

2016 Annual Town Meeting Wage Charts

NON-UNION WAGE SCALE, N SCHEDULE

Effective July 1, 2016 (2.0% Adjustment)

Grade	1	2	3	4	5
N-1	36,978	38,087	39,230	40,408	41,618
N-2	40,237	41,443	42,688	43,968	45,289
N-3	40,640	41,857	43,115	44,408	45,742
N-4	44,224	45,550	46,915	48,321	49,772
N-5	48,556	50,013	51,513	53,057	54,650
N-6	53,314	54,914	56,561	58,258	60,004
N-7	58,539	60,296	62,102	63,967	65,887
N-8	64,276	66,205	68,190	70,237	72,341
N-9	75,074	77,020	79,035	81,260	83,700
N-10	77,493	79,817	82,212	84,678	87,732
N-11	85,086	87,639	90,268	92,976	95,763
N-12	89,254	91,932	94,720	97,535	100,456
N-13	93,423	96,224	99,113	102,087	105,149
N-14	102,580	105,657	108,827	112,091	115,454
N-15*					

Grade	6	7	8	9	10
N-1	42,866	44,154	45,478	46,841	48,248
N-2	46,646	48,045	49,486	50,972	52,501
N-3	47,115	48,528	49,980	51,481	53,024
N-4	51,266	52,320	54,388	56,018	57,700
N-5	56,289	57,671	59,717	61,509	63,355
N-6	61,181	63,661	65,570	67,537	69,564
N-7	67,863	69,898	71,994	74,157	76,380
N-8	74,515	76,747	79,052	81,421	83,866
N-9	86,210	88,795	91,460	94,174	96,960
N-10	89,394	92,530	96,060	97,725	101,108
N-11	98,637	101,596	104,645	107,783	111,019
N-12	103,470	106,574	110,420	113,063	116,629
N-13	108,305	111,553	116,192	118,345	122,239
N-14	118,918	122,485	125,630	129,944	133,845
N-15					143,500

N-1	Secretary, Fire – PT	N-6	Financial/Research Analyst
N-1	Sr Clerk, Health – PT	N-8	Recreation Director
N-1	Asst Rec Program Coord – PT	N-9	Assistant Fire Chief
N-2	Administrative Asst Y/S – PT	N-9	Police Lieutenant
N-3	Computer Technician	N-10	Library Director
N-3	Conservation Land Mgr-PT	N-11	Public Buildings Director
N-3	Human Resources Assistant	N-12	DPW Director
N-3	Outreach Coordinator	N-13	Asst Town Administrator/Human Resources Director
N-3	Recreation Program Asst – PT	N-13	Finance Director/Town Accountant
N-3	WWMDC Account Specialist	N-13	Fire Chief
N-4	Administrative Asst – Police	N-13	Information Technology Director
N-4	Benefits Manager	N-14	Police Chief
N-5	Exec Asst to Town Administrator	N-15	* Town Administrator per contract

Pending – IT Business System Analyst

2016 Annual Town Meeting Wage Charts

GROUP: NON-UNION – BUILDING INSPECTORS

Effective: July 1, 2016 (2.0% Adjustment)

STEP	1	2	3	4	5
	23.26	24.43	25.65	26.93	28.30

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

GROUP: NON-UNION SUBSTITUTE NURSES

Effective: July 1, 2016 (2.0% Adjustment)

Hourly
29.29

GROUP: NON UNION - PUBLIC SAFETY

Effective: July 1, 2016 (2.0% Adjustment)

	Annually	Per Day	Hourly
Traffic Supervisors	8,146	--	--
Traffic Supervisor Substitute	--	46.69	--
Special Police Matrons	--	--	20.75
Call Firefighters	--	--	20.75
Call Firefighter Coordinator	--	--	22.14
Paramedic	--	--	21.53
Police Custodian (PT)	--	--	16.56
Police Intern	--	--	10.75

GROUP: NON-UNION - ON-CALL DISPATCHERS

Effective: July 1, 2016 (2.0% Adjustment)

	Year 1	Year 2	Year 3	Year 4
On-call Dispatcher	19.58	20.50	21.38	22.28

GROUP: NON-UNION - HOURLY LIBRARY CLERKS

Effective: July 1, 2016 (2.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	15.69	16.05	16.43	16.75	17.07	17.44	17.76	18.07	18.44	18.79	19.10	19.47	19.81	20.14	20.48

GROUP: NON-UNION - HOURLY LIBRARY PART-TIME WEEKEND PROFESSIONALS

Effective: July 1, 2016 (2.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10	11	12
	24.73	25.29	25.64	26.08	26.53	26.97	27.44	27.88	28.35	28.79	29.23	29.68

GROUP: NON-UNION - LIBRARY PAGES

Effective: January 1, 2016 (Minimum Wage Adjustment – 10.00/hr)

Effective: July 1, 2016 (2.0% Adjustment)

Year 1	Year 2
10.00	10.42

2016 Annual Town Meeting Wage Charts

GROUP: NON-UNION SEASONAL – MISCELLANEOUS

Effective: May 1, 2016 (2.0% Adjustment)

	Year 1	Year 2	Year 3
Seasonal Laborer	12.87	13.52	14.16
Landfill Clerk	13.00		

GROUP: NON-UNION – SEASONAL – MISCELLANEOUS

Effective: January 1, 2016 (Minimum Wage Adjustment – 10.00/hr)

Effective: May 1, 2016 (2.0% Adjustment)

	Year 1	Year 2	Year 3	Year 4
Beach Director	18.82	19.38	19.97	20.56
Asst. Beach Director	15.69	16.16	16.64	17.14
Beach Head Lifeguard/ Water Safety Instructor	12.55	12.92	13.31	--
Lifeguard	10.98	11.30	11.64	--
Gate Guard	10.46	10.79	11.12	--
Substitute Lifeguard	10.46	--	--	--
Jr. Lifeguard/Swim Aide	10.00	--	--	--
Snack Bar Supervisor	14.28	14.71	15.15	15.60
Snack Bar I	10.00	10.30	10.61	--

GROUP: NON-UNION – SEASONAL – SUMMER DAY PROGRAMS

Effective: January 1, 2016 (Minimum Wage Adjustment – 10.00/hr)

Effective: May 1, 2016 (2.0% Adjustment)

	Year 1	Year 2	Year 3	Year 4
Program Coordinator	18.82	19.38	19.97	20.56
Spec./Asst. Coordinator	15.69	16.16	16.64	17.14
Lead Teacher	13.60	14.00	14.42	--
Assistant Teacher	12.55	12.92	13.31	--
Sr. Counselor	11.51	11.88	12.24	--
Counselor	10.75	11.07	11.40	--
Substitute Counselor	10.00	--	--	--
Jr. Counselor	10.00	--	--	--

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GROUP: AFSCME 2

Effective: July 1, 2014 (1.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
C-12	34,275	35,304	36,361	37,453	38,442	39,999	41,191	42,420	43,683	45,661
C-14	37,091	38,206	39,351	40,532	42,013	43,265	44,557	45,886	47,254	49,391
C-15	38,254	39,679	40,870	42,096	43,625	44,926	46,266	47,647	49,067	51,289
CD	35,821	39,961	41,725	43,488	45,254	47,018	49,516			

Effective: July 1, 2015 (1.5% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
C-12	34,789	35,833	36,906	38,015	39,425	40,599	41,809	43,056	44,339	46,346
C-14	37,648	38,779	39,941	41,140	42,644	43,915	45,225	46,574	47,963	50,132
C-15	39,101	40,274	41,483	42,728	44,279	45,600	46,961	48,361	49,803	52,058
CD	36,358	40,561	42,351	44,141	45,933	47,724	50,259			
CDC	37,813	42,183	44,045	45,906	47,770	49,633	52,269			

Effective: July 1, 2016 (2.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
C-12	35,485	36,550	37,644	38,775	40,213	41,411	42,645	43,917	45,225	47,273
C-14	38,400	39,554	40,740	41,963	43,496	44,793	46,130	47,506	48,923	51,135
C-15	39,883	41,079	42,313	43,582	45,165	46,512	47,900	49,328	50,799	53,099
CD	37,085	41,372	43,198	45,023	46,852	48,678	51,264			
CDC	38,569	43,027	44,926	46,824	48,726	50,626	53,315			

C-12 Senior Clerk

C-14 Department Assistant

C-15 Assistant Town Clerk

C-15 Assistant Treasurer/Collector

C-15 Finance Assistant, Accounting

C-15 Finance Assistant, Payroll

CD JCC Dispatcher

CDC JCC Dispatch Coordinator

GROUP: AFSCME 1

Effective: July 1, 2014 (1.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
G-1	36,497	37,585	38,705	39,858	41,045	42,270	43,529	44,827	46,163	48,480
G-2	39,394	40,567	41,778	43,022	44,306	45,627	46,987	48,389	49,833	52,335
G-3	42,528	43,793	45,099	46,445	47,831	49,257	50,726	52,240	53,802	56,503
G-4	45,906	47,276	48,685	50,139	51,635	53,177	54,762	56,399	58,083	61,001
G-5	49,555	51,036	52,558	54,128	55,742	57,406	59,121	60,891	62,706	65,856
G-6	53,502	55,099	57,743	58,438	60,185	61,982	63,831	65,738	67,703	71,108
G-7	58,461	60,206	62,005	63,858	65,764	67,730	69,754	71,838	73,985	77,705
G-7A	60,814	62,638	64,517	66,454	68,447	70,501	72,616	74,793	77,037	80,925
G-7B	61,081	62,905	64,784	66,719	68,713	70,767	72,882	75,060	77,304	81,192
G-8	63,702	65,603	67,564	69,583	71,662	73,805	76,011	78,283	80,623	84,680
G-8A	66,568	68,556	70,604	72,714	74,887	77,126	79,431	81,806	84,251	88,491
G-9	69,409	71,485	73,619	75,821	78,993	80,422	82,826	85,304	87,854	92,276
G-10	75,367	77,628	79,957	82,354	84,825	87,370	89,991	92,692	95,472	100,291
G-15	44,420	46,997	48,291	49,784	51,240	53,985	55,531	57,120	58,761	62,905

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Effective: July 1, 2015 (1.5% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
G-1	37,045	38,149	39,286	40,455	41,661	42,904	44,182	45,499	46,856	49,207
G-2	39,985	41,175	42,404	43,667	44,971	46,311	47,692	49,115	50,580	53,120
G-3	43,166	44,450	45,775	47,141	48,549	49,996	51,487	53,024	54,609	57,351
G-4	46,595	47,985	49,416	50,891	52,410	53,974	55,584	57,245	58,954	61,916
G-5	50,299	51,801	53,346	54,940	56,579	58,267	60,008	61,805	63,646	66,844
G-6	54,604	55,926	57,594	59,314	61,087	62,911	64,788	66,724	68,719	72,174
G-7	59,338	61,109	62,935	64,815	66,751	68,746	70,801	72,915	75,095	78,871
G-7A	61,726	63,578	65,485	67,451	69,473	71,559	73,705	75,915	78,193	82,139
G-7B	61,997	63,848	65,756	67,720	69,744	71,829	73,976	76,186	78,464	82,410
G-8	64,657	66,588	68,576	70,626	72,737	74,912	77,151	79,457	81,832	85,950
G-8A	67,567	69,584	71,664	73,805	76,001	78,283	80,623	83,033	85,515	89,818
G-9	70,450	72,558	74,724	76,959	80,178	81,628	84,068	86,584	89,172	93,660
G-10	76,498	78,792	81,156	83,589	86,097	88,681	91,341	94,082	96,904	101,795
G-15	45,086	47,702	49,015	50,530	52,009	54,795	56,364	57,977	59,642	63,848

Effective: July 1, 2016 (2.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
G-1	37,786	38,912	40,071	41,265	42,494	43,762	45,066	46,409	47,793	50,191
G-2	40,785	41,999	43,252	44,541	45,870	47,237	48,646	50,097	51,592	54,182
G-3	44,030	45,339	46,691	48,084	49,520	50,996	52,516	54,084	55,701	58,498
G-4	47,526	48,945	50,404	51,909	53,458	55,053	56,695	58,390	60,133	63,155
G-5	51,305	52,837	54,413	56,038	57,710	59,432	61,208	63,041	64,919	68,181
G-6	55,390	57,044	58,746	60,500	62,309	64,170	66,084	68,058	70,093	73,618
G-7	60,525	62,331	64,194	66,112	68,086	70,121	72,217	74,374	76,597	80,448
G-7A	62,961	64,850	66,795	68,799	70,863	72,990	75,179	77,433	79,757	83,781
G-7B	63,237	65,125	67,071	69,075	71,139	73,265	75,455	77,710	80,033	84,058
G-8	65,951	67,919	69,948	72,039	74,192	76,410	78,694	81,046	83,469	87,669
G-8A	68,918	70,976	73,097	75,281	77,531	79,849	82,235	84,693	87,225	91,615
G-9	71,859	74,009	76,218	78,498	81,781	83,261	85,749	88,315	90,955	95,533
G-10	78,028	80,368	82,779	85,261	87,819	90,454	93,168	95,964	98,842	103,831
G-15	45,988	48,656	49,996	51,541	53,049	55,891	57,491	59,137	60,835	65,125

G-3 – Admin Assessor

G-4 – Rec Prog Coord

G-5 – Assistant Assessor

G-5 – Substance Abuse Pr

G-6 – Accountant

G-6 – Assistant Rec Dir

G-6 – Assistant Youth Dir

G-6 – Local Building Insp

G-6 – Sanitarian/Health Ag

G-6 – Water Treat Plant Mgr

G-7 – GIS Analyst

G-7A – Public Health Nurse

G-7B – COA Director

G-8 – Conservation Adm

G-8 – IT Manager

G-8 – Town Planner

G-8 – Town Surveyor

G-8A – Y&F Services Dir

G-9 – Assessing Dir

G-9 – Building Comm

G-9 – DPW Hwy/Parks Supt

G-9 – DPW Water Supt

G-9 – Health Director

G-9 – Treasurer/Collector

G-15 – Comm Health Nurse

2016 Annual Town Meeting Wage Charts

GROUP: LIBRARY

Effective: July 1, 2014 (1.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
L-1	36,673	37,783	38,911	40,076	41,277	42,515	43,789	45,099	46,464	47,847
L-2	39,603	40,804	42,023	43,279	44,571	45,918	47,301	48,721	50,177	51,688
L-3	42,788	44,062	45,390	46,755	48,157	49,595	51,087	52,616	54,199	55,819
L-4	46,209	47,593	49,012	50,486	51,997	53,562	55,164	56,820	58,531	60,278
L-5	49,904	51,396	52,943	54,527	56,162	57,839	59,586	61,370	63,208	65,101
L-6	53,890	55,510	57,166	58,895	60,660	62,480	64,337	66,284	68,268	70,306
L-7	58,203	59,950	61,752	63,590	65,501	67,467	69,487	71,580	73,728	75,930
LC	35,144	36,454	37,746	39,130	40,567	42,442				

GROUP: LIBRARY

Effective: July 1, 2015 (1.5% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
L-1	37,219	38,347	39,494	40,677	41,896	43,152	44,444	45,773	47,156	48,557
L-2	40,203	41,423	42,660	43,934	45,245	46,610	48,011	49,449	50,923	52,470
L-3	43,425	44,717	46,064	47,465	48,885	50,341	51,851	53,398	55,018	56,656
L-4	46,901	48,302	49,740	51,251	52,780	54,363	55,983	57,675	59,404	61,188
L-5	50,650	52,161	53,744	55,346	57,002	58,713	60,478	62,298	64,155	66,084
L-6	54,691	56,347	58,021	59,787	61,570	63,427	65,301	67,285	69,287	71,362
L-7	59,077	60,842	62,680	64,537	66,484	68,486	70,525	72,654	74,838	77,077
LC	35,672	37,000	38,311	39,712	41,168	43,079				

GROUP: LIBRARY

Effective: July 1, 2016 (2.0% Adjustment)

Step	1	2	3	4	5	6	7	8	9	10
L-1	37,965	39,112	40,277	41,496	42,734	44,008	45,336	46,683	48,103	49,522
L-2	41,005	42,260	43,516	44,808	46,155	47,538	48,976	50,432	51,943	53,526
L-3	44,299	45,609	46,992	48,412	49,868	51,342	52,889	54,473	56,111	57,785
L-4	47,848	49,267	50,742	52,270	53,836	55,455	57,112	58,822	60,588	62,408
L-5	51,670	53,199	54,818	56,456	58,149	59,896	61,680	63,536	65,447	67,413
L-6	55,783	57,476	59,186	60,988	62,808	64,701	66,612	68,632	70,671	72,782
L-7	60,260	62,062	63,937	65,829	67,813	69,852	71,945	74,110	76,331	78,624
LC	36,382	37,747	39,075	40,513	41,987	43,935				

L-1 - Library Assistant - Circulation

L-1 - Library Assistant - Children's

L-2 - Library Associate - Periodicals

L-3 - Assistant Children's Librarian

L-4 - Bibliographic Services Librarian

L-4 - Library Administrative Assistant

L-4 - Computer Specialist/Ref Librarian

L-4 - Head of Circulation

L-4 - Reference Librarian

L-5 - Children's Librarian

L-7 - Assistant Director

LC - Custodian

2016 Annual Town Meeting Wage Charts

GROUP: TEAMSTERS - DPW

Effective: July 1, 2014 (1.0% Adjustment)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
D1	--	--	--	--	--	--
D2	17.76	18.40	19.06	19.74	20.45	21.60
D3	18.30	18.97	19.64	20.35	21.08	22.31
D4	19.11	19.80	20.51	21.24	22.02	23.30
D5	19.55	20.26	21.00	21.74	22.52	23.98
D6	--	--	--	--	--	--
D7	22.20	23.00	23.81	24.66	25.56	27.07
D8	22.58	23.39	24.24	25.12	26.02	27.58
D9	23.00	23.81	24.66	25.56	26.47	28.05
D10	--	--	--	--	--	--
D11	24.82	25.70	26.62	27.57	28.56	30.27

GROUP: TEAMSTERS - DPW

Effective: July 1, 2015 (1.5% Adjustment)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
D1	--	--	--	--	--	--
D2	18.03	18.68	19.35	20.04	20.76	21.92
D3	18.57	19.25	19.93	20.66	21.40	22.64
D4	19.40	20.10	20.82	21.56	22.35	23.65
D5	19.84	20.56	21.32	22.07	22.86	24.34
D6	--	--	--	--	--	--
D7	22.53	23.35	24.17	25.03	25.94	27.48
D8	22.92	23.74	24.60	25.50	26.41	27.99
D9	23.35	24.17	25.03	25.94	26.87	28.47
D10	--	--	--	--	--	--
D11	25.19	26.09	27.02	27.98	28.99	30.72

GROUP: TEAMSTERS - DPW

Effective: July 1, 2016 (2.0% Adjustment)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
D1	--	--	--	--	--	--
D2	18.39	19.05	19.74	20.44	21.18	22.36
D3	18.94	19.64	20.33	21.07	21.83	23.09
D4	19.79	20.50	21.24	21.99	22.80	24.12
D5	20.24	20.97	21.75	22.51	23.32	24.83
D6	--	--	--	--	--	--
D7	22.98	23.82	24.64	25.53	26.46	28.03
D8	23.38	24.21	25.09	26.01	26.94	28.55
D9	23.82	24.65	25.53	26.46	27.41	29.04
D10	--	--	--	--	--	--
D11	25.69	26.61	27.56	28.54	29.57	31.33

D-2	Maintenance Worker	D-5	Sr Grounds Worker	D-8	Maintenance Mech/Welder
D-3	Grounds Worker 1	D-5	Water Worker 1	D-9	Lead Mech/Welder
D-4	Grounds Worker 2	D-7	Mechanic/Welder	D-9	Sr Foreman
D-4	Medium Equipment Operator	D-7	Highway Working Foreman	D-9	Water Worker 3
D-4	Grounds Worker 2	D-7	Parks Working Foreman	D-11	Water Working Foreman
D-5	Heavy Equipment Operator	D-7	Water Worker 2		

2016 Annual Town Meeting Wage Charts

GROUP: FIRE

Effective: July 1, 2013 (0.5% Adjustment)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				78,676
Captain	F-5E	66,311	68,343	70,541	72,735
Lieutenant	F-4E	60,835	62,700	64,717	66,850
FF/Elec/Mech/Insp	F-3E	57,786	59,497	61,608	63,636
Firefighter/EMT	F-1E	52,630	54,328	56,088	57,907

Effective: July 1, 2014 (1.5% Adjustment)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				80,255
Captain	F-5E	67,642	69,715	71,957	74,195
Lieutenant	F-4E	62,065	63,959	66,016	68,192
FF/Elec/Mech/Insp	F-3E	58,946	60,691	62,845	64,913
Firefighter/EMT	F-1E	53,687	55,419	57,214	59,069

Effective: July 1, 2015 (1.5% Adjustment)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				81,459
Captain	F-5E	68,657	70,761	73,036	75,308
Lieutenant	F-4E	62,987	64,918	67,006	69,215
FF/Elec/Mech/Insp	F-3E	59,830	61,602	63,787	65,887
Firefighter/EMT	F-1E	54,492	56,250	58,072	59,956

Effective: July 1, 2016 (1.5% Adjustment)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				82,681
Captain	F-5E	69,687	71,822	74,132	76,438
Lieutenant	F-4E	63,932	65,892	68,012	70,253
FF/Elec/Mech/Insp	F-3E	60,728	62,526	64,744	66,875
Firefighter/EMT	F-1E	55,309	57,094	58,943	60,855

Effective: January 1, 2017 (1.0% Adjustment)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				83,507
Captain	F-5E	70,383	72,540	74,873	77,202
Lieutenant	F-4E	64,571	66,550	68,691	70,955
FF/Elec/Mech/Insp	F-3E	61,334	63,151	65,391	67,544
Firefighter/EMT	F-1E	55,862	57,664	59,532	61,463

2016 Annual Town Meeting Wage Charts

GROUP: POLICE

Effective: July 1, 2014 (1.0% Adjustment)

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Patrolman	P-1	37,447	49,928	52,426	55,046	57,798	58,935
Sergeant	P-2	61,968	65,066	68,319	71,889	N/A	N/A

Effective: July 1, 2015 (1.5% Adjustment)

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Patrolman	P-1	38,008	50,677	53,212	55,872	58,665	59,819
Sergeant	P-2	62,897	66,042	69,344	72,967		

Effective: July 1, 2016 (2.0% Adjustment)

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Patrolman	P-1	38,769	51,691	54,277	56,989	59,839	61,015
Sergeant	P-2	64,155	67,363	70,731	74,426		