

Town of Belmont
Position Classification and Compensation Plan
July 1, 2005 (FY 06)

Title Changes through January 1, 2006

MANAGEMENT SCHEDULE FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>
Assistant Town Clerk	13	\$ 49,583	\$ 59,499	\$ 69,416
Assistant Town Accountant	13	\$ 49,583	\$ 59,499	\$ 69,416
Public Safety Operations Manager	14	\$ 52,126	\$ 62,552	\$ 72,978
Highway Operations Manager	15	\$ 54,671	\$ 65,605	\$ 76,539
Information Systems Manager	15	\$ 54,671	\$ 65,605	\$ 76,539
Planning Coordinator	15	\$ 54,671	\$ 65,605	\$ 76,539
Cemetery Superintendent	16	\$ 57,190	\$ 68,629	\$ 80,067
Council on Aging Director	16	\$ 57,190	\$ 68,629	\$ 80,067
Recreation Director	16	\$ 57,190	\$ 68,629	\$ 80,067
Assistant Fire Chief	17	\$ 59,734	\$ 71,681	\$ 83,629
Assistant Police Chief	17	\$ 59,734	\$ 71,681	\$ 83,629
Assistant Town Administrator	17	\$ 59,734	\$ 71,681	\$ 83,629
Assessing Administrator	18	\$ 62,278	\$ 74,734	\$ 87,189
Health Director	18	\$ 62,278	\$ 74,734	\$ 87,189
Library Director	18	\$ 62,278	\$ 74,734	\$ 87,189
Manager, Buildings and Facilities	18	\$ 62,278	\$ 74,734	\$ 87,189
Human Resource Director	18	\$ 62,278	\$ 74,734	\$ 87,189
Town Accountant	18	\$ 62,278	\$ 74,734	\$ 87,189
Highway Division Director	19	\$ 64,822	\$ 77,787	\$ 90,751
Economic Development and Planning Mgr	19	\$ 64,822	\$ 77,787	\$ 90,751
Director of Community Development	21	\$ 69,910	\$ 83,892	\$ 97,874
Water Superintendent	21	\$ 69,910	\$ 83,892	\$ 97,874
DPW Director*	22	\$ 72,430	\$ 86,916	\$ 101,402
Fire Chief*	22	\$ 72,430	\$ 86,916	\$ 101,402
General Manager, Light Department*	22	\$ 72,430	\$ 86,916	\$ 101,402
Police Chief*	22	\$ 72,430	\$ 86,916	\$ 101,402

*Base Rate (not including educational incentives, differentials and holiday pay)

UNION ADMINISTRATIVE AND CLERICAL SCHEDULE (SEIU) FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 21,063.33	\$ 25,275.34	A
Clerk I--Accounts Payable	4	\$ 23,277.56	\$ 27,933.29	A
Clerk I --Assessors	4	\$ 23,277.56	\$ 27,933.29	A
Clerk I--Cashier	4	\$ 23,277.56	\$ 27,933.29	A
Library Assistant I	4	\$ 23,277.56	\$ 27,933.29	A
Administrative Secretary	5	\$ 29,134.70	\$ 34,962.64	B
Administrative Secretary	5	\$ 25,492.87	\$ 30,592.31	A
Clerk II--Billing	5	\$ 25,492.87	\$ 30,592.31	A
Clerk II--Dispatch	5	\$ 25,492.87	\$ 30,592.31	A
Clerk II--Excise	5	\$ 25,492.87	\$ 30,592.31	A
Clerk II--Parking	5	\$ 25,492.87	\$ 30,592.31	A
Clerk II--Real Estate	5	\$ 25,492.87	\$ 30,592.31	A
Library Assistant II	5	\$ 25,492.87	\$ 30,592.31	A
Library Assistant II--Technical Services	5	\$ 25,492.87	\$ 30,592.31	A
Administrative Assistant I	6	\$ 27,708.18	\$ 33,249.17	A
Administrative Assistant I	6	\$ 31,666.50	\$ 37,999.05	B
Recreation Program Coordinator	6	\$ 27,708.18	\$ 33,249.17	A
Administrative Assistant II	7	\$ 34,198.28	\$ 41,036.86	B
Administrative Assistant II	7	\$ 29,923.50	\$ 35,908.20	A
Assessment Technician	7	\$ 29,923.50	\$ 35,908.20	A

A = 35 hr week, B = 40 hr week, C = 37.5 week

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Administrative Assistant III	8	\$ 32,117.16	\$ 38,540.16	A
Administrative Assistant III	8	\$ 36,704.71	\$ 44,046.52	B
Billing Supervisor	8	\$ 36,704.71	\$ 44,046.52	B
Circulation Supervisor	8	\$ 32,117.16	\$ 38,540.16	A
Office Supervisor	8	\$ 32,117.16	\$ 38,540.16	A
Payroll Coordinator	8	\$ 32,117.16	\$ 38,540.16	A
Social Worker	8	\$ 32,117.16	\$ 38,540.16	A
Transportation Coordinator	8	\$ 32,117.16	\$ 38,540.16	A
Recreation Program Supervisor	9	\$ 34,332.11	\$ 41,198.53	A
Meter Supervisor	10	\$ 41,744.63	\$ 50,092.91	B
Assistant Director/Council on Aging Prog Coord	11	\$ 38,741.46	\$ 46,489.10	A
Foreman	12	\$ 46,807.27	\$ 56,168.51	B
Inspection & Enforcement Officer	12	\$ 46,807.27	\$ 56,168.51	B
Assistant Assessing Administrator	13	\$ 43,171.00	\$ 51,804.98	A
Assistant Town Treasurer/Collector	13	\$ 43,171.00	\$ 51,804.98	A
Grounds Superintendent	13	\$ 49,338.60	\$ 59,206.32	B
Operations Foreman	13	\$ 49,338.60	\$ 59,206.32	B
Resident Engineer	13	\$ 49,338.60	\$ 59,206.32	B
Shop Foreman	13	\$ 49,338.60	\$ 59,206.32	B
Waterworks Construction Supervisor	13	\$ 49,338.60	\$ 59,206.32	B
Electrical Insp./Chief Substation Operator	15	\$ 54,401.24	\$ 65,281.92	B
Assistant Director of Community Development	16	\$ 56,908.75	\$ 68,290.50	B
Assistant Water Superintendent	16	\$ 56,908.75	\$ 68,290.50	B
Line Superintendent	16	\$ 56,908.75	\$ 68,290.50	B
Engineer/Operations Manager	18	\$ 61,971.40	\$ 74,366.11	B

NON-UNION STAFF SCHEDULE FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 21,168	\$ 25,400	\$ 29,634	A
Library Assistant	4	\$ 23,393	\$ 28,072	\$ 32,750	A
Accounting/Computer Technician	7	\$ 30,072	\$ 36,086	\$ 42,099	A
Animal Control Officer	8	\$ 36,886	\$ 44,265	\$ 51,642	B
Technical Assistant	8	\$ 36,886	\$ 44,265	\$ 51,642	B
Human Resources Assistant	9	\$ 34,502	\$ 41,402	\$ 48,303	A
Senior Center Coordinator	9	\$ 34,502	\$ 41,402	\$ 48,303	A
Public Health Nurse	9	\$ 34,502	\$ 41,402	\$ 48,303	A
Sanitarian	9	\$ 39,431	\$ 47,317	\$ 55,203	B
Tobacco Control Program Coordinator	9	\$ 34,502	\$ 41,402	\$ 48,303	A
Youth Services Coordinator	9	\$ 34,502	\$ 41,402	\$ 48,303	A
Information Technology Specialist	10	\$ 41,951	\$ 50,341	\$ 58,732	B
Outreach Worker	10	\$ 36,707	\$ 44,048	\$ 51,389	A
Public Safety Communications Supervisor	11	\$ 44,495	\$ 53,394	\$ 62,292	B

UNION LABORER SCHEDULE (AFSCME) FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Custodian	3	\$ 24,072	\$ 28,887	B
Laborer	3	\$ 24,072	\$ 28,887	B
Building Services Custodian	4	\$ 26,603	\$ 31,925	B
Driver	4	\$ 26,603	\$ 31,925	B
Meter Reader/Laborer	4	\$ 26,603	\$ 31,925	B
HMEO	5	\$ 29,135	\$ 34,962	B
HMEO/Garage Attendant	5	\$ 29,135	\$ 34,962	B
Maintenance Craftsperson	6	\$ 31,666	\$ 37,999	B
SHMEO/Laborer	6	\$ 31,666	\$ 37,999	B
Stockkeeper/Department Service Worker	6	\$ 31,666	\$ 37,999	B
Lead Custodian	7	\$ 34,198	\$ 41,037	B
Lead Custodian/Maintenance Worker	7	\$ 34,198	\$ 41,037	B
Mason	7	\$ 34,198	\$ 41,037	B

A = 35 hr week, B = 40 hr week, C = 37.5 week

1/17/06

Mechanic	9	\$	39,237	\$	47,084	B
Working Foreman	10	\$	41,745	\$	50,093	B

UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.) FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>	
Children's Librarian	10	\$	36,526.15	\$ 43,831.16	A
Reference Librarian	10	\$	36,526.15	\$ 43,831.16	A
Young Adult/Reference Librarian	10	\$	36,526.15	\$ 43,831.16	A
Branch Librarian	11	\$	38,741.46	\$ 46,489.10	A
Chief of Children's Services	13	\$	43,171.00	\$ 51,804.98	A
Tecnology Librarian	13	\$	43,171.00	\$ 51,804.94	A
Coordinator of Public Services	14	\$	45,386.31	\$ 54,462.93	A
Coordinator of Technical Services	14	\$	45,386.31	\$ 54,462.93	A

NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>	
Pre-Professional Children's Librarian	9	\$	34,502	\$ 41,402	A
Pre-Professional Reference Librarian	9	\$	34,502	\$ 41,402	A

UNION FIRE SCHEDULE (IAFF, Local 1637) FY 06

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Firefighter	\$682.06	\$829.84
Lieutenant	\$962.62	\$1,051.20
Captain	\$1,198.37	\$1,250.93

UNION PATROLMAN SCHEDULE (BPPA)FY 06

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Police Officer	\$ 688.88	\$ 838.14

UNION POLICE SUPERIORS SCHEDULE FY 06

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Police Sergeant	\$963.97	\$1,070.85
Police Lieutenant	\$1,127.72	\$1,252.89
Police Captain	\$1,319.42	\$1,465.89

UNION PUBLIC SAFETY DISPATCH SCHEDULE (IAFF, Local 1637) FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Public Safety Dispatcher	7	\$ 610.44	\$ 732.53	C

NON-UNION PUBLIC SAFETY SCHEDULE FY 06

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Parking Control Officer	3	\$21,167.60	\$25,400.47	\$29,634.42	A
Reserve Public Safety Dispatcher	7	\$16.53	\$ -	\$19.83	A
Crossing Guard	1	\$9.19	\$11.02	\$12.86	

Changes made in FY 06 Pay and Classification Plan
From January 1, 2005 to January 1, 2006

- 1) Payroll Techn. Title changed to Payroll Coord.and upgraded frm 7 to 8
- 2) Asst.Town Accountant replaces Staff Accountant and is upgraded to 13
- 3) New position - Resident Engineer at grade 13
- 4) Custodian, Bldg Services, upgraded to grade 4 from grade 3
- 5) Technology Librarian upgraded from a grade 11 to grade 13
- 6) Grade 8 Adm Asst at 40 already on chart - upgrade for Community Development
- 7) Sr Planner chg to Economic Dev and Planning Mgr, grade 19
- 8) Highway Operations Manager, grade 15 (replaces Asst. Hghwy Supt, gr16 removed 1st yr.)
- 9) Library Asst. - non union staff - added to grade 4
- 10) Driver - non union grade 4 moved to union grade 4 (COA - no longer grant position)