

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

Salary and Wage Positions

(#) - See footnote - end of Comp. Table

Salaried Positions

| Steps | I | II | III | IV | V | VI | VII |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Start | 6 months | 18 months | 30 months | 42 months | 54 months | 66 months |
| Chief Appraiser | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| Chief of Fire | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| 2 Chief of Police | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| Director of Finance/Accountant | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| Director of Planning & Development | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| Director of Public Works | 75,075.81 | 78,078.84 | 81,201.99 | 84,450.07 | 87,828.07 | 91,341.19 | 94,994.84 |
| Director of Assessors | 54,711.46 | 56,899.92 | 59,175.92 | 61,542.96 | 64,004.68 | 66,564.87 | 69,227.46 |
| 2 Health Agent | 54,711.46 | 56,899.92 | 59,175.92 | 61,542.96 | 64,004.68 | 66,564.87 | 69,227.46 |
| 2 Health Inspector | 54,711.46 | 56,899.92 | 59,175.92 | 61,542.96 | 64,004.68 | 66,564.87 | 69,227.46 |
| 2 Public Health Nurse | 54,711.46 | 56,899.92 | 59,175.92 | 61,542.96 | 64,004.68 | 66,564.87 | 69,227.46 |
| 1 Treasurer-Collector | 54,711.46 | 56,899.92 | 59,175.92 | 61,542.96 | 64,004.68 | 66,564.87 | 69,227.46 |
| 1 Emergency Center Supervisor | 46,361.77 | 48,216.24 | 50,144.89 | 52,150.69 | 54,236.72 | 56,406.19 | 58,662.44 |
| Recreation Director | 46,361.77 | 48,216.24 | 50,144.89 | 52,150.69 | 54,236.72 | 56,406.19 | 58,662.44 |
| Town Accountant (vacant) | 46,361.77 | 48,216.24 | 50,144.89 | 52,150.69 | 54,236.72 | 56,406.19 | 58,662.44 |
| 2 Building/Zoning Inspector | 39,303.09 | 40,875.21 | 42,510.22 | 44,210.63 | 45,979.06 | 47,818.22 | 49,730.95 |
| Conservation Coordinator | 39,303.09 | 40,875.21 | 42,510.22 | 44,210.63 | 45,979.06 | 47,818.22 | 49,730.95 |
| 9 CPA Coordinator | 39,303.09 | 40,875.21 | 42,510.22 | 44,210.63 | 45,979.06 | 47,818.22 | 49,730.95 |
| Planning Coordinator | 39,303.09 | 40,875.21 | 42,510.22 | 44,210.63 | 45,979.06 | 47,818.22 | 49,730.95 |
| Council on Aging Coordinator | 39,303.09 | 40,875.21 | 42,510.22 | 44,210.63 | 45,979.06 | 47,818.22 | 49,730.95 |

Hourly Waged Positions

| Steps | I | II | III | IV | V | VI | VII |
|-----------------------------------|-------|----------|-----------|-----------|-----------|-----------|-----------|
| | Start | 6 months | 18 months | 30 months | 42 months | 54 months | 66 months |
| Asst. to the Town Manager | 19.74 | 20.53 | 21.35 | 22.20 | 23.09 | 24.01 | 24.97 |
| Assistant Town Accountant | 21.28 | 22.13 | 23.02 | 23.94 | 24.90 | 25.90 | 26.94 |
| Assistant Treasurer/Collector | 21.28 | 22.13 | 23.02 | 23.94 | 24.90 | 25.90 | 26.94 |
| Facilities Maintenance Technician | 19.60 | 20.38 | 21.20 | 22.05 | 22.93 | 23.85 | 24.80 |
| Administrative Assistant | 16.24 | 16.89 | 17.57 | 18.27 | | | |
| 8 Animal Control Officer | 14.98 | 15.58 | 16.20 | 16.85 | | | |
| Clerk/Typist | 15.17 | 15.78 | 16.41 | 17.07 | | | |
| Custodian | 15.86 | 16.49 | 17.15 | 17.84 | | | |
| Emergency Center Dispatcher (P/T) | 15.86 | 16.81 | 17.82 | 18.89 | | | |
| Fire Equipment Mechanic | 23.29 | 24.22 | 25.19 | 26.20 | | | |
| Matron | 17.21 | 18.24 | 19.33 | 20.49 | | | |
| Reserve Patrolman | 17.21 | 18.24 | 19.33 | 20.49 | | | |
| Fire EMT Stipend (weekly rate) | 50.00 | | | | | | |

Call Firefighters

| Rank | Hourly Wage | Certified 5% | | | | | |
|-----------------------------------|-------------|--------------|--|--|--|--|--|
| Deputy Chief | 25.46 | 26.73 | | | | | |
| Captain | 23.59 | 24.77 | | | | | |
| Lieutenant | 21.69 | 22.77 | | | | | |
| Inspector; Electrical/Building | 21.69 | n/a | | | | | |
| Firefighter w/ CPR 1st. Responder | 18.85 | 19.79 | | | | | |
| Probationary Firefighter | 16.03 | n/a | | | | | |

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

Collective Bargaining Unions

Administrative Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

| Steps | I | II | III | IV | V | VI | VII |
|----------------------------------|-------|----------|-----------|-----------|-----------|-----------|-----------|
| | Start | 6 months | 18 months | 30 months | 42 months | 54 months | 66 months |
| Administrative Assts. - Grade I | 16.74 | 17.41 | 18.11 | 18.83 | 19.58 | 20.36 | 21.17 |
| Administrative Assts. - Grade II | 17.91 | 18.63 | 19.38 | 20.16 | 20.97 | 21.81 | 22.68 |

DPW Union - Hourly Compensation table established by Union Contract.

7/1/2012 - 1% Increase

| Steps | I | II | III | IV | V | | |
|----------------------------|-------|----------|-----------|-----------|-----------|--|--|
| | Start | 9 months | 21 months | 33 months | 45 months | | |
| Foreman | 21.27 | 22.12 | 23.00 | 23.92 | 24.88 | | |
| Mechanic | 21.27 | 22.12 | 23.00 | 23.92 | 24.88 | | |
| Plant Operator - Primary | 21.27 | 22.12 | 23.00 | 23.92 | 24.88 | | |
| Foreman 2 | 19.42 | 20.20 | 21.01 | 21.85 | 22.72 | | |
| Plant Operator - Secondary | 19.09 | 19.85 | 20.64 | 21.47 | 22.33 | | |
| Heavy Equipment Operator | 18.45 | 19.19 | 19.96 | 20.76 | 21.59 | | |
| Truck Driver/Laborer | 17.18 | 17.87 | 18.58 | 19.32 | 20.09 | | |

1/1/2013 - 1% Increase

| Steps | I | II | III | IV | V | | |
|----------------------------|-------|----------|-----------|-----------|-----------|--|--|
| | Start | 9 months | 21 months | 33 months | 45 months | | |
| Foreman | 21.48 | 22.34 | 23.23 | 24.16 | 25.13 | | |
| Mechanic | 21.48 | 22.34 | 23.23 | 24.16 | 25.13 | | |
| Plant Operator - Primary | 21.48 | 22.34 | 23.23 | 24.16 | 25.13 | | |
| Foreman 2 | 19.61 | 20.39 | 21.21 | 22.06 | 22.94 | | |
| Plant Operator - Secondary | 19.28 | 20.05 | 20.85 | 21.68 | 22.55 | | |
| Heavy Equipment Operator | 18.63 | 19.38 | 20.16 | 20.97 | 21.81 | | |
| Truck Driver/Laborer | 17.35 | 18.04 | 18.76 | 19.51 | 20.29 | | |

Firefighter Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

| Steps | I | II | III | IV | V | VI | VII |
|----------------------------------|-------|----------|-----------|-----------|-----------|-----------|-----------|
| | Start | 6 months | 18 months | 30 months | 42 months | 54 months | 66 months |
| Asst. Fire Inspector/Firefighter | 16.70 | 17.37 | 18.06 | 18.79 | 19.54 | 20.32 | 21.13 |
| Firefighter/Operator | 16.70 | 17.37 | 18.06 | 18.79 | 19.54 | 20.32 | 21.13 |
| Fire Inspector | 21.45 | 22.30 | 23.20 | 24.12 | 25.09 | 26.09 | 27.14 |

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

Police Union - Hourly Compensation table established by Union Contract.

| Steps | | I | II | III | IV | V | VI | VII |
|-------------------------------------|--------------------|-------|--------|--------|---------|---------|---------|---------|
| Upon completion of years of service | | 0 | 1 yrs. | 5 yrs. | 10 yrs. | 15 yrs. | 20 yrs. | 25 yrs. |
| Employees Hired Prior to 7/1/2010 | | | | | | | | |
| 6 & 7 | W/O College Degree | 19.70 | 24.12 | 24.72 | 25.32 | 25.93 | 26.53 | 26.89 |
| 6 & 7 | BA/BS | 23.65 | 28.94 | 29.66 | 30.39 | 31.11 | 31.83 | 32.27 |
| 6 & 7 | MA/MS | 24.63 | 30.15 | 30.90 | 31.65 | 32.41 | 33.16 | 33.62 |
| Employees Hired Alter 7/1/2010 | | | | | | | | |
| 6 & 7 | W/O College Degree | 19.70 | 24.12 | 24.72 | 25.32 | 25.93 | 26.53 | 26.89 |
| 6 & 7 | BA/BS | 21.67 | 26.53 | 27.19 | 27.85 | 28.52 | 29.18 | 29.58 |
| 6 & 7 | MA/MS | 22.17 | 27.13 | 27.81 | 28.49 | 29.17 | 29.84 | 30.25 |

Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.

7/1/2012 - 1% Increase

| Steps | | I | II | III | IV | V | VI | VII |
|-------|---------------------------|--------|----------|-----------|-----------|-----------|-----------|-----------|
| | | Start | 6 months | 18 months | 36 months | 48 months | 60 months | 72 months |
| 5 | Dispatcher (Weekly rates) | 632.00 | 670.00 | 710.40 | 753.20 | 783.20 | 814.40 | 846.80 |
| | Dispatcher (Hourly rates) | 15.80 | 16.75 | 17.76 | 18.83 | 19.58 | 20.36 | 21.17 |
| 4 | EMD Stipend (Weekly rate) | 30.00 | | | | | | |

1/1/2013 - 1% Increase

| Steps | | I | II | III | IV | V | VI | VII |
|-------|---------------------------|--------|----------|-----------|-----------|-----------|-----------|-----------|
| | | Start | 6 months | 18 months | 36 months | 48 months | 60 months | 72 months |
| 5 | Dispatcher (Weekly rates) | 638.40 | 676.80 | 717.60 | 760.80 | 791.20 | 822.80 | 855.60 |
| | Dispatcher (Hourly rates) | 15.96 | 16.92 | 17.94 | 19.02 | 19.78 | 20.57 | 21.39 |
| 4 | EMD Stipend (Weekly rate) | 30.00 | | | | | | |

Other

| Elected/Appointed Positions (MGL 41 s.108 & 108A) | Annual Salary |
|---|---------------|
| Town Manager | 129,413 |
| Chief of Police | 116,471 |
| 1 Town Clerk (Elected) | 58,663 |
| Selectmen/Chairman | 3,225 |
| Board of Assessors/Chairman | 2,878 |
| Selectmen/Members | 2,852 |
| Board of Assessors/Members | 2,150 |
| Board of Appeals/Chairman | 1,648 |
| Board of Health/Chairman | 856 |
| Board of Health/Members | 485 |

| Professional Stipends | Annual Rate |
|-------------------------------------|-------------|
| Animal Pick-Up (Deceased) | 2,400 |
| Animal Control Officer/Wildlife | 2,400 |
| Dog Officer | 2,400 |
| Call Fire Deputy Chief | 1,500 |
| EMD Certification (ECO Supervisor) | 1,500 |
| EMT Certification (Police Officers) | 1,500 |
| Harbormaster | 1,200 |
| Cert. Treas/Collector & Town Clerk | 1,000 |
| Call Fire Captain | 750 |
| Call Fire Training Officer | 500 |

| Inspectional Services | Annual Pay |
|------------------------------|------------|
| Building/Zoning Inspector | 26,000 |
| Plumbing/Gas Inspector | 13,147 |
| Electrical Inspector | 13,147 |
| Animal Inspector | 3,999 |
| Scaler of Weights & Measures | 1,845 |
| Asst. Plumbing/Gas Inspector | 809 |
| Asst. Electrical Inspector | 809 |
| Asst. Building Inspector | 809 |

| Contract Rates - Part-time | Contract Rate |
|--------------------------------|---------------|
| MIS Systems Analyst (annually) | 30,013 |
| Health Agent (hourly) | 46.30 |
| Health Inspector (hourly) | 35.70 |
| Public Health Nurse (hourly) | 35.70 |

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

| Occasional Help | Range of Compensation | |
|--|-----------------------|-------|
| Registrar of Voters <i>(annually)</i> | 298.00 | |
| Poll Worker <i>(hourly)</i> | 8.00 | 10.00 |
| General Clerical <i>(hourly)</i> | 8.00 | 10.88 |
| Laborer: Light Work <i>(hourly)</i> | 8.00 | 11.96 |
| Recreation Instructor <i>(Hourly or per Class)</i> | 8.00 | 80.00 |
| Seasonal Recreation Help <i>(hourly)</i> | 8.00 | 20.00 |
| 11 Senior Work-Off Program <i>(hourly)</i> | 8.00 | |

Legend:

- 1 Position receives a "Professional Stipends"
- 2 Differs from Wage and Salary table; see "OTHER" section at the end of Compensation Table.
- 3 Less than full-time. Hourly wage is based on annual salary from table calculated on a 37.5 hr. work week.
- 4 Dispatchers who hold Emergency Medical Dispatch Certification.
- 5 The ECO Dispatcher's base pay differential for evening (3p.m. to 11p.m.) is 5% and nights (11p.m. to 7a.m.) is 7%.
- 6 The Patrolman's base pay differential for evening (4p.m. to 12a.m.) is 5% and nights (12a.m. to 8a.m.) is 7%.
- 7 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 8 Compensation paid by stipend. See Stipend Table.
- 9 Funded by Community Preservation Act -Administration.
- 10 Funded through Elder Affairs Grant.
- 11 Annual Wage not to exceed \$1,000.00 per household. Hourly rate based on minimum wage.