

## POSITION CLASSIFICATION AND COMPENSATION PLAN

**July 1, 2007 (FY 08)**

Title Changes through January 1, 2008

**MANAGEMENT SCHEDULE FY 08 - 5% Range  
Movement**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>
Assistant Town Clerk	13	\$ 53,624	\$ 64,349	\$ 75,073
Assistant Town Accountant	13	\$ 53,624	\$ 64,349	\$ 75,073
DPW Business Manager	13	\$ 53,624	\$ 64,349	\$ 75,073
Assistant Health Director	14	\$ 56,375	\$ 67,650	\$ 78,925
Public Safety Operations Manager	14	\$ 56,375	\$ 67,650	\$ 78,925
Highway Operations Manager	15	\$ 59,127	\$ 70,952	\$ 82,776
Information Systems Manager	15	\$ 59,127	\$ 70,952	\$ 82,776
Planning Coordinator	15	\$ 59,127	\$ 70,952	\$ 82,776
Cemetery Superintendent	16	\$ 61,852	\$ 74,222	\$ 86,592
Council on Aging Director	16	\$ 61,852	\$ 74,222	\$ 86,592
Recreation Director	16	\$ 61,852	\$ 74,222	\$ 86,592
Assistant Fire Chief	17	\$ 64,603	\$ 77,523	\$ 90,444
Assistant Police Chief	17	\$ 64,603	\$ 77,523	\$ 90,444
Assistant Town Administrator	17	\$ 64,603	\$ 77,523	\$ 90,444
Assessing Administrator	18	\$ 67,354	\$ 80,825	\$ 94,295
Health Director	18	\$ 67,354	\$ 80,825	\$ 94,295
Library Director	18	\$ 67,354	\$ 80,825	\$ 94,295
Manager, Buildings and Facilities	18	\$ 67,354	\$ 80,825	\$ 94,295
Highway Division Director	19	\$ 70,105	\$ 84,126	\$ 98,147
Economic Development and Planning Mgr	19	\$ 70,105	\$ 84,126	\$ 98,147
Human Resource Director	20	\$ 72,834	\$ 87,427	\$ 101,999
Town Accountant	20	\$ 72,834	\$ 87,427	\$ 101,999
Water Superintendent	21	\$ 75,607	\$ 90,729	\$ 105,851
Director of Community Development	22	\$ 78,333	\$ 94,000	\$ 109,666
DPW Director*	22	\$ 78,333	\$ 94,000	\$ 109,666
Fire Chief*	22	\$ 78,333	\$ 94,000	\$ 109,666
General Manager, Light Department*	22	\$ 78,333	\$ 94,000	\$ 109,666
Police Chief*	22	\$ 78,333	\$ 94,000	\$ 109,666

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

**UNION ADMINISTRATIVE AND CLERICAL  
SCHEDULE (SEIU) FY 08 - 5%**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 22,779.99	\$ 27,335.28	A
Clerk I --Assessors	4	\$ 25,174.68	\$ 30,209.85	A
Library Assistant I	4	\$ 25,174.68	\$ 30,209.85	A
Administrative Secretary	5	\$ 31,509.18	\$ 37,812.09	B
Administrative Secretary	5	\$ 27,570.54	\$ 33,085.58	A
Clerk II - Accounts Payable	5	\$ 31,509.18	\$ 37,812.10	B
Clerk II--Billing	5	\$ 27,570.54	\$ 33,085.58	A
Clerk II - Cashier	5	\$ 27,570.54	\$ 33,085.58	A
Clerk II--Dispatch	5	\$ 27,570.54	\$ 33,085.58	A
Clerk II--Excise	5	\$ 27,570.54	\$ 33,085.58	A
Clerk II--Parking	5	\$ 27,570.54	\$ 33,085.58	A
Library Assistant II	5	\$ 27,570.54	\$ 33,085.58	A
Library Assistant II--Technical Services	5	\$ 27,570.54	\$ 33,085.58	A

Administrative Assistant I	6	\$	29,966.40	\$	35,958.98	A
Administrative Assistant I	6	\$	34,247.32	\$	41,095.98	B
Clerk II--Real Estate	6	\$	34,247.32	\$	41,095.98	B
Recreation Program Coordinator	6	\$	29,966.40	\$	35,958.98	A
Administrative Assistant II	7	\$	36,985.44	\$	44,381.36	B
Administrative Assistant II	7	\$	32,362.26	\$	38,834.71	A
Assessment Technician	7	\$	32,362.26	\$	38,834.71	A

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>		<u>Max Salary</u>	<u>Schedule</u>
Administrative Assistant III	8	\$	34,735.05	\$	41,680.80	A
Administrative Assistant III	8	\$	39,696.30	\$	47,636.40	B
Billing Supervisor	8	\$	39,696.30	\$	47,636.31	B
Circulation Supervisor	8	\$	34,734.71	\$	41,681.19	A
Office Supervisor	8	\$	34,734.71	\$	41,681.19	A
Payroll Coordinator	8	\$	34,734.71	\$	41,681.19	A
Social Worker	8	\$	34,734.71	\$	41,681.19	A
Transportation Coordinator	8	\$	34,734.71	\$	41,681.19	A
Recreation Program Supervisor	9	\$	37,130.18	\$	44,556.21	A
Assistant Director/Council on Aging Prog Coord	11	\$	41,898.89	\$	50,277.96	A
Foreman	12	\$	50,622.07	\$	60,746.25	B
Inspection & Enforcement Officer	12	\$	50,622.07	\$	60,746.25	B
Assistant Assessing Administrator	13	\$	46,689.44	\$	56,027.09	A
Assistant Town Treasurer/Collector	13	\$	46,689.44	\$	56,027.09	A
Grounds Superintendent	13	\$	53,359.69	\$	64,031.63	B
Meter Supervisor	13	\$	53,359.69	\$	64,031.63	B
Operations Foreman	13	\$	53,359.69	\$	64,031.63	B
Resident Engineer	13	\$	53,359.69	\$	64,031.63	B
Shop Foreman	13	\$	53,359.69	\$	64,031.63	B
Waterworks Construction Supervisor	13	\$	53,359.69	\$	64,031.63	B
Electrical Insp./Chief Substation Operator	15	\$	58,834.94	\$	70,602.40	B
Assistant Water Superintendent	16	\$	61,546.82	\$	73,856.18	B
Line Superintendent	16	\$	61,546.82	\$	73,856.18	B
Engineer/Operations Manager	18	\$	67,022.07	\$	80,426.95	B

**NON-UNION STAFF SCHEDULE FY 08 - 5% Range  
Movement**

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>		<u>Mid Salary</u>		<u>Max Salary</u>		<u>Schedule</u>
Office Assistant	3	\$	22,893	\$	27,470	\$	32,049		A
Library Assistant	4	\$	25,300	\$	30,360	\$	35,420		A
Administrative Secretary	5	\$	27,520	\$	32,615	\$	38,171		A
Accounting/Computer Technician	7	\$	32,523	\$	39,027	\$	45,432		A
COA Volunteer Coordinator	7	\$	32,523	\$	39,027	\$	45,432		A
Animal Control Officer	8	\$	39,893	\$	47,873	\$	55,851		B
Technical Assistant	8	\$	39,893	\$	47,872	\$	55,851		B
Human Resources Assistant	9	\$	37,314	\$	44,776	\$	52,240		A
Senior Center Coordinator	9	\$	37,314	\$	44,776	\$	52,240		A
Public Health Nurse	9	\$	37,315	\$	44,776	\$	52,240		A
Sanitarian	9	\$	42,645	\$	51,174	\$	59,702		B
Tobacco Control Program Coordinator	9	\$	37,315	\$	44,776	\$	52,240		A
Youth Services Coordinator	9	\$	37,315	\$	44,776	\$	52,240		A
Administrative Coordinator	10	\$	39,698	\$	47,639	\$	55,578		A
Information Technology Specialist	10	\$	45,371	\$	54,444	\$	63,519		B
Outreach Worker	10	\$	39,698	\$	47,639	\$	55,578		A
Public Safety Communications	11	\$	48,122	\$	57,746	\$	67,369		B

Supervisor					
GIS Coordinator	12	\$	50,867	\$	61,047
				\$	71,222
					B

**UNION LABORER SCHEDULE  
(AFSCME) FY 08 - 5%**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>		
Custodian	3	\$	26,034	\$	31,241	B
Laborer	3	\$	26,034	\$	31,241	B
Building Services Custodian	4	\$	28,771	\$	34,527	B
Driver	4	\$	28,771	\$	34,527	B
Meter Reader/Laborer	4	\$	28,771	\$	34,527	B
HMEO	5	\$	31,509	\$	37,812	B
HMEO/Garage Attendant	5	\$	31,509	\$	37,812	B
Maintenance Craftsperson	6	\$	34,247	\$	41,096	B
SHMEO/Laborer	6	\$	34,247	\$	41,096	B
Stockkeeper/Department Service Worker	6	\$	34,247	\$	41,096	B
Lead Custodian	7	\$	36,985	\$	44,381	B
Lead Custodian/Maintenance Worker	7	\$	36,985	\$	44,381	B
Mason	7	\$	36,985	\$	44,381	B
Mechanic	9	\$	42,435	\$	50,922	B
Working Foreman	10	\$	45,147	\$	54,175	B

**UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.) FY 08 - 5%**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>		
Children's Librarian	10	\$	39,503.03	\$	47,403.40	A
Reference Librarian	10	\$	39,503.03	\$	47,403.40	A
Young Adult/Reference Librarian	10	\$	39,503.03	\$	47,403.40	A
Library Generalist	11	\$	41,898.89	\$	50,277.96	A
Chief of Children's Services	13	\$	46,689.44	\$	56,027.09	A
Technology Librarian	13	\$	46,689.44	\$	56,027.04	A
Coordinator of Public Services	14	\$	49,085.30	\$	58,901.66	A
Coordinator of Technical Services	14	\$	49,085.30	\$	58,901.66	A

**NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE FY 08 -5% range movement**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>		
Pre-Professional Children's Librarian	9	\$	37,314	\$	44,776	A
Pre-Professional Reference Librarian	9	\$	37,314	\$	44,776	A

**UNION FIRE SCHEDULE (IAFF, Local 1637) FY 08 - 5%**

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Firefighter	\$737.65	\$896.61
Lieutenant	\$1,040.06	\$1,135.78
Captain	\$1,294.79	\$1,351.58

**UNION PATROLMAN SCHEDULE  
(BPPA)FY 08**

<u>Position</u>	<u>Min Salary</u>	<u>Max Salary</u>		
Police Officer	\$	745.02	\$	906.45

**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 08**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Public Safety Dispatcher	7	\$ 660.19	\$ 792.23	C

**NON-UNION PUBLIC SAFETY SCHEDULE FY 08 -  
5% range movement**

<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	\$22,892.76	\$27,470.61	\$32,049.63	A
Reserve Public Safety Dispatcher	7	\$17.88	\$19.66	\$21.45	A
Crossing Guard	1	\$9.94	\$11.92	\$13.91	