

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2016

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	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
	Chief of Fire	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
2	Chief of Police	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
	Director of Finance/Accountant	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
	Director of Planning & Development	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
	Director of Public Works	79,671.06	82,857.90	86,172.22	89,619.11	93,203.87	96,932.02	100,809.30			
1	Director of Assessors	58,060.24	60,382.65	62,797.96	65,309.88	67,922.28	70,639.17	73,464.74			
2	Health Agent	58,060.24	60,382.65	62,797.96	65,309.88	67,922.28	70,639.17	73,464.74			
	Health Inspector	58,060.24	60,382.65	62,797.96	65,309.88	67,922.28	70,639.17	73,464.74			
	Public Health Nurse	58,060.24	60,382.65	62,797.96	65,309.88	67,922.28	70,639.17	73,464.74			
1	Treasurer-Collector	58,060.24	60,382.65	62,797.96	65,309.88	67,922.28	70,639.17	73,464.74			
	Council on Aging Director	49,199.49	51,167.47	53,214.17	55,342.74	57,556.45	59,858.71	62,253.06			
	Emergency Center Supervisor	49,199.49	51,167.47	53,214.17	55,342.74	57,556.45	59,858.71	62,253.06			
	Recreation Director	49,199.49	51,167.47	53,214.17	55,342.74	57,556.45	59,858.71	62,253.06			
	Town Accountant (Vacant)	49,199.49	51,167.47	53,214.17	55,342.74	57,556.45	59,858.71	62,253.06			
	Town Clerk (Elected)	49,199.49	51,167.47	53,214.17	55,342.74	57,556.45	59,858.71	62,253.06			
2	Building/Zoning Inspector	41,708.75	43,377.10	45,112.18	46,916.67	48,793.34	50,745.07	52,774.87			
	Conservation Coordinator	41,708.75	43,377.10	45,112.18	46,916.67	48,793.34	50,745.07	52,774.87			
	Community Project Coordinator	41,708.75	43,377.10	45,112.18	46,916.67	48,793.34	50,745.07	52,774.87			

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	20.94	21.78	22.65	23.56	24.50	25.48	26.50			
	Assistant Town Accountant	22.58	23.48	24.42	25.40	26.42	27.48	28.58			
	Assistant Treasurer/Collector	22.58	23.48	24.42	25.40	26.42	27.48	28.58			
	Facilities Maintenance Technician	20.80	21.63	22.50	23.40	24.34	25.31	26.32			
	Social Services Specialists	17.91	18.63	19.38	20.16	20.97	21.81	22.68			
6	Animal Control Officer	15.90	16.54	17.20	17.89						
	Clerk/Typist	16.10	16.74	17.41	18.11						
	Custodian	16.83	17.50	18.20	18.93						
	Emergency Center Dispatcher (P/T)	16.83	17.84	18.91	20.04						
	Fire Equipment Mechanic	24.72	25.71	26.74	27.81						
	Matron	18.26	19.36	20.52	21.75						
	Reserve Patrolman	18.26	19.36	20.52	21.75						

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Call Firefighters

Rank	Hourly Wage	Certified 5%								
Deputy Chief	27.02	28.37								
Captain	25.03	26.28								
Lieutenant	23.01	24.16								
Inspector; Electrical/Building	23.01	n/a								
Firefighter w/ CPR 1st. Responder	20.00	21.00								
Probationary Firefighter	17.01	n/a								

Collective Bargaining Unions

Administrative Assistant Union - Hourly Compensation table established by Union Contract.

6/30/14 - In Negotiations

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	17.85	18.56	19.30	20.07	20.87	21.70	22.57			
Administrative Assts. - Grade II	19.11	19.87	20.66	21.49	22.35	23.24	24.17			

DPW Union - Hourly Compensation table established by Union Contract.

7/1/2015

Steps	I	II	III	IV	V	VI	VII	VIII	IX	X
	0	9 months	18 months	36 months	48 months	60 months	72 months	84 months	120 months	240 months
Foreman	22.80	23.42	24.05	24.70	25.37	26.05	26.75	27.23	27.39	27.88
Mechanic	22.80	23.42	24.05	24.70	25.37	26.05	26.75	27.23	27.39	27.88
Plant Operator-Primary	22.80	23.42	24.05	24.70	25.37	26.05	26.75	27.23	27.39	27.88
Foreman 2	20.82	21.38	21.96	22.55	23.16	23.79	24.43	24.87	25.02	25.47
Plant Operator-Secondary	20.45	21.00	21.57	22.15	22.75	23.36	23.99	24.42	24.57	25.01
Heavy Equipment Operator	19.78	20.31	20.86	21.42	22.00	22.59	23.20	23.62	23.76	24.19
Truck Driver Labor	18.41	18.91	19.42	19.94	20.48	21.03	21.60	21.99	22.12	22.52

Firefighter Union - Hourly Compensation table established by Union Contract.

Steps	I	II	III	IV	V	VI	VII			
	0	1 yrs.	2 yrs.	3 yrs.	4 yrs.	5 yrs.	6 yrs.			
Firefighter/EMT	21.00	21.84	22.71	23.62	24.56	25.54	26.56			
FF/EMT/Inspector	24.57	25.55	26.57	27.63	28.74	29.89	31.09			
EMT Certification Stipend (Weekly)	50.00									

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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											
1, 4, 5	W/O College Degree	20.90	25.58	26.22	26.85	27.49	28.12	28.51			
1, 4, 5	BA/BS	25.09	30.71	31.48	32.24	33.01	33.77	34.24			
1, 4, 5	MA/MS	26.13	31.98	32.78	33.57	34.38	35.17	35.66			
Employees Hired After 7/1/2010											
1, 4, 5	W/O College Degree	20.90	25.58	26.22	26.85	27.49	28.12	28.51			
1, 4, 5	BA/BS	22.99	28.14	28.84	29.53	30.24	30.94	31.37			
1, 4, 5	MA/MS	23.52	28.79	29.51	30.22	30.95	31.66	32.10			

Police & Fire Signal Operator Union - Hourly Compensation table established by Union Contract.

7/1/2015

Steps		I	II	III	IV	V	VI	VII	VIII		
Upon completion of Service Timeframe		0	6 months	18 months	36 months	48 months	60 months	72 months	120 months		
	Dispatcher (<i>weekly rates</i>)	708.72	751.20	796.40	844.00	877.60	912.80	935.60	954.40		
4	Dispatcher (<i>hourly rates</i>)	17.72	18.78	19.91	21.10	21.94	22.82	23.39	23.86		

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	137,333.59
Chief of Police	123,600.22
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
EMT Certification (Police Officers)	1,500
Harbormaster	1,200
1 Professional Certifications	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	250

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Inspectional Services	Annual Pay
Building/Zoning Inspector	50.00
Plumbing/Gas Inspector	50.00
Electrical Inspector	50.00
Animal Inspector	36.29
Sealer of Weights & Measures	50.00
Asst. Plumbing/Gas Inspector	50.00
Asst. Electrical Inspector	50.00
Asst. Building Inspector	50.00

Pay Rates - Part-time	Contract Rate	
MIS Systems Analyst	<i>(annually)</i>	30,013.00
Energy Manager	<i>(hourly)</i>	32.00
Health Agent	<i>(hourly)</i>	46.30
Information/Social Media Specialist	<i>(hourly)</i>	20.00

Occasional Help	Range of Compensation	
Registrar of Voters	<i>(annually)</i>	400.00
Poll Worker	<i>(hourly)</i>	9.00
Recreation Instructor	<i>(hrly./per class)</i>	9.00
Seasonal Employee	<i>(hourly)</i>	9.00
Senior Work-Off Prog.	<i>(hourly)</i>	9.00

Legend:

- 1 Position receives either a "Professional Stipend" or additional compensation for certification. See M.G.L. Ch. 41, Sec. 19K & 108P
- 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 Shift differential is 5% for Evening and 7% for Midnight shift
- 5 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 6 Compensation paid by stipend. See Stipend Table.
Minimum wage as of January 1, 2015 \$9.00