

**APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2020**

<i>Exempt Positions</i>										
Note #	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	21	Chief of Fire (40 Hrs)	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00
2	21	Chief of Police (40 Hrs)	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00
	21	Director of Finance/Accountant (40 Hrs)	102,336.00	104,374.40	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00
	20	Director of Planning & Development (40 Hrs)	98,404.80	100,380.80	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60	113,027.20
	20	Director of Public Works (40 Hrs)	98,404.80	100,380.80	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60	113,027.20
9	18	Human Resources Director (40 Hrs)	87,588.80	89,336.00	91,124.80	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60
9	16	Assistant DPW Director (40Hrs)	79,830.40	81,432.00	83,054.40	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40
	15	Recreation Director (40 Hrs)	77,272.00	78,811.20	80,392.00	81,993.60	83,636.80	85,300.80	87,006.40	88,753.60
1	14	Director of Assessors (37.5 Hrs)	71,370.00	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00
1	14	Treasurer-Collector (37.5 Hrs)	71,370.00	72,793.50	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00
	13	Council on Aging Director (40 Hrs)	75,379.50	76,876.80	78,416.00	79,976.00	81,577.60	83,200.00	84,864.00	86,569.60
	12	Town Clerk (Elected - Salary based on 37.5 Hrs)	65,442.00	66,748.50	68,074.50	69,439.50	70,824.00	72,247.50	73,690.50	75,172.50
	10	Patton Homestead Director (37.5 Hrs)	58,539.00	59,709.00	60,898.50	62,107.50	63,355.50	64,623.00	65,910.00	67,236.00

<i>Hourly Positions</i>										
	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	17	Health Agent (<19 Hrs)	39.55	40.34	41.15	41.97	42.81	43.67	44.54	45.43
	12	Public Health Nurse (37.5 Hrs)	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.55
	12	Chief Appraiser (37.5 Hrs)	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.55
	11	Assistant Town Accountant (37.5 Hrs)	32.12	32.76	33.42	34.09	34.77	35.47	36.18	36.90
	11	Sealer of Weights & Measures (<19 Hrs)	32.12	32.76	33.42	34.09	34.77	35.47	36.18	36.90
	10	Conservation Coordinator (20 Hrs)	30.02	30.62	31.23	31.85	32.49	33.14	33.80	34.48
6	10	Community Project Coordinator (<19 Hrs)	30.02	30.62	31.23	31.85	32.49	33.14	33.80	34.48
7	10	Energy Manager (<19 Hrs)	30.02	30.62	31.23	31.85	32.49	33.14	33.80	34.48
	9	Assistant Treasurer/Collector (37.5 Hrs)	28.05	28.61	29.18	29.76	30.36	30.97	31.59	32.22
	8	Asst. to the Town Manager (37.5 Hrs)	26.70	27.23	27.77	28.33	28.90	29.48	30.07	30.67
	8	Accounting Assistant/Benefits Coord. (37.5 Hrs)	26.70	27.23	27.77	28.33	28.90	29.48	30.07	30.67
	8	Fire Equipment Mechanic (<19 Hrs)	26.70	27.23	27.77	28.33	28.90	29.48	30.07	30.67
	8	Health Inspector (<19 Hrs)	26.70	27.23	27.77	28.33	28.90	29.48	30.07	30.67
	8	Reserve Patrolman	26.70	27.23	27.77					
	7	Facilities Maintenance Technician (40 Hrs)	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26
	7	Information/Media Specialist (<19 Hrs)	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26
	7	Social Services Specialists (<19 Hrs)	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26
	7	Emergency Center Dispatcher (P/T)	23.75	24.23	24.71					
	4	Clerk/Typist (<19 Hrs)	16.40	16.73	17.06	17.40	17.75	18.11	18.47	18.84
	5	Clerk/Typist (<19 Hrs)	19.52	19.91	20.31	20.72	21.13	21.55	21.98	22.42
	4	Custodian (<19 Hrs)	16.40	16.73	17.06	17.40	17.75	18.11	18.47	18.84
		Matron	20.54	21.78	23.09	24.48				

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Collective Bargaining Unions *Under Negotiations - Contract expires 6/30/19*

8 ***Administrative Assistant Union*** - 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

DPW Union - 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	28.05	28.61	29.18	29.76	30.36	30.97	31.59	32.22
9	Mechanic	28.05	28.61	29.18	29.76	30.36	30.97	31.59	32.22
9	Plant Operator-Primary	28.05	28.61	29.18	29.76	30.36	30.97	31.59	32.22
7	Heavy Equipment Operator	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26
6	Truck Driver/Laborer	22.93	23.39	23.86	24.34	24.83	25.33	25.84	26.36

Under Negotiations - Contract expires 6/30/19

8 ***Firefighter Union*** - 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							

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Under Negotiations - Contract expires 6/30/19

Police Union - Hourly Compensation table established by Union Contract.								
	7/1/16 (existing agreement expires 6/30/19)							
	PATROLMAN							
	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							
1,3	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
	Employees Hired After 7/1/2010							
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

	SERGEANT							
	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							
	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
	Employees Hired After 7/1/2010							
	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

	LIEUTENANT							
	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							
	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
	Employees Hired After 7/1/2010							
	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

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Police & Fire Signal Operator Union - <i>Hourly Compensation table established by Union Contract.</i>										
	7/1/17 (existing agreement expires 6/30/20)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII	
4	7	Dispatcher	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26

Other Municipal Positions

	Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
	Town Manager	142,800.00
	Chief of Police	155,111.84
9	School Resource Officer	68,058.00
	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

	Professional Stipends	Annual Rate
5	Animal Control Officer/Inspector	13,250
	Animal Pick-Up (Deceased)	2,400
	Wildlife Officer	2,400
	Call Fire Deputy Chief	1,500
8	EMT Certification (Police Officers)	1,500
	Harbormaster	1,200
	Professional Certifications	1,000
	Call Fire Captain	750
	Call Fire Training Officer	500
8	Accreditation Stipend (Police)	450

Call Firefighters Rank	Hourly Wage	Certified 5%
Deputy Chief	29.24	30.71
Captain	27.09	28.45
Lieutenant	24.91	26.15
Inspector; Electrical/Building	24.91	n/a
Firefighter w/ CPR 1st. Responder	21.65	22.74
Probationary Firefighter	18.41	n/a
8 On-Call Stipend (per night)	25.00	

Occasional Help	Range of Compensation	
Registrar of Voters (annually)	400.00	
Seasonal Employee	12.00	22.00
	Jul/Dec 2019	Jan/June 2020
Poll Worker	12.00	12.75
Warden (Elections/Registration)	13.00	13.75
Senior Work-Off Program	12.00	12.75

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 Under negotiations; contract expires 6/30/2019.
- 9 New proposed positions