

Town of Belmont
Position Classification and Compensation Plan
July 1, 2006 (FY 07)

Title Changes through January 1, 2007

MANAGEMENT SCHEDULE FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>
Assistant Town Clerk	13	\$ 51,070	\$ 61,284	\$ 71,498
Assistant Town Accountant	13	\$ 51,070	\$ 61,284	\$ 71,498
DPW Business Manager	13	\$ 51,070	\$ 61,284	\$ 71,498
Assistant Health Director	14	\$ 53,690	\$ 64,429	\$ 75,167
Public Safety Operations Manager	14	\$ 53,690	\$ 64,429	\$ 75,167
Highway Operations Manager	15	\$ 56,311	\$ 67,573	\$ 78,835
Information Systems Manager	15	\$ 56,311	\$ 67,573	\$ 78,835
Planning Coordinator	15	\$ 56,311	\$ 67,573	\$ 78,835
Cemetery Superintendent	16	\$ 58,906	\$ 70,687	\$ 82,469
Council on Aging Director	16	\$ 58,906	\$ 70,687	\$ 82,469
Recreation Director	16	\$ 58,906	\$ 70,687	\$ 82,469
Assistant Fire Chief	17	\$ 61,526	\$ 73,832	\$ 86,137
Assistant Police Chief	17	\$ 61,526	\$ 73,832	\$ 86,137
Assistant Town Administrator	17	\$ 61,526	\$ 73,832	\$ 86,137
Assessing Administrator	18	\$ 64,147	\$ 76,976	\$ 89,805
Health Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Library Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Manager, Buildings and Facilities	18	\$ 64,147	\$ 76,976	\$ 89,805
Human Resource Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Town Accountant	18	\$ 64,147	\$ 76,976	\$ 89,805
Highway Division Director	19	\$ 66,767	\$ 80,120	\$ 93,474
Economic Development and Planning Mgr	19	\$ 66,767	\$ 80,121	\$ 93,474
Water Superintendent	21	\$ 72,007	\$ 86,408	\$ 100,810
Director of Community Development	22	\$ 74,603	\$ 89,524	\$ 104,444
DPW Director*	22	\$ 74,603	\$ 89,524	\$ 104,444
Fire Chief*	22	\$ 74,603	\$ 89,524	\$ 104,444
General Manager, Light Department*	22	\$ 74,603	\$ 89,524	\$ 104,444
Police Chief*	22	\$ 74,603	\$ 89,524	\$ 104,444

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

UNION ADMINISTRATIVE AND CLERICAL SCHEDULE (SEIU) FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 21,695.23	\$ 26,033.60	A
Clerk I --Assessors	4	\$ 23,975.88	\$ 28,771.29	A
Library Assistant I	4	\$ 23,975.88	\$ 28,771.28	A
Administrative Secretary	5	\$ 30,008.74	\$ 36,011.52	B
Administrative Secretary	5	\$ 26,257.66	\$ 31,510.08	A
Clerk II - Accounts Payable	5	\$ 30,008.74	\$ 36,011.52	B
Clerk II--Billing	5	\$ 26,257.66	\$ 31,510.08	A
Clerk II - Cashier	5	\$ 26,257.66	\$ 31,510.08	A
Clerk II--Dispatch	5	\$ 26,257.66	\$ 31,510.08	A
Clerk II--Excise	5	\$ 26,257.66	\$ 31,510.08	A
Clerk II--Parking	5	\$ 26,257.66	\$ 31,510.08	A
Library Assistant II	5	\$ 26,257.66	\$ 31,510.08	A
Library Assistant II--Technical Services	5	\$ 26,257.66	\$ 31,510.08	A
Administrative Assistant I	6	\$ 28,539.43	\$ 34,246.65	A
Administrative Assistant I	6	\$ 32,616.49	\$ 39,139.02	B
Clerk II--Real Estate	6	\$ 32,616.49	\$ 39,139.02	B
Recreation Program Coordinator	6	\$ 28,539.43	\$ 34,246.65	A
Administrative Assistant II	7	\$ 35,224.23	\$ 42,267.96	B
Administrative Assistant II	7	\$ 30,821.20	\$ 36,985.44	A
Assessment Technician	7	\$ 30,821.20	\$ 36,985.44	A

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Administrative Assistant III	8	\$ 33,080.68	\$ 39,696.37	A
Administrative Assistant III	8	\$ 37,805.85	\$ 45,367.92	B
Billing Supervisor	8	\$ 37,805.85	\$ 45,367.92	B
Circulation Supervisor	8	\$ 33,080.68	\$ 39,696.37	A
Office Supervisor	8	\$ 33,080.68	\$ 39,696.37	A
Payroll Coordinator	8	\$ 33,080.68	\$ 39,696.37	A
Social Worker	8	\$ 33,080.68	\$ 39,696.37	A
Transportation Coordinator	8	\$ 33,080.68	\$ 39,696.37	A
Recreation Program Supervisor	9	\$ 35,362.07	\$ 42,434.48	A
Assistant Director/Council on Aging Prog Coord	11	\$ 39,903.70	\$ 47,883.77	A
Foreman	12	\$ 48,211.49	\$ 57,853.57	B
Inspection & Enforcement Officer	12	\$ 48,211.49	\$ 57,853.57	B
Assistant Assessing Administrator	13	\$ 44,466.13	\$ 53,359.13	A
Assistant Town Treasurer/Collector	13	\$ 44,466.13	\$ 53,359.13	A
Grounds Superintendent	13	\$ 50,818.75	\$ 60,982.50	B
Meter Supervisor	13	\$ 50,818.75	\$ 60,982.50	B
Operations Foreman	13	\$ 50,818.75	\$ 60,982.50	B
Resident Engineer	13	\$ 50,818.75	\$ 60,982.51	B
Shop Foreman	13	\$ 50,818.75	\$ 60,982.50	B
Waterworks Construction Supervisor	13	\$ 50,818.75	\$ 60,982.50	B
Electrical Insp./Chief Substation Operator	15	\$ 56,033.28	\$ 67,240.38	B
Assistant Water Superintendent	16	\$ 58,616.02	\$ 70,339.22	B
Line Superintendent	16	\$ 58,616.02	\$ 70,339.22	B
Engineer/Operations Manager	18	\$ 63,830.54	\$ 76,597.09	B

NON-UNION STAFF SCHEDULE FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 21,803	\$ 26,162	\$ 30,523	A
Library Assistant	4	\$ 24,095	\$ 28,914	\$ 33,733	A
Accounting/Computer Technician	7	\$ 30,974	\$ 37,169	\$ 43,269	A
COA Volunteer Coordinator	7	\$ 30,974	\$ 37,169	\$ 43,269	A
Animal Control Officer	8	\$ 37,993	\$ 45,593	\$ 53,191	B
Technical Assistant	8	\$ 37,993	\$ 45,593	\$ 53,191	B
Human Resources Assistant	9	\$ 35,537	\$ 42,644	\$ 49,752	A
Senior Center Coordinator	9	\$ 35,537	\$ 42,644	\$ 49,752	A
Public Health Nurse	9	\$ 35,538	\$ 42,644	\$ 49,752	A
Sanitarian	9	\$ 40,614	\$ 48,737	\$ 56,859	B
Tobacco Control Program Coordinator	9	\$ 35,538	\$ 42,644	\$ 49,752	A
Youth Services Coordinator	9	\$ 35,538	\$ 42,644	\$ 49,752	A
Administrative Coordinator	10	\$ 37,808	\$ 45,370	\$ 52,931	A
Information Technology Specialist	10	\$ 43,210	\$ 51,851	\$ 60,494	B
Outreach Worker	10	\$ 37,808	\$ 45,370	\$ 52,931	A
Public Safety Communications Supervisor	11	\$ 45,830	\$ 54,996	\$ 64,161	B
GIS Coordinator	12	\$ 48,445	\$ 58,140	\$ 67,830	B

UNION LABORER SCHEDULE (AFSCME) FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Custodian	3	\$ 24,794	\$ 29,754	B
Laborer	3	\$ 24,794	\$ 29,754	B
Building Services Custodian	4	\$ 27,401	\$ 32,883	B
Driver	4	\$ 27,401	\$ 32,883	B
Meter Reader/Laborer	4	\$ 27,401	\$ 32,883	B
HMEO	5	\$ 30,009	\$ 36,011	B
HMEO/Garage Attendant	5	\$ 30,009	\$ 36,011	B
Maintenance Craftsperson	6	\$ 32,616	\$ 39,139	B
SHMEO/Laborer	6	\$ 32,616	\$ 39,139	B
Stockkeeper/Department Service Worker	6	\$ 32,616	\$ 39,139	B
Lead Custodian	7	\$ 35,224	\$ 42,268	B
Lead Custodian/Maintenance Worker	7	\$ 35,224	\$ 42,268	B
Mason	7	\$ 35,224	\$ 42,268	B
Mechanic	9	\$ 40,414	\$ 48,497	B

Working Foreman

10

\$

42,997

\$

51,596

B

UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.) FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Children's Librarian	10	\$ 37,621.93	\$ 45,146.09	A
Reference Librarian	10	\$ 37,621.93	\$ 45,146.09	A
Young Adult/Reference Librarian	10	\$ 37,621.93	\$ 45,146.09	A
Library Generalist	11	\$ 39,903.70	\$ 47,883.77	A
Chief of Children's Services	13	\$ 44,466.13	\$ 53,359.13	A
Tecnology Librarian	13	\$ 44,466.13	\$ 53,359.09	A
Coordinator of Public Services	14	\$ 46,747.90	\$ 56,096.82	A
Coordinator of Technical Services	14	\$ 46,747.90	\$ 56,096.82	A

NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Pre-Professional Children's Librarian	9	\$ 35,538	\$ 42,644	A
Pre-Professional Reference Librarian	9	\$ 35,538	\$ 42,644	A

UNION FIRE SCHEDULE (IAFF, Local 1637) FY 07

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Firefighter	\$702.52	\$854.74
Lieutenant	\$991.50	\$1,082.74
Captain	\$1,234.32	\$1,288.46

UNION PATROLMAN SCHEDULE (BPPA)FY 07

<u>Position</u>	<u>Min Salary</u>	<u>Max Salary</u>
Police Officer	\$ 709.55	\$ 863.28

UNION POLICE SUPERIORS SCHEDULE FY 07

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Police Sergeant	\$992.89	\$1,102.98
Police Lieutenant	\$1,161.55	\$1,290.48
Police Captain	\$1,359.00	\$1,509.87

UNION PUBLIC SAFETY DISPATCH SCHEDULE (IAFF, Local 1637) FY 07

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Public Safety Dispatcher	7	\$ 628.75	\$ 754.51	C

NON-UNION PUBLIC SAFETY SCHEDULE FY 07

<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	\$21,802.63	\$26,162.48	\$30,523.46	A
Reserve Public Safety Dispatcher	7	\$17.02	\$ -	\$20.43	A
Crossing Guard	1	\$9.47	\$11.35	\$13.24	