

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

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	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
Chief of Fire	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
2 Chief of Police	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
Director of Finance/Accountant	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
Director of Planning & Development	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
Director of Public Works	78,108.88	81,233.24	84,482.57	87,861.87	91,376.34	95,031.39	98,832.65
Director of Assessors	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23
2 Health Agent	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23
2 Health Inspector	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23
2 Public Health Nurse	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23
1 Treasurer-Collector	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23
Council on Aging Director	48,234.79	50,164.18	52,170.75	54,257.58	56,427.88	58,685.00	61,032.40
Emergency Center Supervisor	48,234.79	50,164.18	52,170.75	54,257.58	56,427.88	58,685.00	61,032.40
Recreation Director	48,234.79	50,164.18	52,170.75	54,257.58	56,427.88	58,685.00	61,032.40
Town Accountant (Vacant)	48,234.79	50,164.18	52,170.75	54,257.58	56,427.88	58,685.00	61,032.40
2 Building/Zoning Inspector	40,890.93	42,526.57	44,227.63	45,996.74	47,836.61	49,750.07	51,740.07
Conservation Coordinator	40,890.93	42,526.57	44,227.63	45,996.74	47,836.61	49,750.07	51,740.07
CPA Coordinator	40,890.93	42,526.57	44,227.63	45,996.74	47,836.61	49,750.07	51,740.07
Planning Coordinator	40,890.93	42,526.57	44,227.63	45,996.74	47,836.61	49,750.07	51,740.07

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	20.53	21.35	22.20	23.09	24.01	24.97	25.97
Assistant Town Accountant	22.14	23.03	23.95	24.91	25.91	26.95	28.03
Assistant Treasurer/Collector	22.14	23.03	23.95	24.91	25.91	26.95	28.03
Facilities Maintenance Technician	20.39	21.21	22.06	22.94	23.86	24.81	25.80
Social Services Specialists	17.56	18.26	18.99	19.75	20.54	21.36	22.21
7 Animal Control Officer	15.59	16.21	16.86	17.53			
Clerk/Typist	15.78	16.41	17.07	17.75			
Custodian	16.50	17.16	17.85	18.56			
Emergency Center Dispatcher (P/T)	16.50	17.49	18.54	19.65			
Fire Equipment Mechanic	24.24	25.21	26.22	27.27			
Matron	17.90	18.97	20.11	21.32			
Reserve Patrolman	17.90	18.97	20.11	21.32			

Call Firefighters

Rank	Hourly Wage	Certified 5%					
Deputy Chief	26.49	27.81					
Captain	24.54	25.77					
Lieutenant	22.56	23.69					
Inspector; Electrical/Building	22.56	n/a					
Firefighter w/ CPR 1st. Responder	19.61	20.59					
Probationary Firefighter	16.68	n/a					

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

Collective Bargaining Unions

Administrative Assistant Union

7/1/2010- 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	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.

1/1/2014 - In Negotiations

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.91	22.79	23.70	24.65	25.64		
Mechanic	21.91	22.79	23.70	24.65	25.64		
Plant Operator - Primary	21.91	22.79	23.70	24.65	25.64		
Foreman 2	20.01	20.81	21.64	22.51	23.41		
Plant Operator - Secondary	19.66	20.45	21.27	22.12	23.00		
Heavy Equipment Operator	19.01	19.77	20.56	21.38	22.24		
Truck Driver/Laborer	17.70	18.41	19.15	19.92	20.72		

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	20.59	21.41	22.27	23.16	24.09	25.05	26.05
FF/EMT/Inspector	24.09	25.05	26.05	27.09	28.17	29.30	30.47
EMT Certification Stipend (Weekly)	50.00						

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, 5, 6 W/O College Degree	20.49	25.08	25.71	26.33	26.96	27.58	27.97
1, 5, 6 BA/BS	24.60	30.11	30.86	31.60	32.36	33.10	33.56
1, 5, 6 MA/MS	25.62	31.36	32.14	32.91	33.70	34.48	34.96
Employees Hired After 7/1/2010							
1, 5, 6 W/O College Degree	20.49	25.08	25.71	26.33	26.96	27.58	27.97
1, 5, 6 BA/BS	22.54	27.59	28.28	28.96	29.66	30.34	30.76
1, 5, 6 MA/MS	23.06	28.23	28.94	29.63	30.34	31.04	31.47

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

1/1/2014 - In Negotiations

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)	651.20	690.40	732.00	776.00	807.20	839.60	873.20
Dispatcher (Hourly rates)	16.28	17.26	18.30	19.40	20.18	20.99	21.83
4 EMD Stipend (Weekly rate)	30.00						

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COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	134,640.77
Chief of Police	121,176.69
1 Town Clerk <i>(Elected)</i>	61,032.92
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

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

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
8 Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	250

Contract Rates - Part-time	Contract Rate
MIS Systems Analyst <i>(annually)</i>	30,013
Health Agent <i>(hourly)</i>	46.30

Occasional Help	Range of Compensation	
Registrar of Voters <i>(annually)</i>	400.00	
Poll Worker <i>(hourly)</i>	8.00	10.00
Recreation Instructor <i>(hrly./per class)</i>	8.00	80.00
Seasonal Employee <i>(hourly)</i>	8.00	20.00
Senior Work-Off Prog. <i>(hourly)</i>	8.00	

Legend:

- 1 Position receives a "Professional Stipend"
- 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 Shift differential is 5% for Evening and 7% for Midnight shift
- 6 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 7 Compensation paid by stipend. See Stipend Table.
- 8 Additional Compensation for Certification. See M.G.L. Ch. 41, Sec. 19K & 109P