

**APPENDIX A  
COMPENSATION / CLASSIFICATION TABLE  
FISCAL YEAR 2019**

**Wage Grid**

Note # = See footnote - end of Compensation Table

<b>Exempt Positions</b>										
Note #	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	21	Chief of Fire (40 Hrs)	100,339.20	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20
2	21	Chief of Police (40 Hrs)	100,339.20	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20
	21	Director of Finance/Accountant (40 Hrs)	100,339.20	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20
	20	Director of Planning & Development (40 Hrs)	96,470.40	98,404.80	100,380.80	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60
	20	Director of Public Works (40 Hrs)	96,470.40	98,404.80	100,380.80	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60
	15	Recreation Director (40 Hrs)	75,753.60	77,272.00	78,811.20	80,392.00	81,993.60	83,636.80	85,300.80	87,006.40
1	14	Director of Assessors (37.5 Hrs)	69,966.00	71,370.00	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00
1	14	Treasurer-Collector (37.5 Hrs)	69,966.00	71,370.00	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00
	13	Council on Aging Director (40 Hrs)	73,902.40	75,379.50	76,876.80	78,416.00	79,976.00	81,577.60	83,200.00	84,864.00
	12	Town Clerk (Elected - Salary based on 37.5 Hrs)	64,155.00	65,442.00	66,748.50	68,074.50	69,439.50	70,824.00	72,247.50	73,690.50

<b>Hourly Positions</b>										
Grade	Steps	I	II	III	IV	V	VI	VII	VIII	
	17	Health Agent (<19 Hrs)	38.77	39.55	40.34	41.15	41.97	42.81	43.67	44.54
	12	Public Health Nurse (37.5 Hrs)	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79
	12	Chief Appraiser (37.5 Hrs)	32.90	33.56	34.23	34.91	35.61	36.32	37.05	37.79
	11	Assistant Town Accountant (37.5 Hrs)	31.49	32.12	32.76	33.42	34.09	34.77	35.47	36.18
	11	Building/Zoning Inspectors (<19 Hrs)	31.49	32.12	32.76	33.42	34.09	34.77	35.47	36.18
	10	Conservation Coordinator (20 Hrs)	29.43	30.02	30.62	31.23	31.85	32.49	33.14	33.80
6	10	Community Project Coordinator (<19 Hrs)	29.43	30.02	30.62	31.23	31.85	32.49	33.14	33.80
7	10	Energy Manager (<19 Hrs)	29.43	30.02	30.62	31.23	31.85	32.49	33.14	33.80
	9	Assistant Treasurer/Collector (37.5 Hrs)	27.50	28.05	28.61	29.18	29.76	30.36	30.97	31.59
	8	Asst. to the Town Manager (37.5 Hrs)	26.18	26.70	27.23	27.77	28.33	28.90	29.48	30.07
	8	Fire Equipment Mechanic (<19 Hrs)	26.15	26.66	27.20	27.74	28.31	28.90	29.48	30.07
	8	Health Inspector (<19 Hrs)	26.18	26.70	27.23	27.77	28.33	28.90	29.48	30.07
	8	Reserve Patrolman	26.18	26.70	27.23					
	7	Facilities Maintenance Technician (40 Hrs)	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
	7	Information/Media Specialist (<19 Hrs)	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
	7	Social Services Specialists (<19 Hrs)	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
	7	Accounting Assistant (19 Hrs)	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
	7	Emergency Center Dispatcher (P/T)	23.28	23.75	24.23					
	4	Clerk/Typist (<19 Hrs)	16.08	16.40	16.73	17.06	17.40	17.75	18.11	18.47
	4	Custodian (<19 Hrs)	16.08	16.40	16.73	17.06	17.40	17.75	18.11	18.47
		Matron	20.14	21.35	22.63	23.99				

**APPENDIX A  
COMPENSATION / CLASSIFICATION TABLE  
FISCAL YEAR 2019**

**Collective Bargaining Unions**

<b>Administrative Assistant Union</b> - Hourly Compensation table established by Union Contract.									
7/1/16 - (existing agreement expires 6/30/19)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistants	22.48	22.93	23.39	23.86	24.34	24.83	25.33	25.84
7	Administrative Assistants	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73

<b>DPW Union</b> - Hourly Compensation table established by Union Contract.									
7/1/17 (existing agreement expires 6/30/20)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
9	Foreman	27.50	28.05	28.61	29.18	29.76	30.36	30.97	31.59
9	Mechanic	27.50	28.05	28.61	29.18	29.76	30.36	30.97	31.59
9	Plant Operator-Primary	27.50	28.05	28.61	29.18	29.76	30.36	30.97	31.59
7	Heavy Equipment Operator	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
6	Truck Driver/Laborer	22.48	22.93	23.39	23.86	24.34	24.83	25.33	25.84

<b>Firefighter Union</b> - Hourly Compensation table established by Union Contract.									
7/1/16 (existing agreement expires 6/30/19)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
8	Firefighter/EMT	26.18	26.70	27.23	27.77	28.33	28.90	29.48	30.07
11	FF/Lieutenant-Inspector	31.49	32.12	32.76	33.42	34.09	34.77	35.47	36.18
13	FF/Captain-Inspector	35.53	36.24	36.96	37.70	38.45	39.22	40.00	40.80
	EMT Certification Stipend (Bi-weekly)	130.00							
	On-Call Stipend (per night)	25.00							

<b>Police &amp; Fire Signal Operator Union</b> - Hourly Compensation table established by Union Contract.									
7/1/17 (existing agreement expires 6/30/20)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
7	Dispatcher	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73

**APPENDIX A  
COMPENSATION / CLASSIFICATION TABLE  
FISCAL YEAR 2019**

<b>Police Union - Hourly Compensation table established by Union Contract.</b>								
	7/1/16 (existing agreement expires 6/30/19)							
	<b>PATROLMAN</b>							
	<b>Steps</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>
	<b>Upon completion of years of service</b>	<b>0</b>	<b>1 yrs.</b>	<b>5 yrs.</b>	<b>10 yrs.</b>	<b>15 yrs.</b>	<b>20 yrs.</b>	<b>25 yrs.</b>
	<b>Employees Hired Prior to 7/1/2010</b>							
1, 3	W/O College Degree	26.17	27.14	27.82	28.49	29.17	29.84	30.26
1, 3	BA/BS	31.41	32.57	33.38	34.18	35.00	35.81	36.31
1, 3	MA/MS	32.72	33.93	34.78	35.61	36.46	37.30	37.82
	<b>Employees Hired After 7/1/2010</b>							
1, 3	W/O College Degree	26.17	27.14	27.82	28.49	29.17	29.84	30.26
1, 3	BA/BS	28.79	29.86	30.61	31.34	32.09	32.83	33.29
1, 3	MA/MS	29.45	30.54	31.30	32.05	32.82	33.57	34.04

	<b>SERGEANT</b>							
	<b>Steps</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>
	<b>Upon completion of years of service</b>	<b>0</b>	<b>1 yrs.</b>	<b>5 yrs.</b>	<b>10 yrs.</b>	<b>15 yrs.</b>	<b>20 yrs.</b>	<b>25 yrs.</b>
	<b>Employees Hired Prior to 7/1/2010</b>							
	BA/BS	36.12	37.46	38.39	39.31	40.25	41.18	41.76
	MA/MS	37.63	39.02	40.00	40.95	41.93	42.90	43.49
	<b>Employees Hired After 7/1/2010</b>							
	BA/BS	33.11	34.34	35.20	36.04	36.90	37.75	38.28
	MA/MS	33.87	35.12	36.00	36.86	37.74	38.61	39.15

	<b>LIEUTENANT</b>							
	<b>Steps</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>
	<b>Upon completion of years of service</b>	<b>0</b>	<b>1 yrs.</b>	<b>5 yrs.</b>	<b>10 yrs.</b>	<b>15 yrs.</b>	<b>20 yrs.</b>	<b>25 yrs.</b>
	<b>Employees Hired Prior to 7/1/2010</b>							
	BA/BS	39.26	40.71	41.73	42.73	43.75	44.76	45.39
	MA/MS	40.90	42.41	43.48	44.51	45.58	46.63	47.28
	<b>Employees Hired After 7/1/2010</b>							
	BA/BS	35.99	37.33	38.26	39.18	40.11	41.04	41.61
	MA/MS	36.81	38.18	39.13	40.06	41.03	41.96	42.55

**APPENDIX A  
COMPENSATION / CLASSIFICATION TABLE  
FISCAL YEAR 2019**

**Other Municipal Positions**

	<b>Elected/Appointed Positions (MGL 41 s.108 &amp; 108A)</b>	<b>Annual Salary</b>
8	Town Manager	142,881.87
	Chief of Police	152,070.43
	Selectmen/Chairman	3,225
	Board of Assessors/Chairman	2,936
	Selectmen/Members	2,852
	Board of Assessors/Members	2,193
	Board of Appeals/Chairman	1,681
	Board of Health/Chairman	873
	Board of Health/Members	495

	<b>Professional Stipends</b>	<b>Annual Rate</b>
5	Animal Control Officer/Inspector	12,000
	Animal Pick-Up (Deceased)	2,400
	Wildlife Officer	2,400
	Call Fire Deputy Chief	1,500
	EMT Certification (Police Officers)	1,500
	Harbormaster	1,200
	Professional Certifications	1,000
	Call Fire Captain	750
	Call Fire Training Officer	500
	Accreditation Stipend (Police)	450
	On-Call Stipend (per night)	25

<b>Call Firefighters Rank</b>	<b>Hourly Wage</b>	<b>Certified 5%</b>
Deputy Chief	28.67	30.11
Captain	26.56	27.89
Lieutenant	24.42	25.64
Inspector; Electrical/Building	24.42	n/a
Firefighter w/ CPR 1st. Responder	21.23	22.29
Probationary Firefighter	18.05	n/a

<b>Part-time/Contractual</b>	<b>Contract Rate</b>
MIS Systems Analyst (annually)	35,373.60

<b>Occasional Help</b>	<b>Range of Compensation</b>	
Registrar of Voters (annually)	400.00	
Recreation Instructor (hourly/per class)	12.00	100.00
Seasonal Employee	12.00	20.00
Senior Work-Off Program	12.00	
	<b>Jul/Dec 2018</b>	<b>Jan/June 2019</b>
Poll Worker	12.00	13.00
Warden (Elections/Registration Dept)	13.00	14.00

**Legend Notes**

- 1 Position also receives either a "Professional Stipend" or additional compensation for certification. See M.G.L. Ch. 41, Sec. 19K & 108P.
- 2 Differs from Wage Grid table; see "Other Municipal Positions" section for additional information.
- 3 Shift differential is 7% for Evening and 9% for Midnight shift.
- 4 Shift differential is 5% for Evening and 7% for Midnight shift.
- 5 Position is shared with the Town of Manchester-by-the-Sea; 50% cost sharing.
- 6 Position funded through the Community Preservation Act Fund and Affordable Housing Trust.
- 7 Position is shared with the Town of Wenham and HWRSD; cost sharing in accordance with contract/approved hours.
- 8 In negotiations; includes 2% COLA.