

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

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	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Chief of Fire	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
2	Chief of Police	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Finance/Accountant	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Planning & Development	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Public Works	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Assessors	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Agent	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Inspector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Public Health Nurse	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
1	Treasurer-Collector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
	Council on Aging Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Emergency Center Supervisor	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Recreation Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Town Accountant (Vacant)	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
2	Building/Zoning Inspector	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Conservation Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	CPA Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Planning Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57

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	20.13	20.94	21.78	22.65	23.56	24.50	25.48
	Assistant Town Accountant	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Assistant Treasurer/Collector	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Facilities Maintenance Technician	19.99	20.79	21.62	22.48	23.38	24.32	25.29
	Social Services Specialists	17.22	17.91	18.63	19.38	20.16	20.97	21.81
7	Animal Control Officer	15.28	15.89	16.53	17.19			
	Clerk/Typist	15.47	16.09	16.73	17.40			
	Custodian	16.18	16.83	17.50	18.20			
	Emergency Center Dispatcher (P/T)	16.18	17.15	18.18	19.27			
	Fire Equipment Mechanic	23.76	24.71	25.70	26.73			
	Matron	17.55	18.60	19.72	20.90			
	Reserve Patrolman	17.55	18.60	19.72	20.90			

Call Firefighters

Rank	Hourly Wage	Certified 5%					
Deputy Chief	25.97	27.27					
Captain	24.06	25.26					
Lieutenant	22.12	23.23					
Inspector; Electrical/Building	22.12	n/a					
Firefighter w/ CPR 1st. Responder	19.23	20.19					
Probationary Firefighter	16.35	n/a					

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FISCAL YEAR 2014

Collective Bargaining Unions

Administrative Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

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.

7/1/2013 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.69	22.56	23.46	24.40	25.38		
Mechanic	21.69	22.56	23.46	24.40	25.38		
Plant Operator - Primary	21.69	22.56	23.46	24.40	25.38		
Foreman 2	19.81	20.60	21.42	22.28	23.17		
Plant Operator - Secondary	19.47	20.25	21.06	21.90	22.78		
Heavy Equipment Operator	18.82	19.57	20.35	21.16	22.01		
Truck Driver/Laborer	17.52	18.22	18.95	19.71	20.50		

1/1/2014 - 1% Increase

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	20.19	21.00	21.84	22.71	23.62	24.56	25.54
Fire Inspector	23.62	24.57	25.55	26.57	27.63	28.74	29.89
EMT Certification Stipend (Weekly)	50.00						

Police Union - Hourly Compensation table established by Union Contract.

Steps	I	II	III	IV	V	VI	VII
	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Upon completion of years of service							
Employees Hired Prior to 7/1/2010							
1, 5, 6 W/O College Degree	20.09	24.59	25.20	25.80	26.42	27.03	27.41
1, 5, 6 BA/BS	24.12	29.52	30.26	30.99	31.73	32.46	32.91
1, 5, 6 MA/MS	25.12	30.75	31.52	32.28	33.05	33.81	34.28
Employees Hired After 7/1/2010							
1, 5, 6 W/O College Degree	20.09	24.59	25.20	25.80	26.42	27.03	27.41
1, 5, 6 BA/BS	22.10	27.05	27.73	28.40	29.08	29.75	30.17
1, 5, 6 MA/MS	22.61	27.67	28.36	29.04	29.74	30.42	30.85

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FISCAL YEAR 2014

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

7/1/2013 - 1% Increase

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)	644.80	683.60	724.80	768.40	799.20	831.20	864.40
	Dispatcher (Hourly rates)	16.12	17.09	18.12	19.21	19.98	20.78	21.61
4	EMD Stipend (Weekly rate)	30.00						

1/1/2014 - 1% Increase

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						

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	132,000.75
Chief of Police	118,800.68
1 Town Clerk (Elected)	59,836.20
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
8 Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	250

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 (annually)	30,013
Health Agent (hourly)	46.30

Occasional Help	Range of Compensation
Registrar of Voters (annually)	298.00
Poll Worker (hourly)	8.00 10.00
Recreation Instructor (hrly./per class)	8.00 80.00
Seasonal Employee (hourly)	8.00 20.00
Senior Work-Off Prog. (hourly)	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