

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			
	Health Inspector	56,921.80	59,198.67	61,566.62	64,029.28	66,590.45	69,254.07	72,024.23			
	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			
1	Town Clerk (Elected)	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			
	Community Project 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			
6	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						

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

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								

Collective Bargaining Unions

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

6/30/2014- 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.

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	22.35	22.95	23.57	24.21	24.86	25.53	26.22	26.69	26.85	27.33
Mechanic	22.35	22.95	23.57	24.21	24.86	25.53	26.22	26.69	26.85	27.33
Plant Operator-Primary	22.35	22.95	23.57	24.21	24.86	25.53	26.22	26.69	26.85	27.33
Foreman 2	20.41	20.96	21.53	22.11	22.71	23.32	23.95	24.38	24.53	24.97
Plant Operator-Secondary	20.05	20.59	21.15	21.72	22.31	22.91	23.53	23.95	24.09	24.52
Heavy Equipment Operator	19.39	19.91	20.45	21.00	21.57	22.15	22.75	23.16	23.30	23.72
Truck Driver Labor	18.05	18.54	19.04	19.55	20.08	20.62	21.18	21.56	21.69	22.08

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									

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

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	20.49	25.08	25.71	26.33	26.96	27.58	27.97			
1, 4, 5	BA/BS	24.60	30.11	30.86	31.60	32.36	33.10	33.56			
1, 4, 5	MA/MS	25.62	31.36	32.14	32.91	33.70	34.48	34.96			
Employees Hired After 7/1/2010											
1, 4, 5	W/O College Degree	20.49	25.08	25.71	26.33	26.96	27.58	27.97			
1, 4, 5	BA/BS	22.54	27.59	28.28	28.96	29.66	30.34	30.76			
1, 4, 5	MA/MS	23.06	28.23	28.94	29.63	30.34	31.04	31.47			

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

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>)	694.82	736.40	780.40	827.20	860.40	894.80	917.20	935.60		
4	Dispatcher (<i>hourly rates</i>)	17.37	18.41	19.51	20.68	21.51	22.37	22.93	23.39		

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	134,640.77
Chief of Police	121,176.69
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 Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	250

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2015

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

Contract Rates - Part-time	Contract Rate	
MIS Systems Analyst	<i>(annually)</i>	30,013
Energy Manager	<i>(hourly)</i>	32.00
Health Agent	<i>(hourly)</i>	46.30
Information/Social Media Specialist	<i>(hourly)</i>	16.00

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 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.