

**Caldwell**

**Exhibit A**

**12/13/2019**

**Non-Union Salary History and Recommended 2019 Adjustments**

<u>Full-Time Positions:</u>	<u>Title</u>	<u>2015 Pay Rate</u>	<u>2016 Annual Rate</u>	<u>2017 Annual Rate</u>	<u>2018 Annual Rate</u>	<u>2019 Annual Rate</u>	<u>Amount of Increase</u>
Bongiorno, James	Police Chief	141,204.00	142,969.00	147,651.00	157,650.00	160,803.00	3,153.00
Bongiorno, James	Police Chief (effective 7-1-16)		144,756.00				
Carelli, Paul	Borough Administrator	125,543.00	131,793.00	134,429.00	139,825.00		
Bifalco, Mario	Public Works Superintendent	84,322.00	86,587.00	88,319.00	91,850.00	96,850.00	5,000.00
Paterson, Robert	Community Center Director	75,308.00					
Tierney, Nicole	Community Center Director (effective 10-1-16)		61,000.00	62,220.00			
Sutherlin, Rosemarie	Community Center Director				80,000.00	85,000.00	5,000.00
Renne, Idamae	Tax / Utility Collector	68,474.00	70,344.00	71,751.00	75,350.00	76,857.00	1,507.00
Taylor, Brad	Tax and Utility Clerk					55,000.00	0.00
Burak, Maria	Director of Human Services	61,619.00	62,843.00	64,100.00	65,382.00	66,689.64	1,307.64
Hamer, John	Public Works Foreman	59,468.00	60,658.00	61,871.00	63,109.00	64,371.18	1,262.18
Van Dien, Joanne	Fitness Supervisor	58,988.00	59,873.00	61,070.00	62,292.00	63,537.84	1,245.84
O'Neill, Lisa	Deputy Clerk	56,847.00	58,984.00	60,164.00	62,575.00	67,575.00	5,000.00
Heun, Brittany	Assistant to the Clerk				32,000.00	32,640.00	640.00
O' Hern, Leanne	Court Administrator	54,500.00	56,590.00	57,722.00	63,875.00	65,152.50	1,277.50
Lawshe, Gordon	Sports Program/Membership Director	53,230.00	54,529.00	55,620.00	56,732.00	57,866.64	1,134.64
Camilleri, Theresa	Front Desk Supervisor	53,138.00	54,201.00	55,285.00	57,785.00		
Camilleri, Theresa (effective 9-1-2018)	Front Desk Supervisor				60,285.00	61,490.70	1,205.70
Muccio, Antoinette	Assistant Treasurer	54,020.00					
Sullivan, Robert	Parking Enforcement		37,446.00	38,195.00	38,959.00	39,738.18	779.18
McMillion, Ashley	Deputy Court Administrator	32,370.00	32,856.00	36,856.00			
Corinne, Shannon	Youth Programming Supervisor		30,000.00	30,600.00	33,100.00		
Corinne, Shannon (effective 9-1-2018)	Youth Programming Supervisor				40,000.00	45,000.00	5,000.00
Blechar, Jessica	Aquatics Director	33,212.00	33,711.00	34,727.00			
Conlon, Kim (effective 6-4-17)	Construction/Finance Assistant			34,343.00	35,030.00	40,030.00	5,000.00
Spittle, Elizabeth	Senior Bus Driver	29,145.00	29,582.00	30,174.00	30,777.00	31,392.54	615.54
Bellasalma, Robert	Bookkeeper (per hour)	21.48	22.00				
<b>Governing Body Positions:</b>	<b>Title</b>						
Mayor	Mayor	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	
Borough Council	Borough Council	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	
<b>Part-Time Salaried Positions:</b>	<b>Title</b>						
Milani, Paul	Construction / Building Sub-Code Official	56,383.00	56,383.00	56,383.00	56,383.00	61,383.00	5,000.00
Guiliano, Mark	Fire Official (\$22/hour-21 hrs/week)	24,024.00	40,020.00	40,820.00	45,820.00	46,736.40	916.40
Kozeniesky, Joan (end 8-31-15)	Tax Assessor	20,000.00					
Librizzi, George (start 9-1-15)	Tax Assessor	35,000.00	35,000.00	35,000.00	35,000.00	35,700.00	700.00

Hassan, Colette	Administrative Assistant (28 hours/week)	31,100.00					
O' Conner, Donald	Municipal Court Judge	27,500.00					
Garson , Donald	Municipal Court Judge		27,500.00	27,500.00	27,500.00	28,050.00	550.00
Visitacion, Marty R.	Community Center Instructors	19,600.00	20,000.00	20,400.00	20,400.00	per RS/TB	
Stack, James D.	Community Center Instructors	18,000.00	18,500.00	18,870.00	18,870.00	per RS/TB	
Lardieri, Anthony	Plumbing Sub-Code Official	7,000.00	7,000.00	8,000.00	8,000.00		
Lou?	Plumbing Sub-Code Official				8,000.00	10,000.00	2,000.00
Chontow, Greg	Electrical Sub-Code Official	8,000.00	8,000.00				
Alloway, Richard	Electrical Sub-Code Official			8,000.00	8,000.00	10,000.00	2,000.00
D'Ascensio, John	Fire Sub-Code Official	6,000.00	6,000.00	7,000.00	7,000.00	9,000.00	2,000.00
Guiliano, Mark	Code Enforcement (\$22/hour-7 hrs/week)	8,008.00					
Milani, Paul	Zoning Official	6,000.00					
Paserchia, Francine	Borough Clerk	5,000.00	5,000.00	5,000.00	5,000.00	5,100.00	100.00
Paserchia, Francine	Qualified Purchasing Agent	4,000.00					
Battaglia, Chris	Chief Financial Officer	4,940.00	4,940.00	4,940.00	4,940.00	4,940.00	
Corinne, Shannon	Summer Camp Director	9,000.00					
Sewer Commissioners	Sewer Commissioners	7,217.00	7,217.00	7,217.00	7,217.00	7,217.00	
<b>Part-Time Hourly Positions:</b>	<b>Title</b>						
Sullivan, Robert	Parking Enforcement (Max 25.0 hrs/week)	20.00					
Conlon, Kim	Technical Assistant (21 hours/week)		18.50				
Violations Clerk	Violations Clerk				15.00	15.30	0.30
Substitute Senior Bus Driver	Substitute Senior Bus Driver		20.00	20.00	20.00	20.40	0.40
DePinto, Bart	Fitness Attendant		12.00	12.00	12.00	per RS/TB	
Substitute Crossing Guards	Substitute Crossing Guards	16.00	16.00	16.00	16.00	16.32	0.32
DPW Seasonal Employees	DPW Seasonal Employees	12.50	12.50	12.50	12.50	12.75	0.25
Community Center Lifeguards	Lifeguards	8.50	10.00	10.00	10.00	per RS/TB	
Front Desk Receptionists	Front Desk Receptionist	10.00	10.00	10.00	10.00	per RS/TB	
Community Center Receptionist	Substitute Front Desk Receptionist	8.50	8.50	8.50	8.50	per RS/TB	
Swim Team Assistant Coaches	Swim Team Assistant Coach		15.30	16.00	16.00	per RS/TB	
CCC Aerobics Trainers/Instructors	CCC Aerobics Trainers/Instructors		33.00	40.00	40.00	per RS/TB	
CCC Swim Instructors	CCC Swim Instructors		10.00	10.00	10.00	per RS/TB	
<b>Annual Stipend</b>	<b>Title</b>						
Hamer, John	Licensed Water Operator				10,000.00	10,200.00	200.00
Burak, Maria	Welfare – West Caldwell	4,000.00	4,000.00	4,000.00	4,000.00	4,080.00	80.00
Paserchia, Francine	Qualified Purchasing Agent	4,000.00	4,000.00	4,000.00	4,000.00	4,080.00	80.00
O'Neill, Lisa	Planning / Zoning Board Secretary	4,000.00	4,000.00	4,000.00	4,000.00	4,080.00	80.00
BiFalco, Mario	Licensed Pool Operator	2,400.00	2,400.00	2,400.00	2,400.00	2,448.00	48.00
Colaizzo, Robert	Council Meeting Video Coordinator	1,500.00	1,500.00	2,400.00	2,400.00	2,448.00	48.00
O'Neill, Lisa	Rent Board Secretary	900.00	900.00	900.00	900.00	918.00	18.00
Pohlman, Jacob	Sewer Plant UST Operator					500.00	500.00

Napolitano, Erik	Sewer Planyt UST Operator					500.00	500.00
Muccio, Antoinette	Pension Certifying Officer	2,250.00					

**Part-Time Salaried Positions:**

	<b>Crossing Guards</b>						
Arvanities, Demetrios	Crossing Guard - Extended Over 5th	8,320.00	8,320.00	8,320.00	8,320.00		per Practice
Augusto, Davide	Crossing Guard - Extended 1st	5,720.00	6,240.00	6,760.00	7,280.00		per Practice
Augusto, Davide (effective 9-1)	Crossing Guard - Extended 2nd	6,240.00	6,760.00	7,280.00	7,800.00		per Practice
Bergman, Daniel	Crossing Guard – Regular 2nd				5,720.00		per Practice
Bergman, Daniel (effective 9-1-18)	Crossing Guard – Regular 3rd				6,240.00		per Practice
Coughlan, Richard	Crossing Guard - Regular Over 5th	7,800.00	7,800.00	7,800.00	7,800.00		per Practice
DeBellis, Joseph	Crossing Guard – Regular 2nd	5,720.00	6,240.00	6,760.00	7,280.00		per Practice
DeBellis, Joseph (effective 9-1)	Crossing Guard – Regular 3rd	6,240.00	6,760.00	7,280.00	7,800.00		per Practice
Hersh, Kevin	Crossing Guard - Extended 3rd	6,760.00	7,280.00	7,280.00	7,800.00		per Practice
Hersh, Kevin (effective 9-1)	Crossing Guard - Regular 4th	6,760.00	7,800.00	7,800.00			
Hill, Leonard	Crossing Guard - Regular 1st	5,200.00	5,720.00				
Hill, Leonard (effective 9-1)	Crossing Guard - Regular 2nd	5,720.00	6,240.00				
LaMarca, Joseph	Crossing Guard - Extended Over 5th	8,320.00	8,320.00	8,320.00			
Maginnis, Steven	Crossing Guard - Regular 4th	6,760.00	7,280.00	7,800.00	7,800.00		per Practice
Maginnis, Steven (effective 9-1)	Crossing Guard - Regular 5th	7,280.00	7,800.00	5,200.00	6,240.00		per Practice
Maroulis, Josephine (effective 9-1-17)	Crossing Guard – Regular 2nd			5,720.00	6,760.00		per Practice
Peterson, Theresa	Crossing Guard - Extended Over 5th	8,320.00	8,320.00	8,320.00	8,320.00		per Practice
Reynolds, Timothy	Crossing Guard - Extended Over 5th	8,320.00	8,320.00	8,320.00	8,320.00		per Practice
Rovazzi, Rita	Crossing Guard - Regular 3rd	6,240.00	6,760.00	7,280.00	7,800.00		per Practice
Rovazzi, Rita (effective 9-1)	Crossing Guard - Regular 4th	6,760.00	7,280.00	7,800.00			
Schmertz, Kenneth (effective 9-1)	Crossing Guard - Regular Over 5th	7,800.00	7,800.00	7,800.00	7,800.00		per Practice
Schweer, Karl (effective 9-1)	Crossing Guard – Regular 1st		5,200.00	5,200.00	5,720.00		per Practice
Schweer, Karl (effective 9-1)	Crossing Guard – Regular 2nd			5,720.00	6,240.00		per Practice
Walacheske, Karen	Crossing Guard - Regular Over 5th	7,800.00	7,800.00	7,800.00	7,800.00		per Practice
Woitkowski, Dianne	Crossing Guard - Extended 3rd	6,760.00	7,280.00	7,800.00	8,320.00		per Practice
Woitkowski, Dianne (effective 91)	Crossing Guard - Extended 4th	7,280.00	7,800.00	8,320.00			

**Fire Department Allowances:**

	Title	Allowance	Allowance	Allowance	Allowance	
Firefighter - Base Allowance	Firefighters Only	500.00	500.00	500.00	500.00	500.00
Garamella, Gary	Fire Chief	1,450.00	1,450.00	1,450.00	1,450.00	1,450.00
Pollara, Andrew	First Assistant Chief	1,050.00	1,050.00	1,050.00	1,050.00	1,050.00
Hebrank, Brian	Second Assistant Chief	875.00	875.00			
Snider, Glen	Second Assistant Chief			875.00	875.00	875.00
Guiliano, Mark	Captain	850.00	850.00	850.00	850.00	850.00
Biscotti, Lou	Lieutenant	350.00	350.00	350.00	350.00	350.00
Snider, Glen	Lieutenant	350.00	350.00	350.00	350.00	350.00
Maclay, Brian	Lieutenant	350.00	350.00	350.00	350.00	350.00
Sullivan, Raymond	Radio / Communications	200.00	200.00	200.00	200.00	200.00
Engineer	Engineer	200.00	200.00	200.00	200.00	200.00

<b>Records Officer</b>	<b>Records Officer</b>	<b>550.00</b>	<b>550.00</b>	<b>550.00</b>	<b>550.00</b>	<b>550.00</b>	
<b>Kent, Samuel</b>	<b>Photographer</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	
<b>Fire Investigator</b>	<b>Fire Investigator</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	<b>450.00</b>	
<b>Caldwell Public Library:</b>	<b>Title</b>						
<b>Pascale, Claudine</b>	<b>Library Director</b>	<b>72,500.00</b>	<b>73,337.00</b>	<b>74,803.00</b>	<b>76,300.00</b>	<b>77,826.00</b>	<b>1,526.00</b>
<b>Sellars, Annette</b>	<b>Full-Time</b>	<b>32,768.00</b>	<b>33,423.00</b>	<b>34,091.00</b>	<b>35,455.00</b>	<b>36,164.10</b>	<b>709.10</b>
<b>Churchill, Kristen</b>	<b>Full-Time</b>				<b>49,000.00</b>	<b>49,980.00</b>	<b>980.00</b>
<b>Khost, Debra (end 8-31-2015)</b>	<b>Full-Time</b>	<b>31,518.00</b>					
<b>Larkey, Francis</b>	<b>Full-Time</b>	<b>31,518.00</b>	<b>32,148.00</b>	<b>32,791.00</b>	<b>34,103.00</b>	<b>34,785.06</b>	<b>682.06</b>
<b>Stauffer, Jessica</b>	<b>Full-Time</b>	<b>31,518.00</b>	<b>32,148.00</b>	<b>32,791.00</b>			
<b>Mathieson, Patricia</b>	<b>Part-Time (per hour)</b>	<b>12.08</b>	<b>12.08</b>	<b>12.57</b>			
<b>Robertson-Hotz, Lynn</b>	<b>Part-Time (per hour)</b>	<b>16.98</b>					
<b>Library Assistants (Pages)</b>	<b>Part-Time (per hour)</b>			<b>8.44</b>	<b>8.44</b>	<b>8.61</b>	<b>0.17</b>