

APPENDIX D
PERSONNEL BY-LAWS AND WAGE AND CLASSIFICATION PLAN

NON-UNION WAGE SCALE, N SCHEDULE
Effective 7/1/11 (1.0% Adjustment)

Grade	1	2	3	4	5
N-1	33,824	34,840	35,885	36,963	38,069
N-2	36,806	37,909	39,048	40,219	41,426
N-3	37,175	38,289	39,438	40,622	41,841
N-4	40,453	41,665	42,915	44,201	45,529
N-5	44,415	45,748	47,120	48,533	49,990
N-6	48,768	50,231	51,738	53,290	54,888
N-7	53,547	55,154	56,807	58,512	60,268
N-8	58,795	60,560	62,375	64,247	66,173
N-9	63,216	64,854	66,552	68,425	70,480
N-10	70,885	73,011	75,201	77,457	80,251
N-11	77,830	80,165	82,571	85,047	87,597
N-12	81,643	84,093	86,643	89,218	91,891
N-13	85,457	88,019	90,661	93,381	96,183
N-14	93,832	96,647	99,547	102,533	105,609
N-15*					

Grade	6	7	8	9	10
N-1	39,211	40,389	41,600	42,847	44,134
N-2	42,667	43,947	45,266	46,625	48,023
N-3	43,096	44,388	45,720	47,091	48,504
N-4	46,894	47,860	49,750	51,241	52,780
N-5	51,489	52,753	54,625	56,263	57,952
N-6	55,965	58,232	59,979	61,778	63,631
N-7	62,076	63,938	65,855	67,833	69,866
N-8	68,160	70,203	72,311	74,478	76,714
N-9	72,594	74,770	77,014	79,300	81,645
N-10	81,772	84,639	87,868	89,391	92,486
N-11	90,225	92,932	95,722	98,591	101,551
N-12	94,647	97,486	101,003	103,422	106,684
N-13	99,069	102,040	106,284	108,253	111,816
N-14	108,778	112,040	114,917	118,863	122,431
N-15					140,000

N-1	Secretary, Fire – PT	N-8	Recreation Director
N-1	Sr Clerk, Health – PT	N-9	Police Lieutenant
N-1	Sr Clerk, Public Buildings – PT	N-10	Library Director
N-2	Administrative Asst – Y/S PT	N-11	Public Buildings Director
N-3	Outreach Coordinator	N-12	DPW Director
N-3	Administrative Asst – Police	N-13	Asst Town Administrator/Human Resources Director
N-3	Computer Technician	N-13	Finance Director/Town Accountant
N-3	Human Resources Assistant	N-13	Fire Chief
N-3	Recreation Program Asst – PT	N-14	Police Chief
N-5	Exec Asst to Town Administrator	N-15	* Town Administrator - Pending FY 12 Contract Negotiation

2011 Annual Town Meeting Warrant

Wayland, Massachusetts

GROUP: NON-UNION – BUILDING INSPECTORS
Effective: July 1, 2011 (1.0% Adjustment)

STEP	1	2	3	4	5
	21.28	22.35	23.46	24.63	25.89

Gas & Plumbing Inspector (PT) Wiring Inspector (PT)

GROUP: NON-UNION SUBSTITUTE NURSES
Effective: July 1, 2011 (1.0% Adjustment)

Hourly
26.80

GROUP: NON UNION - PUBLIC SAFETY
Effective: July 1, 2011 (1.0% Adjustment)

	Annually	Per Day	Hourly
Traffic Supervisors	7452		
Traffic Supervisor Substitute	--	42.70	
Special Police Matrons	--		18.99
Call Firefighters	--		18.99
Call Firefighter Coordinator	--		20.25
Paramedic	--		19.70
Police Custodian (PT)	--		15.15
Police Intern	--		9.83

GROUP: NON-UNION - ON-CALL DISPATCHERS
Effective: July 1, 2011 (1.0% Adjustment)

	Year 1	Year 2	Year 3	Year 4
On-call Dispatcher	17.92	18.75	19.57	20.40

GROUP: NON-UNION - HOURLY LIBRARY CLERKS
Effective: July 1, 2011 (1.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	14.36	14.69	15.02	15.33	15.62	15.95	16.25	16.54	16.87	17.19	17.47	17.80	18.13	18.43	18.74

GROUP: NON-UNION - HOURLY LIBRARY PART-TIME WEEKEND
PROFESSIONALS
Effective: July 1, 2011 (1.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10	11	12
	22.62	23.14	23.45	23.86	24.27	24.67	25.11	25.50	25.94	26.33	26.74	27.15

GROUP: NON-UNION - LIBRARY PAGES
Effective: July 1, 2011 (1.0% Adjustment)

Step	Year 1	Year 2	Year 3
	8.51	9.04	9.53

GROUP: NON-UNION - VETERANS' AGENT
Effective: July 1, 2011 (1.0% Adjustment)

	Annual
Veterans' Agent	3,793

GROUP: NON-UNION SEASONAL – MISCELLANEOUS
Effective: July 1, 2010 (0% adjustment)

	Year 1	Year 2	Year 3
Seasonal Laborer	12.01	12.61	13.21
Landfill Clerk	12.14		

GROUP: NON-UNION – SEASONAL – MISCELLANEOUS

Effective: July 1, 2011 (0% adjustment)

	Year 1	Year 2	Year 3	Year 4
Beach Director	18.00	18.54	19.10	19.67
Beach Supervisor	12.75	13.13	13.53	13.93
Beach Head Lifeguard/ Water Safety Instructor	11.50	11.85	12.20	12.57
Senior Lifeguard	10.50	10.82	11.14	11.47
Substitute Lifeguard	10.00			
Jr Lifeguard/Swim Aide/Gateguard	9.00	9.27	9.55	9.83
Snack Bar Supervisor	10.50	10.82	11.14	11.47
Snack Bar I	9.50	9.79	10.08	10.38
Snack Bar II	8.50	8.76	9.02	9.29

GROUP: NON-UNION – SEASONAL – SUMMER DAY PROGRAMS

Effective: July 1, 2011 (0% adjustment)

	Year 1	Year 2	Year 3	Year 4
Program Coordinator	18.00	18.54	19.10	19.67
Program Director	15.00	15.45	15.91	16.39
Assistant Director/Lead Teacher	13.00	13.39	13.79	14.21
Assistant Teacher	12.00	12.36	12.73	13.11
Sr Counselor	11.00	11.33	11.67	12.02
Counselor	9.50	9.79	10.08	10.38
Substitute Counselor	9.00			
Junior Counselor	8.00	8.24	8.49	8.74

GROUP: LIBRARY

Effective: July 1, 2010 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
L-1	34,389	35,421	36,485	37,579	38,706	39,867	41,062	42,295	43,563	44,871
L-2	37,139	38,254	39,401	40,584	41,800	43,054	44,347	45,676	47,047	48,458
L-3	40,112	41,316	42,555	43,833	45,146	46,502	47,896	49,334	50,814	52,338
L-4	43,321	44,620	45,959	47,338	48,758	50,220	51,727	53,279	54,878	56,524
L-5	46,786	48,189	49,635	51,124	52,658	54,238	55,865	57,540	59,267	61,044
L-6	50,528	52,045	53,606	55,214	56,870	58,577	60,333	62,144	64,008	65,928
L-7	54,572	56,209	57,896	59,633	61,421	63,264	65,162	67,116	69,129	71,203
LC	32,948	34,173	35,393	36,687	38,037	39,804				

L-1 - Library Assistant - Circulation

L-4 - Bibliographic Services Librarian

L-4 - Reference Librarian

L-1 - Library Assistant – Children's

L-4 - Library Administrative Assistant

L-5 - Children's Librarian

L-2 - Library Associate - Periodicals

L-4 - Computer Specialist/Ref Librarian

L-7 - Assistant Director

L-3 - Assistant Children's Librarian

L-4 - Head of Circulation

LC - Custodian

GROUP: AFSCME

Effective: July 1, 2009 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
G-1	33,971	34,991	36,041	37,122	38,235	39,383	40,564	41,781	43,034	45,207
G-2	36,687	37,787	38,922	40,089	41,293	42,531	43,807	45,121	46,475	48,821
G-3	39,626	40,812	42,036	43,298	44,598	45,935	47,312	48,732	50,196	52,729
G-4	42,793	44,078	45,399	46,762	48,165	49,610	51,097	52,632	54,210	56,947
G-5	46,215	47,603	49,030	50,502	52,016	53,576	55,184	56,844	58,545	61,499
G-6	49,915	51,413	52,954	54,543	56,181	57,866	59,600	61,388	63,231	66,423
G-7	54,565	56,201	57,888	59,625	61,413	63,256	65,154	67,108	69,121	72,609
G-7A	57,021	58,732	60,494	62,309	64,178	66,104	68,087	70,129	72,233	75,878
G-8	59,479	61,262	63,100	64,993	66,943	68,952	71,020	73,151	75,345	79,149
G-9	64,830	66,777	68,778	70,843	73,816	75,156	77,412	79,734	82,125	86,271
G-10	70,667	72,786	74,970	77,218	79,535	81,921	84,379	86,911	89,518	94,036
G-15	41,650	44,066	45,279	46,679	48,044	50,618	52,067	53,558	55,096	58,982

G-3 – Administrative Assessor

G-6 – Recreation Program Adm

G-8 – Conservation Administrator

G-8 – Youth & Family Serv Dir

G-5 – Assistant Assessor

G-6 - Solid Waste Facility Supt

G-8 – DPW Hwy/TS Supt

G-9 – Assessing Director

G-5 – Assistant Youth Director

G-7 –Council on Aging Director

G-8 – DPW Water Supt

G-9 – Building Commissioner

G-5 – Sanitarian/Health Agent

G-7 - GIS Analyst

G-8 – IT Manager

G-9 – Health Director

G-5 – Water Treat Plant Mgr

G-7A – DPW Parks Supt

G-8 – Town Planner

G-9 - Treasurer/Collector

G-6 – Accountant

G-7A – Public Health Nurse

G-8 – Town Surveyor

G-15 – Community Health Nurse

G-6 - Local Building Inspector

GROUP: SEIU

Effective: July 1, 2010 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
C-10	29,756	30,648	31,569	32,515	33,490	34,495	35,529	36,595	37,694	39,409
C-12	32,137	33,102	34,093	35,117	36,170	37,254	38,372	39,524	40,709	42,563
C-13	33,432	34,435	35,469	36,532	37,629	38,758	39,919	41,118	42,352	44,278
C-14	34,778	35,823	36,897	38,004	39,143	40,317	41,528	42,774	44,057	46,061
C-15	36,121	37,204	38,321	39,471	40,654	41,874	43,131	44,425	45,757	47,840
CD	33,587	37,469	39,123	40,776	42,432	44,086	46,428			

C-12 – Senior Clerk

C-15 – Finance Assistant, Accounting

C-13 – Principal Clerk

C-15 – Finance Assistant, Benefits

C-14 – Department Assistant

C-15 – Finance Assistant, Payroll

C-15 – Assistant Town Clerk

CD - JCC Dispatcher

C-15 – Finance Assistant, Treasurer/Collector

GROUP: TEAMSTERS - DPW

Effective: July 1, 2010 (Contract Negotiations in Progress)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
D1	--	--	--	--	--	--
D2	16.65	17.25	17.87	18.51	19.17	20.26
D3	17.16	17.78	18.42	19.08	19.76	20.92
D4	17.92	18.56	19.23	19.92	20.64	21.85
D5	18.34	19.00	19.68	20.39	21.12	22.48
D6	--	--	--	--	--	--
D7	20.81	21.56	22.33	23.13	23.96	25.38
D8	21.18	21.94	22.73	23.55	24.39	25.86
D9	21.56	22.33	23.13	23.96	24.82	26.31
D10	--	--	--	--	--	--
D11	23.27	24.10	24.96	25.85	26.79	28.38

D-2 Maintenance Worker

D-3 Grounds Worker

D-4 Medium Equipment Operator

D-5 Heavy Equipment Operator

D-5 Sr Grounds Worker

D-5 Water Worker 1

D-7 Highway Working Foreman

D-7 Mechanic/Welder

D-7 Parks Working Foreman

D-7 Water Worker 2

D-8 Maintenance Mech/Welder

D-9 Lead Mechanic/Welder

D-9 Sr Foreman

D-9 Water Worker 3

D-11 Water Working Foreman

GROUP: FIRE

Effective July 1, 2009 (Contract Negotiations in Progress)

Title	Grade	Step 1	Step 2	Step 3	Step 4
Deputy/EMT	F-6E				74,647
Captain/EMT	F-5E	61,087	63,126	65,253	67,462
Lieutenant/EMT	F-4E	57,414	59,215	61,163	63,224
Elec./Mech./EMT	F-3E	54,468	56,121	58,160	60,119
Prevention Inspector/EMT	F-2E	52,829	54,545	57,322	58,174
Firefighter/EMT	F-1E	49,488	51,128	52,828	54,585

GROUP: POLICE

Effective: July 1, 2011 (0% Adjustment)

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Patrolman	P-1	35,111	46,815	49,156	51,613	54,194	55,115
Sergeant	P-2	58,103	61,008	64,058	67,261	N/A	N/A