President

COUNCIL	MOVED	SECONDED	Y	N	ABSTAIN	ABSENT
S. Cline			X			
R. Davis			X			
T. Gregory	X		X			
V. Groce						X
S. Kellum		X	X			
G. Slaughter			X			
J. Smith			X			
E. Gage			X			

I, Ben Angeli, City Clerk of the City of Salem, in the County of Salem, do hereby certify the foregoing to be a true and correct copy of an Ordinance introduced by the Common Council of the City of Salem on February 15, 2021. Public Hearing shall take place on March 15, 2021

2-15-2021



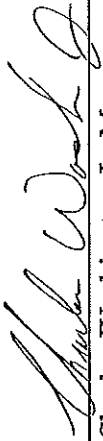
Date

Ben Angeli, RMC

COUNCIL	MOVED	SECONDED	Y	N	ABSTAIN	ABSENT
S. Cline		X	X			
R. Davis			X			
T. Gregory						X
V. Groce	X		X			
S. Kellum						X
G. Slaughter			X			
J. Smith						X
E. Gage			X			

3-15-2021

Date



Charles Washington Jr, Mayor

I, Ben Angeli, Municipal Clerk of the City of Salem, in the County of Salem, do hereby certify the foregoing to be a true and correct copy of an Ordinance adopted by the Common Council of the City of Salem after a second reading and public hearing on March 15, 2021.

3-15-2021

Date



Ben Angeli, RMC

General Fund - CAPITAL

2012 Qualified Bond Act Bonds			2002 Bonds			Total Debt		
Date	Interest	Principal	Balance	Date	Interest	Principal	Balance	Total
2013	101,303.68	135,000.00	2,975,000.00	2013	16,435.00	140,000.00	276,000.00	3,251,000.00
2014	97,118.90	140,000.00	2,835,000.00	2014	9,666.25	145,000.00	131,000.00	2,966,000.00
2015	92,522.50	165,000.00	2,670,000.00	2015	3,111.25	131,000.00	-	2,670,000.00
2016	86,828.46	215,000.00	2,455,000.00	2016	-	-	-	2,455,000.00
2017	80,242.57	225,000.00	2,230,000.00	2017	-	-	-	2,230,000.00
2018	73,382.28	235,000.00	1,995,000.00	2018	-	-	-	1,995,000.00
2019	66,247.57	245,000.00	1,750,000.00	2019	-	-	-	1,750,000.00
2020	58,907.06	250,000.00	1,500,000.00	2020	-	-	-	1,500,000.00
2021	51,497.94	250,000.00	1,250,000.00	2021	-	-	-	1,250,000.00
2022	44,020.22	250,000.00	1,000,000.00	2022	-	-	-	1,000,000.00
2023	35,216.18	250,000.00	750,000.00	2023	-	-	-	750,000.00
2024	25,154.41	250,000.00	500,000.00	2024	-	-	-	500,000.00
2025	15,092.65	250,000.00	250,000.00	2025	-	-	-	250,000.00
2026	5,030.88	250,000.00	-	2026	-	-	-	-
2027	-	-	-	2027	-	-	-	-
2028	-	-	-	2028	-	-	-	-
2029	-	-	-	2029	-	-	-	-
2030	-	-	-	2030	-	-	-	-
2031	-	-	-	2031	-	-	-	-
832,565.29	3,110,000.00	29,212.50	416,000.00	861,777.79	3,526,000.00	-	-	4,387,777.79

Proof

861,777.79 3,526,000.00 -

Note Disclosure

Year	Int	Prin	Total
2013	117,738.68	275,000.00	392,738.68
2014	106,785.15	285,000.00	391,785.15
2015	95,633.75	296,000.00	391,633.75
2016	86,828.46	215,000.00	301,828.46
2017	80,242.57	225,000.00	305,242.57
2018-2022	294,055.07	1,230,000.00	1,524,055.07
2023-2027	80,494.12	1,000,000.00	1,080,494.12
2028-2032	861,777.79	3,526,000.00	4,387,777.79

Name of Municipality	Amount of Loan	Term of Loan	Interest Rate	Yearly Payment	Loan Agreement #	Vendor ID
Salem	\$250,000	20 years	0%	\$12,500	17-0014-00	216001146-99

Repayment Schedule

YEAR	DATE	PAYMENT
1	October 13, 2018	\$12,500
2	October 13, 2019	\$12,500
3	October 13, 2020	\$12,500
4	October 13, 2021	\$12,500
5	October 13, 2022	\$12,500
6	October 13, 2023	\$12,500
7	October 13, 2024	\$12,500
8	October 13, 2025	\$12,500
9	October 13, 2026	\$12,500
10	October 13, 2027	\$12,500
11	October 13, 2028	\$12,500
12	October 13, 2029	\$12,500
13	October 13, 2030	\$12,500
14	October 13, 2031	\$12,500
15	October 13, 2032	\$12,500
16	October 13, 2033	\$12,500
17	October 13, 2034	\$12,500
18	October 13, 2035	\$12,500
19	October 13, 2036	\$12,500
20	October 13, 2037	\$12,500

CITY OF SALEM POLICE DEPT. HOUSING & STREET DEPT.

Police Department

1999 Ford Crown Victoria Vin# 2FAFP71W7XX180015

1999 Ford Crown Victoria Vin# 2FAFP71W0XX195584

2000 Ford Crown Victoria Vin# 2FAFP71W0YX106405

2001 Dodge Durango Vin# 1B4HS28N81F644611

2001 Ford Crown Victoria Vin# 2FAFP71WX1X197575

2001 Ford Crown Victoria Vin# 2FAFP71W01X197603

2002 Dodge Durango SLT K-9 Unit Vin# 1B4HS48N72F210631

2003 Ford Crown Victoria Vin# 2FAFP71W93X173500

2003 Ford Crown Victoria Vin# 2FAFP71W83X201870

2005 Dodge Durango Vin# 1D4HB38N05F550028

2005 Ford Crown Victoria Vin# 2FAFP71W15X158217

2008 Ford Crown Victoria Vin# 2FAFP71V08X132915

2008 Ford Crown Victoria Vin# 2FAFP71V98X132914

2008 Ford Crown Victoria Vin# 2FAFP71V88X175625

2009 Mercury Marquis Vin# 2MEHM75V99X619634

2009 Mercury Marquis Vin# 2MEHM75V49X619654

2014 Ford Explorer Vin#1FM5K8AR9E6B20062

2016 Ford Explorer Vin#FM5K8AR4GGA01693

2016 Ford Explorer Vin# 1FM5K8AR9GGA01690

CITY OF SALEM POLICE DEPT. HOUSING & STREET DEPT.

Housing Office

1999 Mercury Mountaineer Vin# 4M2DU65P9XUJ06089

2012 Dodge Dakota

Street Department

1992 Chevrolet Caprice Vin# 1G1BL537XNW144688

1995 Ford F80 Recycling Vin# 1FDXF80C9SVA29374

1995 Ford F150 Pickup Vin# 1FTEF15NXXSNB13331

1998 International 4700 Box Truck Vin# 1HTSCABN0WH580474

2000 Pelican Street Sweeper

2003 Ford F450 Dump Truck Vin# 1FDXF47P23ED84163

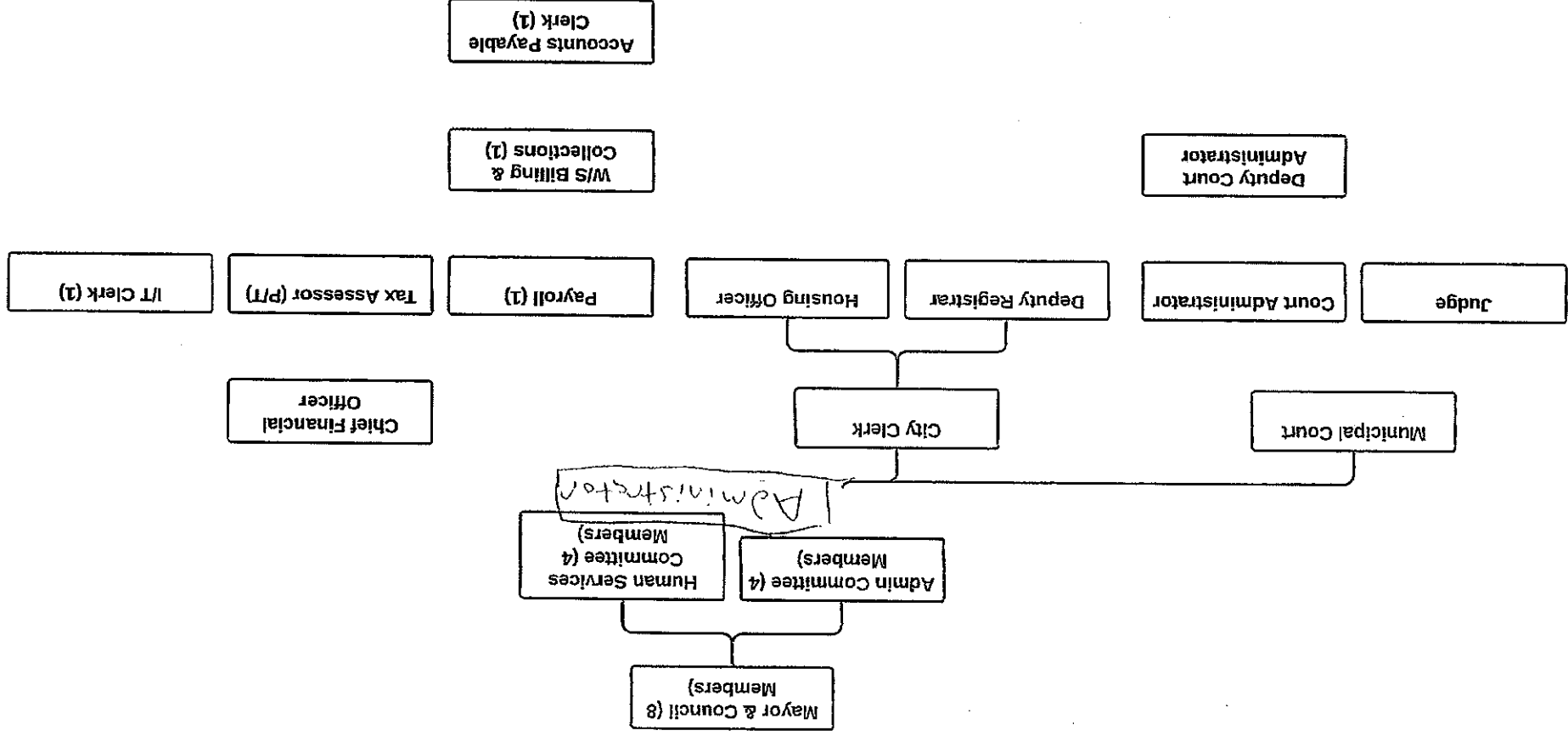
2007 Ford F650 Recycling Truck Vin# 3FRXF65RX7V543920

2007 Chevy Silverado Vin# 31GCEK14C57E564024

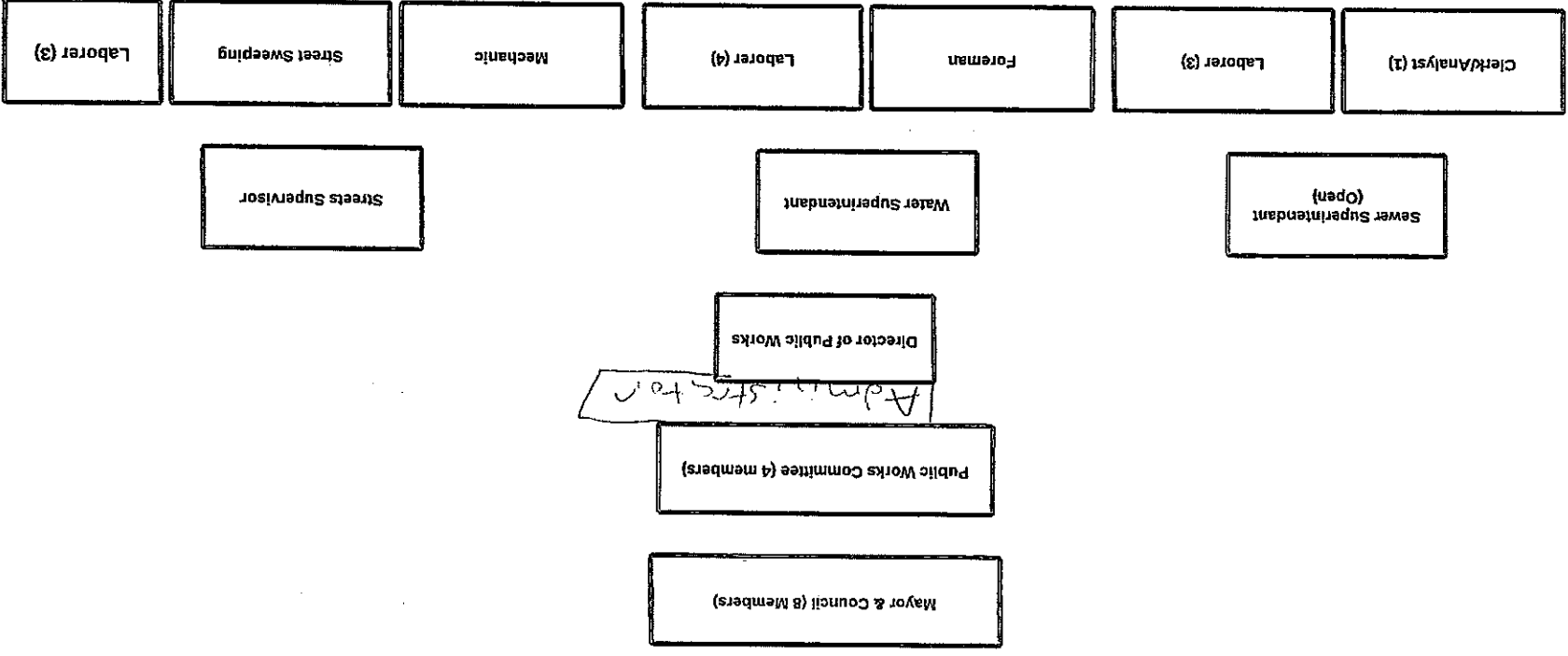
2008 Ford F350 Dump Truck Vin# 1FDWFF37538EE39084

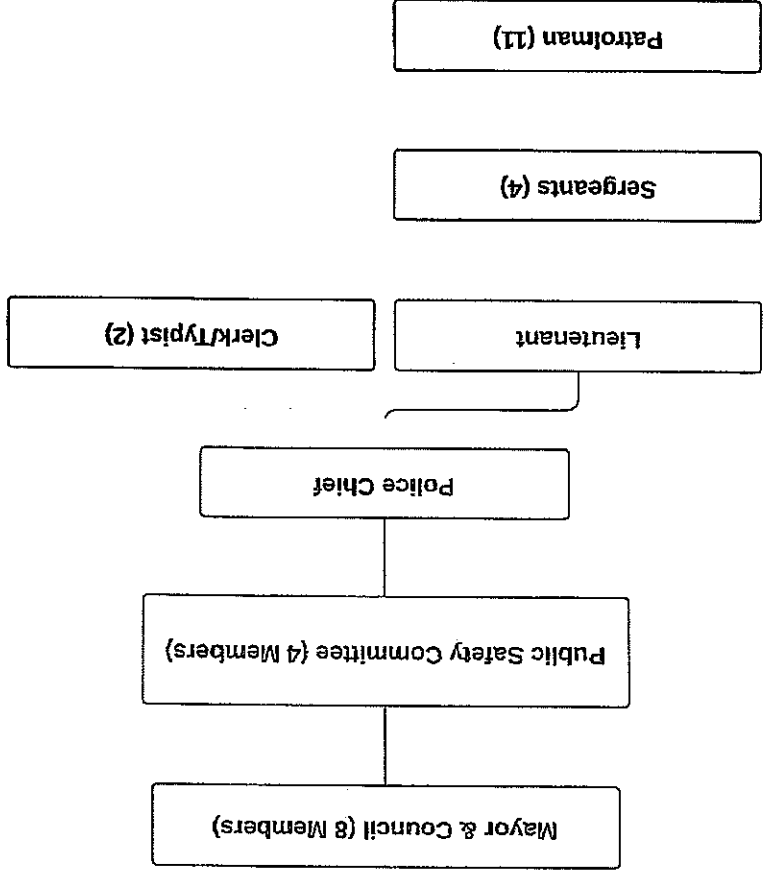
2019 Ford F350 Dump Truck Vin# 1FDRF3H6XKED01151

City of Salem Organizational Chart - ADMIN



City of Salem Organizational Chart - Public Works





City of ...

Old Sewer Plant

Wastewater Loan			2010 Issue EIT Pumping Station 2/1 and 8/1			2010 Issue EIT Water Plant 2/1 and 8/1			State of NJ Dam Restoration Loan 2012			Qualified Bonds 2012			USDA LOAN			Total Debt		
Year	Principal	Interest	Year	Principal	Interest	Year	Principal	Interest	Year	Principal	Interest	Year	Principal	Interest	Year	Principal	Interest	Year	Principal	Interest
2013	113,601.83	3,377,710.12	2013	151,376.00	304,832.21	2013	11,480.54	28,031.74	2013	33,335.19	11,260.81	2013	397,068.98	505,729.90	2013	4,256,908.60	11,777,659.05	2013	4,256,908.60	11,777,659.05
2014	167,447.84	119,354.16	2014	151,376.00	309,832.21	2014	10,917.10	28,595.18	2014	9,056.10	15,000.00	2014	32,851.53	11,744.47	2014	367,415.95	517,529.33	2014	367,415.95	517,529.33
2015	161,404.22	125,357.78	2015	111,120.00	314,832.21	2015	10,342.34	29,169.94	2015	8,627.50	15,000.00	2015	32,247.08	12,248.92	2015	337,151.14	529,652.16	2015	337,151.14	529,652.16
2016	145,054.58	138,418.57	2016	105,120.00	319,832.21	2016	9,756.02	29,756.26	2016	8,096.48	20,000.00	2016	31,820.87	12,775.91	2016	322,408.11	547,114.23	2016	322,408.11	547,114.23
2017	140,393.43	138,418.57	2017	98,870.00	324,832.21	2017	9,157.92	30,354.36	2017	7,482.43	20,000.00	2017	31,272.26	12,775.91	2017	322,408.11	547,114.23	2017	322,408.11	547,114.23
2018	141,374.46	145,427.54	2018	92,370.00	329,832.21	2018	8,547.80	30,664.48	2018	6,842.72	20,000.00	2018	28,831.42	12,775.91	2018	322,408.11	547,114.23	2018	322,408.11	547,114.23
2019	126,010.60	152,791.40	2019	85,620.00	334,832.21	2019	7,925.41	31,586.87	2019	6,177.43	20,000.00	2019	5,422.94	12,775.91	2019	322,408.11	547,114.23	2019	322,408.11	547,114.23
2020	120,528.14	160,528.14	2020	79,820.00	340,832.21	2020	7,290.51	32,221.76	2020	5,492.94	20,000.00	2020	4,802.06	12,775.91	2020	322,408.11	547,114.23	2020	322,408.11	547,114.23
2021	118,145.36	168,656.64	2021	72,320.00	346,832.21	2021	6,642.85	32,869.41	2021	4,802.06	20,000.00	2021	28,831.42	12,775.91	2021	322,408.11	547,114.23	2021	322,408.11	547,114.23
2022	109,605.27	177,196.73	2022	67,520.00	352,832.21	2022	5,982.18	33,530.10	2022	4,104.78	25,000.00	2022	28,154.30	12,775.91	2022	322,408.11	547,114.23	2022	322,408.11	547,114.23
2023	100,632.74	186,169.26	2023	61,120.00	358,832.21	2023	5,308.23	34,204.05	2023	3,283.82	25,000.00	2023	3,283.82	25,000.00	2023	322,408.11	547,114.23	2023	322,408.11	547,114.23
2024	91,205.88	195,596.12	2024	54,320.00	364,832.21	2024	4,620.73	34,891.55	2024	2,671.13	25,000.00	2024	2,671.13	25,000.00	2024	322,408.11	547,114.23	2024	322,408.11	547,114.23
2025	81,301.68	205,500.32	2025	47,320.00	370,832.21	2025	3,919.40	35,592.88	2025	1,609.23	25,000.00	2025	1,407.35	25,000.00	2025	322,408.11	547,114.23	2025	322,408.11	547,114.23
2026	70,895.97	215,906.03	2026	40,320.00	376,832.21	2026	3,203.99	36,308.28	2026	899.12	25,000.00	2026	899.12	25,000.00	2026	322,408.11	547,114.23	2026	322,408.11	547,114.23
2027	60,963.37	226,838.63	2027	33,320.00	382,832.21	2027	2,474.19	37,038.09	2027	306.65	25,000.00	2027	306.65	25,000.00	2027	322,408.11	547,114.23	2027	322,408.11	547,114.23
2028	48,477.17	238,324.83	2028	25,470.00	388,832.21	2028	1,729.73	37,782.55	2028	58,102.50	25,000.00	2028	58,102.50	25,000.00	2028	322,408.11	547,114.23	2028	322,408.11	547,114.23
2029	36,409.36	250,392.64	2029	17,470.00	394,832.21	2029	970.30	38,541.98	2029	19,560.52	25,000.00	2029	19,560.52	25,000.00	2029	322,408.11	547,114.23	2029	322,408.11	547,114.23
2030	23,730.48	263,071.52	2030	9,470.00	400,832.21	2030	195.61	39,308.28	2030	0.00	25,000.00	2030	0.00	25,000.00	2030	322,408.11	547,114.23	2030	322,408.11	547,114.23
2031	10,409.61	276,392.39	2031	0.00	406,832.21	2031	0.00	40,070.00	2031	0.00	25,000.00	2031	0.00	25,000.00	2031	322,408.11	547,114.23	2031	322,408.11	547,114.23

Ord 02-31
Carpenter Thompson Streetscape

Year	Principal	Interest	Year	Principal	Interest
2013	397,068.98	505,729.90	2013	4,256,908.60	11,777,659.05
2014	367,415.95	517,529.33	2014	367,415.95	517,529.33
2015	337,151.14	529,652.16	2015	337,151.14	529,652.16
2016	322,408.11	547,114.23	2016	322,408.11	547,114.23
2017	306,976.04	569,932.19	2017	306,976.04	569,932.19
2018-2022	1,286,037.72	3,050,661.18	2018-2022	1,286,037.72	3,050,661.18
2023-2027	825,009.11	3,490,650.76	2023-2027	825,009.11	3,490,650.76
2028-2032	277,420.68	2,135,029.17	2028-2032	277,420.68	2,135,029.17
2033-2037	80,708.38	442,271.62	2033-2037	80,708.38	442,271.62
2038-2042	47,414.59	175,565.41	2038-2042	47,414.59	175,565.41
2043-2047	9,297.90	123,523.10	2043-2047	9,297.90	123,523.10
Total	3,970,688.88	9,027,988.88	Total	42,286,511.00	132,821.00

Utility Fund - CAPITAL