

NON-UNION WAGE SCALE, N SCHEDULE

Effective: July 1, 2023

3.3% market adjustment increase

Grade	1	2	3	4	5
N-1	43,440	44,745	46,086	47,470	48,891
N-2	47,270	48,687	50,148	51,653	53,204
N-3	47,743	49,174	50,651	52,169	53,737
N-4	51,953	53,511	55,116	56,767	58,471
N-5	57,042	58,754	60,516	62,330	64,203
N-6	62,633	64,512	66,444	68,439	70,491
N-7	68,772	70,834	72,957	75,147	77,402
N-8	75,509	77,775	80,106	82,512	84,984
N-9	88,195	90,482	92,848	95,463	98,328
N-10	91,037	93,765	96,580	99,477	103,065
N-11	99,956	102,956	106,045	109,226	112,499
N-12	104,853	107,999	111,275	114,581	118,013
N-13	109,750	113,040	116,435	119,929	123,528
N-14	120,508	124,124	127,847	131,683	135,632
N-15*					

Grade	6	7	8	9	10
N-1	50,359	51,873	53,426	55,027	56,680
N-2	54,799	56,442	58,135	59,881	61,677
N-3	55,350	57,010	58,715	60,479	62,292
N-4	60,226	61,465	63,894	65,809	67,784
N-5	66,129	67,751	70,155	72,258	74,427
N-6	71,874	74,787	77,032	79,340	81,721
N-7	79,723	82,115	84,578	87,117	89,729
N-8	87,537	90,161	92,867	95,651	98,525
N-9	101,279	104,314	107,445	110,633	113,905
N-10	105,018	108,702	112,850	114,804	118,779
N-11	115,876	119,352	122,935	126,621	130,422
N-12	121,554	125,201	129,718	132,823	137,013
N-13	127,234	131,049	136,498	139,028	143,603
N-14	139,701	143,891	147,585	152,656	157,238
N-15					Contract

N-1	Secretary, Fire -- PT	N-5	Exec Asst. to Town Manager	N-9	Town Engineer
N-1	Asst. Rec Program Coord. -- PT	N-6	Management Analyst	N-10	Library Director
N-2	Sr. Clerk, Health -- PT	N-7	Facilities Business Manager	N-10	Town Clerk
N-2	Administrative Asst. Y/S -- PT	N-7	Desktop Support Analyst	N-11	Public Buildings Director
N-3	IT Technician	N-8	Benefits Manager	N-12	Assessing Director
N-3	Conservation Land Mgr. -- PT	N-8	Human Resources Manager	N-12	Assistant Town Manager/Procurement
N-3	Human Resources Assistant	N-8	Network Administrator	N-13	DPW Director
N-3	Outreach Coordinator - PT	N-8	Recreation Director	N-13	Finance Director/Town Accountant
N-3	Project Coordinator - PT	N-8	IT Business Analyst	N-13	Fire Chief
N-3	Recreation Program Asst. -- PT	N-9	Assistant Fire Chief	N-13	Information Technology Director
N-4	WWMDC Account Specialist - PT	N-9	IT Senior Systems Administrator	N-14	Police Chief
N-4	Administrative Asst. -- Police	N-9	Police Lieutenant	N-15	Town Manager-per contract

GROUP: NON-UNION - PUBLIC SAFETY

Effective: July 1, 2023

	Annually	Per Day	Hourly
Traffic Supervisors	9,264	-	--
Traffic Supervisor Substitute	--	53.13	--
Special Police Matrons	--	-	23.60
Call Firefighters	--	-	23.60
Call Firefighter Coordinator	--	-	25.17
Paramedic	--	-	24.49
Police Custodian (PT)	--	-	18.83
Police Intern	--	-	15.30 Minimum

GROUP: NON-UNION - ON-CALL DISPATCHERS

Effective: July 1, 2023

	Year 1	Year 2	Year 3	Year 4
On-call Dispatcher	22.28	23.32	24.32	25.33

GROUP: NON-UNION - HOURLY LIBRARY CLERKS

Effective: July 1, 2023

Step	1	2	3	4	5	6
	17.85	18.69	19.41	20.55	22.15	23.30

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

Effective: July 1, 2023

Step	1	2	3	4	5
	28.76	29.67	30.68	31.70	33.76

GROUP: NON-UNION - LIBRARY PAGES

Effective: July 1, 2023 (Gray shading indicates Minimum Wage Adjustment.)

Minimum Wage Adjustments – Effective Jan 1, 2023 \$15.00/hr.

Year 1	Year 2
15.00	15.75

GROUP: NON-UNION –HOURLY HEALTH WORKERS

Effective: July 1, 2023 (Gray shading indicates Minimum Wage Adjustment.)

Minimum Wage Adjustments – Effective Jan 1, 2023 \$15.00/hr.

Health Assistant	15.00
Substitute Health Clerk	17.80

GROUP: NON-UNION SEASONAL – MISCELLANEOUS

Effective: May 1, 2023.

Seasonal Laborer	17.00
Landfill Clerk	17.00

GROUP: NON-UNION – SEASONAL – RECREATION AND SUMMER CAMPS

Effective: Jan 1, 2023

Minimum Wage Adjustments made - Effective Jan 1, 2023 \$15.00/hr.

Gray shading indicates changes.

Grade	R-1	R-2	R-3	R-4	R-5	R-6	R-7	R-8	R-9	R-10
Hourly Rate	15.00	16.25	16.50	17.00	18.00	20.00	25.00	27.00	36.00	42.00
R-1	Counselor		R-3	Recreation Admin.		R-6	Asst. Director			
R-1	Gate Guard		R-3	Park Ranger		R-6	Health Care Supervisor			
R-1	Swim Instructor		R-3	Intern		R-7	Program Director			
R-1	Snack Bar Staff		R-4	Lifeguard		R-8	Beach Director			
R-1	Sport Coach		R-4	Specialist I		R-8	Ski Director			
R-1	Facility Monitor		R-4	Sailing Instructor II		R-9	Camp Nurse			
R-2	Senior Counselor		R-4	Water Safety Instructor (WSI)		R-9	Lifeguard Instructor			
R-2	Snack Bar Manager		R-5	Head Lifeguard		R-10	Special Instructor			
R-2	Boating Instructor I		R-5	Specialist II		R-10	Certified Referee			

***Additional \$1.00 per hour for each season of Recreation service in the same position, with no break in years of service, and upon satisfactory performance evaluation. Maximum +\$3. At the Recreation Director’s discretion, a candidate may receive the years of service credit based upon prior related experience and/or certifications**

GROUP: AFSCME

**Effective: July 1, 2023
Retention Step**

3.3% market adjustment increase

STEP	1	2	3	4	5	6	7	8	15	20
G-1	47,857	49,451	51,108	52,809	54,567	56,385	58,262	60,202	61,707	63,251
G-2	49,702	51,342	53,052	54,803	56,610	58,479	60,409	62,402	63,962	65,561
G-3	54,854	56,648	58,500	60,412	62,387	64,426	66,532	68,708	70,425	72,186
G-4	59,225	61,161	63,161	65,226	67,358	69,559	71,834	74,182	76,036	77,937
G-5	63,938	66,028	68,189	70,420	72,723	75,102	77,560	80,097	82,099	84,151
G-6	69,009	71,271	73,607	76,022	78,513	81,087	83,746	86,492	88,654	90,870
G-7	75,424	77,894	80,446	83,081	85,802	88,613	91,515	94,512	96,875	99,297
G-7A	78,452	81,036	83,704	86,460	89,307	92,247	95,284	98,421	100,882	103,404
G-7B	78,794	81,376	84,042	86,795	89,639	92,576	95,609	98,742	101,210	103,741
G-8	82,162	84,858	87,642	90,517	93,487	96,553	99,721	102,992	105,567	108,207
G-8A	85,871	88,686	91,593	94,596	97,697	100,900	104,208	107,624	110,315	113,072
G-9	89,539	92,474	95,505	98,635	101,867	105,206	108,654	112,215	115,020	117,895
G-10	97,238	100,425	103,716	107,115	110,625	114,251	117,995	121,862	124,909	128,032
G-15	58,724	60,986	63,334	65,774	68,307	70,938	73,670	76,508	78,420	80,381

G-1	Department Assistant	G-2	Dept Assistant Public Health	G-2	Assistant Treasurer/Collector
G-2	Finance Assistant Payroll	G-2	DPW Administrative Coordinator	G-2	Finance Assistant Accounting
G-3	JCC Dispatcher	G-3	Administrative Assessor	G-4	Conservation Land Mgr
G-4	JCC Dispatcher Coordinator	G-4	Assistant Town Clerk	G-4	Recreation Program Coordinator
G-5	Assistant Assessor	G-5	Clinician Y&S Services	G-6	Accountant
G-6	Local Building Inspector	G-6	Assistant Recreation Director	G-6	Sanitarian/Health Agent
G-6	DPW Business Manager	G-6	Land Use Coordinator	G-6	School Nurse Leader/CHN
G-7	Project Manager	G-7	Town Surveyor	G-7	Assistant Youth Dir/Clin Supervisor
G-7	GIS Analyst	G-7A	Public Health Nurse	G7B	Waste Water Treat/Comp Manager
G-7B	Water Treat/Comp Manager	G-7B	COA Director	G-8	Town Planner
G-8	Youth and Family Svcs Director	G-8	Conservation Administrator	G-8	IT Business System Analyst
G-9	Building Commissioner	G-9	Heath Director	G-9	DPW Hwy/Park/TS Superintendent
G-9	Treasurer/Collector	G-9	Assessing Director	G-9	DPW Water Superintendent
G-15	Community Health Nurse				

GROUP: LIBRARY

Effective: July 1, 2022 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
L-1	43,184	44,464	45,824	47,163	48,600	50,074	51,549	53,102	54,713	56,324
L-2	46,639	48,036	49,492	50,986	52,462	54,053	55,703	57,372	59,080	60,846
L-3	50,365	51,880	53,432	55,043	56,712	58,401	60,148	61,952	63,816	65,737
L-4	54,403	56,032	57,682	59,449	61,215	63,078	64,941	66,901	68,901	70,977
L-5	58,750	60,517	62,340	64,204	66,125	68,105	70,162	72,259	74,413	76,664
L-6	63,428	65,349	67,310	69,367	71,424	73,578	75,752	78,042	80,371	82,778
L-7	68,532	70,570	72,705	74,859	77,130	79,440	81,827	84,272	86,795	89,396
LC	41,379	42,932	44,427	46,057	47,745	49,977				

- L-1 - Library Assistant – Children’s
- L-2 - Library Asst – Circulation
- L-2 - Library Associate - Periodicals
- L-4 - 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-5 - Business Manager
- L-7 - Assistant Director
- LC - Custodian

GROUP: TEAMSTERS - DPW

Effective: July 1, 2022 (Contract Negotiations in Progress)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	15 Years	25 Years
D1	--	--	--	--	--	--	--
D2	20.91	22.06	23.19	24.31	25.43	25.94	26.20
D3	21.55	22.71	23.90	25.07	26.25	26.77	27.04
D4	22.50	23.73	24.97	26.20	27.44	27.98	28.27
D5	23.01	24.31	25.61	26.92	28.23	28.79	29.09
D6	24.58	25.94	27.31	28.68	30.05	30.65	30.96
D7	26.14	27.56	29.00	30.43	31.88	32.51	32.83
D8	26.60	28.05	29.53	31.01	32.47	33.12	33.46
D9	27.09	28.57	30.04	31.69	33.03	33.69	34.03
D10	28.17	29.70	32.31	33.85	34.33	35.01	35.36
D11	29.22	30.82	32.42	34.02	35.63	36.35	36.71
D12	31.69	33.42	35.13	36.86	38.63	39.69	39.80
D13	32.43	34.21	35.99	37.77	40.60	40.62	40.74

- D-2 Maintenance Worker
- D-3 Grounds Worker 1
- D-4 Grounds Worker 2
- D-4 Medium Equipment Operator
- D-4 Grounds Worker 2
- D-5 Heavy Equipment Operator
- D-5 Sr. Grounds Worker
- D-6 Heavy Equip Op Transfer Station
- D-7 Mechanic/Welder
- D-7 Mechanic/Welder Transfer Station
- D-7 DPW Working Foreman
- D-8 Mainten Mech/Welder/Water Worker 1
- D-9 Lead Mech/Welder/Sr. Foreman
- D-10 Water Worker 2
- D-11 Operations Supervisor Transfer
- D-12 Water Worker 3
- D-13 Water Working Foreman

GROUP: FIRE

Effective: July 1, 2022 (Contract Negotiations in Progress)

		Step 1	Step 2	Step 3	Step 4	15 Years	25 Years
Deputy	F-6E				94,968	97,817	100,752
Captain	F-5E	80,043	82,496	85,149	87,797	90,431	93,144
Lieutenant	F-4E	73,433	75,684	78,119	80,693	83,114	85,608
FF/Elec/Mech/Insp	F-3E	69,752	71,818	74,366	76,814	79,118	81,492
Firefighter/EMT	F-1E	63,529	65,578	67,703	69,898	71,995	74,155

GROUP: POLICE

Effective: July 1, 2022 (Contract Negotiations in Progress)

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 15	Step 25
Patrolman	P-1	49,138	61,723	64,811	68,050	71,453	73,768	75,981	78,261
Sergeant	P-2	76,607	80,438	84,459	89,983	--	--	92,682	95,463

Title	Grade	Step 1	Step 15	Step 25
Detective	D-1	80,181	82,586	85,064
Detective Sergeant	D-2	97,787	100,720	103,742