

TOWN OF HARRISON  
COUNTY OF HUDSON  
ORDINANCE NO. 1448

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224, 1284, 1346 AND 1357 TO PROVIDE  
SALARY INCREASES FOR CIVIL SERVICE EMPLOYEES OF THE TOWN OF HARRISON**

BE IT ORDAINED, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

- Section 1.

There is hereby established a new salary schedule for the following permanent employees of the Town of Harrison (“Town”), effective January 1 of the year indicated:  
  
See Schedule A, attached hereto and made a part hereof.
- Section 2.

In conformance with the Minimums and Maximums set forth in Schedule A, across-the-board salary increases as follows: 2021 – 3% (retroactive pay to 01/01/2021 on wages only); 2022 – 2% (effective 01/01/2022); 2023 – 2% (effective 01/01/2023); 2024 – 2% (effective 01/01/2024).
- Section 3.

All of the terms and conditions set forth in the attached Memorandum of Agreement (“MOA”) between the Town of Harrison and Harrison Civil Service Employees Association (“Association”), made a part hereof, are incorporated herein by reference as if set forth at length herein, and the Town Attorney’s execution of the MOA is hereby authorized and ratified. No terms of the Collective Negotiations Agreement (“CNA”) have been altered by the MOA or this Ordinance except as set forth in the MOA and this Ordinance.
- Section 4.

All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town’s ordinances, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the CNA, shall be continued, if legal.
- Section 5.

The Mayor and Town Clerk are hereby authorized to sign a new CNA with the Harrison Civil Service Employees Association incorporating the above-referenced terms into the existing CNA.
- Section 6.

Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.
- Section 7.

This Ordinance shall take effect immediately upon final passage according to law.

/s/ Ellen Mendoza  
Councilwoman Ellen Mendoza

Introduced: 08-03-2021

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on August 3, 2021, the foregoing Ordinance passed on first reading.

Paul J. Zarbetski, Town Clerk

| Town Council  | Moved | Seconded | Yes | No | Abstain | Absent |
|---------------|-------|----------|-----|----|---------|--------|
| L. BENNETT    |       |          | X   |    |         |        |
| M. CAMANO     |       |          | X   |    |         |        |
| M. DOLAGHAN   |       |          | X   |    |         |        |
| J. DORAN      |       | X        | X   |    |         |        |
| J. HUARANGA   | X     |          | X   |    |         |        |
| E. MENDOZA    |       |          | X   |    |         |        |
| F. NASCIMENTO |       |          | X   |    |         |        |
| E. VILLALTA   |       |          |     |    |         | X      |
| J. FIFE       |       |          | X   |    |         |        |

Adopted: 08-17-2021

Approved: \_\_\_\_\_  
Mayor James A. Fife

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council duly held on August 17, 2021 the foregoing Ordinance, previously published according to law, was adopted on second reading, approved by the Mayor, spread in full in the ordinance book, and published according to law.

\_\_\_\_\_  
Paul J. Zarbetski, Town Clerk

| Town Council  | Moved | Seconded | Yes | No | Abstain | Absent |
|---------------|-------|----------|-----|----|---------|--------|
| L. BENNETT    |       | X        | X   |    |         |        |
| M. CAMANO     |       |          | X   |    |         |        |
| M. DOLAGHAN   |       |          | X   |    |         |        |
| J. DORAN      | X     |          | X   |    |         |        |
| J. HUARANGA   |       |          | X   |    |         |        |
| E. MENDOZA    |       |          | X   |    |         |        |
| F. NASCIMENTO |       |          |     |    |         | X      |
| E. VILLALTA   |       |          | X   |    |         |        |
| J. FIFE       |       |          | X   |    |         |        |

Town of Harrison  
Ordinance 1448 - Schedule A

| <u>Civil Service Employees</u>                 |             | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024</u> |
|------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
|                                                | <u>MIN.</u> | <u>MAX</u>  | <u>MAX</u>  | <u>MAX</u>  | <u>MAX</u>  |
| ACCOUNT CLERK/TYPING/MULTI-LINGUAL             | 15,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| ADMINISTRATIVE CLERK                           | 40,000      | 122,181     | 124,625     | 127,118     | 129,660     |
| AIDE TO THE MAYOR P/T HOURLY                   | 15          | 35          | 35          | 35          | 35          |
| ASSIST CONSTRUCTION CODE OFFICIAL              | 20,000      | 107,585     | 109,737     | 111,932     | 114,171     |
| ASSIST MUNICIPAL TAX COLLECTOR                 | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| BOILER OPERATOR P/T                            | 1,500       | 13,448      | 13,717      | 13,991      | 14,271      |
| BUILDING MAINT. WORKER                         | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| BUILDING SERVICE WORKER                        | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| BUILDING SUBCODE OFFICIAL/ZONING OFFICER F/T   | 10,000      | 107,585     | 109,737     | 111,932     | 114,171     |
| CHIEF ACCOUNTANT                               | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| CLERK 1/KEYBOARDING/MULTI-LINGUAL P/T          | 1,500       | 37,200      | 37,944      | 38,703      | 39,477      |
| CLERK 1/MULTI-LINGUAL                          | 15,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| CLERK 2/MULTI-LINGUAL                          | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| CLERK 3/MULTI-LINGUAL                          | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| COMMUNICATIONS SYSTEMS TECH                    | 1,500       | 37,201      | 37,945      | 38,704      | 39,478      |
| COMMUNICATIONS SYSTEMS TECH 1                  | 1,500       | 39,246      | 40,031      | 40,832      | 41,649      |
| COMMUNICATIONS SYSTEMS TECH 2                  | 1,500       | 41,405      | 42,233      | 43,078      | 43,940      |
| DEPUTY MUNICIPAL COURT ADMINISTRATOR           | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| DEPUTY REGISTRAR VITAL STATISTICS P/T          | 500         | 1,346       | 1,373       | 1,400       | 1,428       |
| DIRECTOR OF FIRE / DIRECTOR OF PUBLIC SAFETY   | 20,000      | 50,000      | 50,000      | 50,000      | 50,000      |
| DIRECTOR OF REDEVELOPMENT (UNCLASS.)           | 20,000      | 65,455      | 66,764      | 68,099      | 69,461      |
| ELECTRICAL INSPECTOR P/T                       | 1,500       | 40,345      | 41,152      | 41,975      | 42,815      |
| ELECTRICIAN                                    | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| ELECTRICIAN / HEATING & AC MECHANIC            | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| ELECTRICIAN / TRAFFIC MAINT WORKER             | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| ELECTRICIAN P/T                                | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |
| FIRE OFFICIAL P/T HOURLY                       | 25          | 50          | 50          | 50          | 50          |
| FIRE PREVENTION SPECIALIST P/T HOURLY          | 15          | 25          | 25          | 25          | 25          |
| GRADUATE NURSE PUBLIC HEALTH                   | 30,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| HEAVY EQUIPMENT OPERATOR                       | 25,000      | 94,691      | 96,585      | 98,517      | 100,487     |
| JUDGE OF THE MUNICIPAL COURT                   | 25,000      | 100,659     | 102,672     | 104,725     | 106,820     |
| KEYBOARDING CLERK 1/MULTI-LINGUAL              | 20,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| KEYBOARDING CLERK 2/MULTI-LINGUAL              | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| KEYBOARDING CLERK 3/MULTI-LINGUAL              | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| KEYBOARDING CLERK 3/REG OF VITAL STATISTICS    | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| LABORER 1                                      | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| LIBRARY ASSIST                                 | 18,000      | 43,636      | 44,509      | 45,399      | 46,307      |
| LIBRARY DIRECTOR                               | 25,000      | 101,817     | 103,853     | 105,930     | 108,049     |
| LIBRARY DIRECTOR (UNCLASS.)                    | 25,000      | 101,817     | 103,853     | 105,930     | 108,049     |
| MECHANIC                                       | 25,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| MECHANIC/TRUCK DRIVER                          | 30,000      | 101,817     | 103,853     | 105,930     | 108,049     |
| MECHANIC'S HELPER P/T HOURLY                   | 7           | 63          | 63          | 63          | 63          |
| MUNICIPAL ATTORNEY P/T                         | 10,000      | 77,120      | 78,662      | 80,235      | 81,840      |
| MUNICIPAL COURT ADMINISTRATOR                  | 25,000      | 107,635     | 109,788     | 111,984     | 114,224     |
| MUNICIPAL COURT ATTENDANT                      | 20,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| MUNICIPAL COURT ATTENDANT PT HOURLY            | 15          | 30          | 30          | 30          | 30          |
| MUNICIPAL RECYCLING COORDINATOR P/T            | 5,000       | 20,000      | 20,400      | 20,808      | 21,224      |
| MUNICIPAL RECYCLING COORDINATOR P/T HOURLY     | 10          | 15          | 15          | 15          | 15          |
| MUNICIPAL TREASURER                            | 40,000      | 107,585     | 109,737     | 111,932     | 114,171     |
| MUNICIPAL TREASURER P/T                        | 10,000      | 77,120      | 78,662      | 80,235      | 81,840      |
| OMNIBUS OPERATORS/BUS DRIVERS F/T              | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| OMNIBUS OPERATORS/BUS DRIVERS P/T HOURLY       | 7           | 22          | 22          | 22          | 22          |
| PARKING ATTENDANT P/T                          | 5,000       | 36,363      | 37,090      | 37,832      | 38,589      |
| PARKING ENFORCEMENT OFFICER                    | 18,000      | 88,654      | 90,427      | 92,236      | 94,081      |
| PLUMBER F/T                                    | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| PLUMBER P/T                                    | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |
| PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL F/T | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL P/T | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |

Town of Harrison  
Ordinance 1448 - Schedule A

| <u>Civil Service Employees</u>                 |             | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024</u> |
|------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
|                                                | <u>MIN.</u> | <u>MAX</u>  | <u>MAX</u>  | <u>MAX</u>  | <u>MAX</u>  |
| PLUMBING INSPECTOR P/T                         | 10,000      | 40,345      | 41,152      | 41,975      | 42,815      |
| PRINCIPAL ACCOUNT CLERK/TYPING                 | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| PRINCIPAL ACCOUNTANT                           | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| PRINCIPAL LIBRARY ASSIST                       | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| PUBLIC DEFENDER                                | 10,000      | 45,084      | 45,986      | 46,906      | 47,844      |
| PUBLIC SAFETY TELECOM.                         | 20,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| PUBLIC SAFETY TELECOM. P/T HOURLY              | 12          | 23          | 23          | 23          | 23          |
| PUBLIC SAFETY TELECOM. TRAINEE                 | 17,500      | 43,636      | 44,509      | 45,399      | 46,307      |
| PURCHASING AGENT                               | 5,000       | 74,400      | 75,888      | 77,406      | 78,954      |
| PURCHASING AGENT P/T                           | 5,000       | 37,200      | 37,944      | 38,703      | 39,477      |
| RECREATION AIDE                                | 7           | 20          | 20          | 20          | 20          |
| RECREATION PROGRAM SPECIALIST                  | 35,000      | 96,001      | 97,921      | 99,879      | 101,877     |
| REGISTERED ENVIR. HEALTH SPEC PUB HEALTH       | 25,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| REGISTRAR VITAL STATISTICS                     | 5,000       | 21,817      | 22,253      | 22,698      | 23,152      |
| SCHOOL TRAFFIC GUARD P/T                       | 2,500       | 20,872      | 21,289      | 21,715      | 22,149      |
| SCHOOL TRAFFIC GUARD P/T HOURLY                | 20          | 23          | 23          | 23          | 23          |
| SENIOR ACCOUNT CLERK                           | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| SENIOR ACCOUNTANT                              | 15,000      | 74,400      | 75,888      | 77,406      | 78,954      |
| SENIOR CITIZEN PROGRAM AIDE P/T                | 7           | 20          | 20          | 20          | 20          |
| SENIOR LIBRARY ASSIST./MULTI-LINGUAL           | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| SENIOR PARKING ATTENDANT P/T                   | 5,000       | 36,363      | 37,090      | 37,832      | 38,589      |
| SENIOR PUBLIC SAFETY TELECOM.                  | 20,000      | 81,752      | 83,387      | 85,055      | 86,756      |
| SEWER MAINTENANCE INSPECTOR, P/T               | 5,000       | 8,242       | 8,407       | 8,575       | 8,747       |
| SEWER MAINTENANCE INSPECTOR, P/T HOURLY        | 25          | 65          | 65          | 65          | 65          |
| SPECIAL LAW ENFORCEMENT OFFICER I P/T HOURLY   | 20          | 29          | 29          | 29          | 29          |
| SPECIAL LAW ENFORCEMENT OFFICER II P/T HOURLY  | 20          | 29          | 29          | 29          | 29          |
| SPECIAL LAW ENFORCEMENT OFFICER III P/T HOURLY | 20          | 35          | 35          | 35          | 35          |
| SR. BUILDING MAINT. WORKER                     | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| SUB CODE OFFICIAL-ELECTRIC P/T                 | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |
| SUB CODE OFFICIAL-FIRE P/T                     | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |
| SUB CODE OFFICIAL-PLUMBING                     | 18,000      | 88,726      | 90,501      | 92,311      | 94,157      |
| SUB CODE OFFICIAL-PLUMBING P/T                 | 2,500       | 53,792      | 54,868      | 55,965      | 57,084      |
| SUPERINTENDENT OF RECREATION                   | 35,000      | 96,001      | 97,921      | 99,879      | 101,877     |
| SUPERVISING PARKING ENFORCEMENT OFFICER        | 20,000      | 81,752      | 83,387      | 85,055      | 86,756      |
| SUPERVISOR PUBLIC WORKS                        | 35,000      | 112,727     | 114,982     | 117,282     | 119,628     |
| SUPERVISOR WATER/SEWER                         | 35,000      | 112,727     | 114,982     | 117,282     | 119,628     |
| SYSTEMS ANALYST (UNCLASS.) IT                  | 25,000      | 106,182     | 108,306     | 110,472     | 112,681     |
| TAX ASSESSOR                                   | 15,000      | 61,090      | 62,312      | 63,558      | 64,829      |
| TECHNICAL ASSIST TO CONSTRUCTION OFFICIAL      | 30,000      | 97,452      | 99,401      | 101,389     | 103,417     |
| TRUCK DRIVER                                   | 20,000      | 90,182      | 91,986      | 93,826      | 95,703      |
| VIOLATIONS CLERK                               | 20,000      | 79,999      | 81,599      | 83,231      | 84,896      |
| WATER REPAIR SUPERVISOR PT                     | 5,000       | 16,074      | 16,395      | 16,723      | 17,057      |

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement ("MOA") entered into on this 3<sup>rd</sup> day of August 2021 by and between the Town of Harrison ("Town") and Harrison Civil Service Employees Association ("Association").

WHEREAS, the Town is the public employer of all full-time permanent blue and white collar employees and Public Safety Telecommunicators (Dispatchers) represented by the Association as set forth in the collective negotiations agreement covering the period January 1, 2018 through December 31, 2020 ("Expired Agreement"); and

WHEREAS, the parties have negotiated in good faith to modify certain terms and conditions of employment set forth in the Expired Agreement; and

WHEREAS, the parties desire to memorialize those modifications in a successor agreement covering the period January 1, 2021 through December 31, 2024 ("Successor Agreement"); and

NOW, THEREFORE, in consideration of the promises and mutual covenants herein, and for good and other valuable consideration, the parties agree as follows:

1. All terms and conditions of employment contained in the January 1, 2018 through December 31, 2020 collective negotiations agreement shall remain in full force and effect, except as expressly modified herein.
2. Duration: 4-year term (1/1/2021-12/31/2024).
3. Starting 1/1/2021 and retroactive to that date, increase the starting salaries for Laborers and Dispatchers hired after 1/1/2021 as follows:
  - a. Laborers with a valid NJ CDL license - \$36,000.
  - b. Laborers without a valid NJ CDL license - \$32,000 until they acquire a valid NJ CDL license, at which time their annual salary will increase to \$36,000 prospectively.
  - c. Dispatchers - \$32,000 until such time as they acquire their NJ Dispatcher Certification AND complete their internal Harrison Police Dept. training, at which time their annual salary will increase to \$36,000 prospectively.

M.  
OH  
ug  
MK  
M.B.  
M.B.

#### 4. Salary

2021:

- A. Increase the salaries of the unit members in Laborer and Dispatcher titles hired prior to 1/1/2021 listed on the attached spreadsheet to the amounts shown on the attached spreadsheet. These employees effectively received less than "\$36,000" starting in 2021. Employees on the attached spreadsheet who have either not acquired a valid NJ CDL license or have not acquired a NJ Dispatcher Certification AND completed their internal Harrison Police Dept. training shall remain at their current salaries until such time as same is acquired.
- B. 3% ATB raise for all unit members, after application of A, above.
- C. Keep current step program in place (\$1,000 every July).
- D. No retro pay on overtime.
- E. No retroactive adjustments on employee contributions.

2022:

**2% ATB raise for all unit members.**

2023:

2% ATB raise for all unit members.

2024:

**2% ATB raise for all unit members.**

5. Add to the Successor Agreement that DPW members who perform snow-removal operations when the Town Hall is closed due to weather shall receive their regular pay AND time-and one-half overtime pay for each such hour worked between 7:30 am and 3:30 pm when the Town Hall is so closed.
6. Add to the Successor Agreement that Dispatchers who work when the Town Hall is closed due to weather shall receive their regular pay AND one hour of comp time for each such hour worked during their 10 hour shift.
7. Institute an "Order-In Policy" for the Dispatchers that will be implemented with input from the Association.
8. One time stipend of \$1,000 payable in July 2021 (or as soon as practicable after the Town adopts the required salary ordinance) for any Dispatcher who worked continuously during the COVID-19 pandemic without being placed on a "staggered" work schedule, and the following DPW employees: Frankie Dellasanti and Patricia Domerstad.
9. Insert the following language regarding the Workplace Democracy Enhancement Act, "The Town agrees to comply with the provisions of the Workplace Democracy Enhancement Act (WDEA). Every 120 days, the Town shall provide to the Association a list of all negotiations unit employees, including date of hire, job title, worksite location, home address, work telephone numbers, home and cell phone numbers, and

  
 dig<sup>DH</sup>  
 CLK  
 M.D.  
 m.d.

work and personal email addresses on file with the Town. Annual salary of all negotiations unit employees to be provided twice per year. The foregoing information is to be provided to the Association Secretary."

10. Effective upon full execution of this MOA and approval of the governing body, in-line promotional raises shall be \$2,500 per level. All other promotions and title changes shall be subject to the following procedure:
  - a. 30 days written notice to the CSEA president and secretary of promotion/new title.
  - b. Notice shall contain name of employee, current title, promoted/new title and proposed salary for the new/promoted title with explanation.

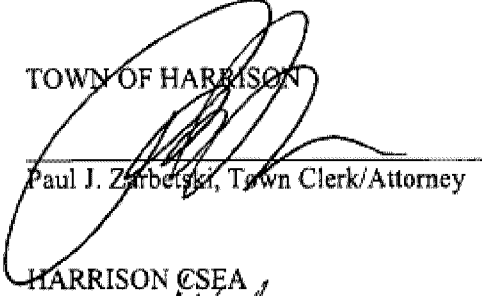
This provision does not apply to any member of the bargaining unit who had a promotion or title change prior to the effective date.

11. Health insurance premium contributions shall continue to be paid in accordance with the Chapter 78 grid.
12. Active employees who pass away shall not have their current year's leave prorated in the same manner as employees who retire or resign during the year (Art. VII, Sec. 4 of Expired Agreement).
13. Update Art. X, Sec. 1(D) (Sick Leave) to add language that pursuant to statute, sick leave payouts for employees hired after 05/21/2010 shall be capped at \$15,000.
14. Accrual of personal time in the first year of employment to be the same as for vacation time - 1 for every completed month of service, to a maximum of 2 days. Beginning January of following year - 2 days.
15. The parties acknowledge that the \$2,500 life insurance policy is for active employees only as stated in Art. XI, Section 5: "Active members shall receive a \$2,500.00 term life insurance policy."
16. All modifications are effective upon ratification and approval of MOA except where stated.
17. This MOA shall be subject to ratification by the membership of Harrison Civil Service Employees Association and approval by the Town Council by adoption of a salary ordinance.
18. The negotiations committee of each party shall recommend ratification and approval of this MOA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date indicated above.

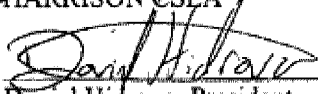
*M*  
*DH* *leg*  
*AK*  
*M.D.*  
*m.d.*

TOWN OF HARRISON

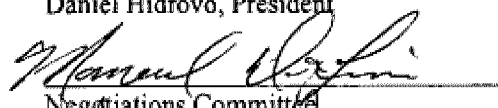
  
Paul J. Zarbetski, Town Clerk/Attorney

Date: 08/03/2021

HARRISON CSEA

  
Daniel Hidrovo, President

Date: 8-4-2021

  
Negotiations Committee

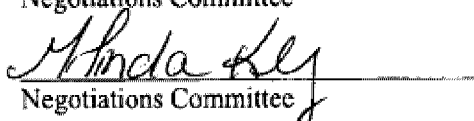
Date: 8-4-2021

  
Negotiations Committee

Date: 08/04/2021

  
Negotiations Committee

Date: 8/4/2021

  
Negotiations Committee

Date: 8/4/21

| Name                     | DOH      | 2.00%<br>2018 | 2.00%<br>2019 | 2.00%<br>2020 | 1/1/2021  | Increase |
|--------------------------|----------|---------------|---------------|---------------|-----------|----------|
| Hidrovo, Daniel          | 01/04/16 | 34,000        | 35,700        | 37,434        |           |          |
| Increment                |          | 1,000         | 1,000         | 1,000         |           |          |
|                          |          | 35,000        | 36,700        | 38,434        | \$ 37,244 | \$ 1,190 |
| Abarca - Mancheno, Edgar | 10/30/17 | 34,000        | 34,680        | 36,394        |           |          |
| Increment                |          | -             | 1,000         | 1,000         |           |          |
|                          |          | 34,000        | 35,680        | 37,394        | \$ 35,979 | \$ 1,415 |
| DaCunha, Andre           | 06/03/19 | -             | 34,000        | 34,680        |           |          |
| Increment                |          | -             | -             | 1,000         |           |          |
|                          |          | -             | 34,000        | 35,680        | \$ 31,600 | \$ 4,080 |
| Burga, Alexis            | 11/25/19 | -             | 34,000        | 34,680        |           |          |
| Increment                |          | -             | -             | -             |           |          |
|                          |          | -             | 34,000        | 34,680        | \$ 32,640 | \$ 2,040 |
| Di Pierola, Julio        | 01/06/20 | -             | -             | 34,000        |           |          |
| Increment                |          | -             | -             | -             |           |          |
|                          |          | -             | -             | 34,000        | \$ 32,000 | \$ 2,000 |
| Restrepo, Christian      | 01/06/20 | -             | -             | 34,000        |           |          |
| Increment                |          | -             | -             | -             |           |          |
|                          |          | -             | -             | 34,000        | \$ 32,000 | \$ 2,000 |
| Johnson, Stanley         | 12/16/20 | -             | -             | 34,000        |           |          |
| Increment                |          | -             | -             | -             |           |          |
|                          |          | -             | -             | 34,000        | \$ 32,000 | \$ 2,000 |
| Rich, Raymond            | 08/01/15 | 34,000        | 35,700        | 37,434        |           |          |
| Increment                |          | 1,000         | 1,000         | 1,000         |           |          |
|                          |          | 35,000        | 36,700        | 38,434        | \$ 37,244 | \$ 1,190 |
| Bathman, Richard         | 07/02/18 | 34,000        | 34,680        | 36,394        |           |          |
| Increment                |          | -             | 1,000         | 1,000         |           |          |
|                          |          | 34,000        | 35,680        | 37,394        | \$ 33,232 | \$ 4,162 |
| Lewis, Jason             | 03/13/19 | -             | 34,000        | 34,680        |           |          |
| Increment                |          | -             | -             | 1,000         |           |          |
|                          |          | -             | 34,000        | 35,680        | \$ 31,600 | \$ 4,080 |