

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2014 thru 12/31/2018.

Employer: City of Salem

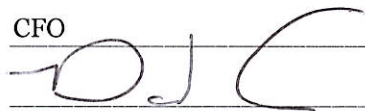
County: Salem

Date: 10/13/2017

Name: David Crescenzi

Print Name

Title: CFO


Signature