

**APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2022**

Wage Grid

Note # = See footnote - end of Compensation Table

Exempt Positions										
Note #	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
2	21	Chief of Fire (40 Hrs)	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40
2	21	Chief of Police (40 Hrs)	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40
2	21	Director of Finance/Accountant (40 Hrs)	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40
	21	Director of Public Works (40 Hrs)	106,454.40	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40
	20	Director of Planning & Development (40 Hrs)	102,398.40	104,436.80	106,516.80	108,638.40	110,801.60	113,027.20	115,294.40	117,603.20
	18	Human Resources Director (40 Hrs)	91,124.80	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40
	18	Building Commissioner (40 Hrs)	91,124.80	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40
	18	Director of Health & Human Services (24 Hrs)	54,674.88	55,773.12	56,883.84	58,019.52	59,180.16	60,365.76	61,576.32	62,811.84
	16	Assistant DPW Director (40Hrs)	83,054.40	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80	95,388.80
	15	Recreation Director (40 Hrs)	80,392.00	81,993.60	83,636.80	85,300.80	87,006.40	88,753.60	90,521.60	92,331.20
1	14	Director of Assessors (37.5 Hrs)	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00	85,293.00
1	14	Treasurer-Collector (37.5 Hrs)	74,256.00	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00	85,293.00
	13	Council on Aging Director (40 Hrs)	78,416.00	79,976.00	81,577.60	83,200.00	84,864.00	86,569.60	88,296.00	90,064.00
	12	Town Clerk (Elected - Salary based on 40 Hrs)	72,612.80	74,068.80	75,545.60	77,064.00	78,603.20	80,184.00	81,785.60	83,428.80
	10	Patton Homestead Director (25 Hrs)	40,599.00	41,405.00	42,237.00	43,082.00	43,940.00	44,824.00	45,721.00	46,631.00

Hourly Positions										
Grade	Steps	I	II	III	IV	V	VI	VII	VIII	
		Public Health Nurse (19 Hrs)	43.00							
	12	Chief Appraiser (10 Hrs)	34.91	35.61	36.32	37.05	37.79	38.55	39.32	40.11
	12	Assistant Finance Dir./Town Accountant (37.5 Hrs)	34.91	35.61	36.32	37.05	37.79	38.55	39.32	40.11
	11	Sealer of Weights & Measures (<19 Hrs)	33.42	34.09	34.77	35.47	36.18	36.90	37.64	38.39
	10	Asst. to the Town Manager/CPA Coordinator (37.5 Hrs)	31.23	31.85	32.49	33.14	33.80	34.48	35.17	35.87
	10	Conservation Coordinator (19 Hrs)	31.23	31.85	32.49	33.14	33.80	34.48	35.17	35.87
7	10	Energy Manager (<19 Hrs)	31.23	31.85	32.49	33.14	33.80	34.48	35.17	35.87
	9	Assistant Treasurer/Collector (37.5 Hrs)	29.18	29.76	30.36	30.97	31.59	32.22	32.86	33.52
	8	Fire Equipment Mechanic (<19 Hrs)	27.77	28.33	28.90	29.48	30.07	30.67	31.28	31.91
	8	Reserve Patrolman	27.77	28.33	28.90					
	7	Accounting Assistant (15.5 Hrs)	27.77	28.33	28.90	29.48	30.07	30.67	31.28	31.91
	7	Facilities Maintenance Technician (40 Hrs)	24.71	25.20	25.70	26.21	26.73	27.26	27.81	28.37
	7	Information/Media Specialist (<19 Hrs)	24.71	25.20	25.70	26.21	26.73	27.26	27.81	28.37
	7	Social Services Specialists (<19 Hrs)	24.71	25.20	25.70	26.21	26.73	27.26	27.81	28.37
	7	Emergency Center Dispatcher (P/T)	24.71	25.20	25.70					
	4	Clerk/Typist (<19 Hrs)	17.06	17.40	17.75	18.11	18.47	18.84	19.22	19.60
	4	Custodian (<19 Hrs)	17.06	17.40	17.75	18.11	18.47	18.84	19.22	19.60
		Matron	20.54	21.78	23.09	24.48				

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Collective Bargaining Unions

Administrative Assistant Union - Hourly Compensation table established by Union Contract.									
7/1/19 - (existing agreement expires 6/30/22)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistants	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54
7	Administrative Assistants	24.83	25.33	25.84	26.36	26.89	27.43	27.98	28.54

Grades 6 & 7 are based on the Administrative Union Contract wage grid

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DPW Union - Hourly Compensation table established by Union Contract.									
7/1/21 (existing agreement expires 6/30/24)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
9	Foreman	29.18	29.76	30.36	30.97	31.59	32.22	32.86	33.52
9	Mechanic	29.18	29.76	30.36	30.97	31.59	32.22	32.86	33.52
9	Plant Operator-Primary	29.18	29.76	30.36	30.97	31.59	32.22	32.86	33.52
7	Heavy Equipment Operator	24.71	25.20	25.70	26.21	26.73	27.26	27.81	28.37
6	Truck Driver/Laborer	23.86	24.34	24.83	25.33	25.84	26.36	26.89	27.43

Firefighter Union - Hourly Compensation table established by Union Contract.									
7/1/19 (existing agreement expires 6/30/22)									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
8	Firefighter/EMT	27.77	28.33	28.90	29.48	30.07	30.67	31.28	31.91
11	FF/Lieutenant-Inspector	33.42	34.09	34.77	35.47	36.18	36.90	37.64	38.39
13	FF/Captain-Inspector	37.70	38.45	39.22	40.00	40.80	41.62	42.45	43.30
	EMT Certification Stipend (Bi-weekly)	130.00							
	On-Call Stipend (per night)	25.00							

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Police Union - Hourly Compensation table established by Union Contract.							
	<i>7/1/19 (existing agreement expires 6/30/22)</i>						
	PATROLMAN						
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
1, 3	W/O College Degree	28.04	29.08	29.82	30.53	31.26	32.43
1, 3	BA/BS	33.66	34.90	35.77	36.63	37.52	38.92
1, 3	MA/MS	35.07	36.36	37.27	38.16	39.07	40.53
	Employees Hired After 7/1/2010						
1, 3	W/O College Degree	28.04	29.08	29.82	30.53	31.26	32.43
1, 3	BA/BS	30.85	32.00	32.80	33.59	34.39	35.68
1, 3	MA/MS	35.07	36.36	37.27	38.16	39.07	40.53

	SERGEANT						
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	39.72	41.18	42.21	43.22	44.27	45.93
	MA/MS	41.38	42.90	43.98	45.03	46.10	47.83
	Employees Hired After 7/1/2010						
	BA/BS	36.40	37.76	38.70	39.64	40.58	42.10
	MA/MS	41.38	42.90	43.98	45.03	46.10	47.83

	LIEUTENANT						
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	43.08	44.67	45.69	46.89	48.03	49.82
	MA/MS	44.89	46.54	47.71	48.84	50.01	51.88
	Employees Hired After 7/1/2010						
	BA/BS	39.49	40.96	41.98	43.00	44.02	45.67
	MA/MS	44.89	46.54	47.71	48.84	50.01	51.88

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

	7/1/21 (existing agreement expires 6/30/24)									
4	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	7	Dispatcher	24.71	25.21	25.71	26.22	26.74	27.27	27.81	28.36

Other Municipal Positions

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	145,656.00
Finance Director	125,000.00
Chief of Police	161,378.36
Chief of Fire	127,449.00
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

Call Firefighters Rank	Hourly Wage	Certified 5%
Deputy Chief	30.42	31.94
Captain	28.18	29.59
Lieutenant	25.92	27.21
Senior Firefighter (7.5% Increase)	24.21	25.42
Firefighter w/ CPR 1st. Responder	22.52	23.65
Probationary Firefighter	19.16	n/a
On-Call Stipend (per night)	25.00	

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Professional Stipends	Annual Rate
Animal Control Officer/Inspector	13,250
Meeting Stipend	4,156
Animal Pick-Up (Deceased)	2,400
Wildlife Officer	2,400
Call Fire Deputy Chief	1,500
EMT Certification (Police Officers)	1,750
Harbormaster	1,200
Professional Certifications	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	750

Occasional Help	Range of Compensation	
Registrar of Voters (annually)	400.00	
Seasonal Employee	13.50	24.00
	Jul/Dec 2021	Jan/June 2022
Poll Worker	13.50	14.25
Warden (Elections/Registration)	14.50	15.25
Senior Work-Off Program	13.50	14.25

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 6/30/2020.

**APPENDIX A
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Assistant to the Town Manager/Community Preservation Coordinator

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