

DRAFT

CLASSIFICATION AND COMPENSATION PLAN
Effective July 1, 2008

ADMINISTRATIVE-CLERICAL-LIBRARY

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
ACL-1	Hourly	14.63	17.19	19.75
Recreation Clerk				
ACL-2	Hourly	16.33	19.19	22.05
Account Clerk Department Clerk Library Assistant Senior Recreation Clerk Utility Account Clerk				
ACL-3	Hourly	18.52	21.76	25.00
Branch Library Assistant Circulation Assistant Senior Account Clerk Senior Department Clerk Senior Library Assistant				
ACL-4	Hourly	20.00	23.50	27.00
Administrative Assistant Collections Assistant Retirement Assistant Treasury Assistant				
ACL-5	Hourly	21.38	25.12	28.86
Assistant Town Clerk Human Resources Assistant Senior Administrative Assistant Senior Circulation/Administrative Assistant Technical Services Assistant				
ACL-6	Hourly	22.12	25.99	29.86
Finance Assistant				
ACL-7	Hourly	23.60	27.73	31.86
Executive Assistant to the Town Manager				

TRADES-CRAFTS-LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
TCL-1	Hourly	14.43	16.96	19.48
Building Custodian				
TCL-2	Hourly	16.30	19.15	22.00
Building Maintenance Custodian Laborer/Truck Driver				
TCL-3	Hourly	17.93	21.07	24.20
Building Systems Custodian Cemetery Specialist Equipment Operator Park & Tree Specialist Water/Sewer System Maintainer				
TCL-4	Hourly	20.07	23.59	27.10
Equipment/Line Operator Master Mechanic Park & Tree Specialist (Aerial) Senior Park & Tree Specialist				
TCL-5	Hourly	22.22	26.11	30.00
Cemetery Supervisor Crew Leader Senior Master Mechanic Treatment Systems Operator				
TCL-6	Hourly	24.96	29.33	33.70
Fleet Supervisor				
TCL-7	Hourly	27.70	32.55	37.40
Public Works Supervisor				

MANAGERIAL-PROFESSIONAL

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

Grade Number & Class Title	Minimum	Mid-Point	Maximum	
MP-1	Annual	39,724	48,662	57,600
Aquatics Supervisor				
Engineering Aide				
Engineering Technician				
Field Lister				
Recreation Supervisor				
Special Collections Assistant				
MP-2	Annual	44,828	54,914	65,000
Assistant Aquatics Coordinator				
Assistant Local Inspector				
Assistant Natural Resources Administrator				
Budget Analyst				
COA Program Supervisor				
Environmental Health Inspector				
Information Systems Assistant				
Office Accountant				
Public Health Inspector				
Senior Engineering Technician				
Staff Librarian				
Utility Software Coordinator				
Water Conservation Coordinator				
MP-3	Annual	52,897	64,799	76,700
Assistant Human Resources Director				
Assistant Public Works Engineer				
Assistant to the Water/Sewer Superintendent				
Assistant Town Accountant/Retirement System Administrator				
Aquatics Coordinator				
Branch Librarian				
Circulation Supervisor				
Civil Engineer				
Energy Services/Communications Administrator				
Environmental & Regulatory Compliance Coordinator				
Fitness Coordinator				
GIS Program Coordinator				
Local Inspector				
Management Analyst				
Senior Planner				
Supervisor of Children's Services				

MP-4	Annual	56,552	69,276	82,000
Assistant Recreation Director				
Budget & Purchasing Administrator				
Business Administrator				
Council on Aging Administrator				
Curator				
Environmental Services Program Administrator				
Natural Resources Administrator				
Operations Engineer				
Public Services Coordinator				
Public Works Engineer				
Technical Services Coordinator				
Technology Administrator				
Telecommunications Coordinator				

MP-5	Annual	60,828	74,514	88,200
Assistant Library Director				
Deputy Fire Chief				
Deputy Treasurer/Collector				
Highway & Grounds Superintendent				
Police Lieutenant				
Public Health Administrator				
Town Clerk				

MP-6	Annual	67,034	82,117	97,200
Building Commissioner				
Deputy Police Chief				
Human Resources Director				
Town Accountant				
Town Appraiser				
Town Engineer				
Water/Sewer Superintendent				

MP-7	Annual	76,759	94,030	111,300
Director of Planning & Land Management				
Library Director				
Recreation Director				

MP-8	Annual	85,517	104,759	124,000
Assistant Town Manager				
Fire Chief				
Police Chief				
Public Works Director				

MP-9	Annual	93,724	114,812	135,900
Finance Director				

ELECTRICAL LABOR

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
EL-1 Meter Reader	Hourly	16.15	18.98	21.80
EL-2 Line Worker, Grade 3 Meter Technician	Hourly	19.70	23.15	26.60
EL-3 Line Worker, Grade 2 Utility Electrician	Hourly	24.20	26.62	29.04
EL-4 Lineworker, Grade 1	Hourly	29.28	32.21	35.14
EL-5 Lead Lineworker	Hourly	30.83	33.92	37.00
EL-6 Line Supervisor	Hourly	33.33	36.67	40.00

ELECTRICAL MANAGEMENT

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
EM-1 Meter Supervisor	Annual	54,148	63,624	73,100
EM-2 Electrical Engineer	Annual	62,148	73,024	83,900
EM-3 Assistant CMLP Director Engineering & Operations Manager	Annual	73,926	86,863	99,800
EM-4 CMLP Director	Annual	99,926	117,413	134,900

SWIM & FITNESS

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
SF-1 Swim/Fitness Specialist	Hourly	11.00	26.50	42.00