



2021 ANNUAL TOWN MEETING

Saturday, May 15, 2021

12:30 P.M.

TOWN OF WAYLAND SPONSORED HANDOUTS

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MESSAGE FROM TOWN MODERATOR - Inclement Weather Procedures

Should weather conditions cause a temporary suspension or complete postponement of Town Meeting please note the following procedures.

1. Unless the meeting is completely postponed DO NOT LEAVE THE AREA, proceed to the Field House and follow all directions from Town Staff. Depending on conditions as they develop, decisions will be made and you will be kept advised.
2. Children involved in the Town Meeting day care, will be taken to the Cafeteria.
3. PLEASE HOLD ON TO YOUR ELECTRONIC VOTING HANDSET. IF THE MEETING IS COMPLETELY POSTPONED OR IF YOU DECIDE TO LEAVE THE MEETING, BE SURE TO LEAVE YOUR HANDSET IN AN APPROPRIATE CONTAINER. CONTAINERS WILL BE AT ALL EXITS. The Town is responsible for these handsets and all must be accounted for at the end of the meeting.
4. Please turn your seat over if you leave because of inclement weather. This will make it easier to dry the seats when the meeting begins again.
5. In case of lighting the field must be cleared. Proceed to the Field House where you will receive further instructions..

COVID-19/Turf Protocols

Face Coverings/Masks

All those attending or working/participating at Town Meeting should wear face coverings/masks at all times. This includes from the time you exit your car until you are seated. In addition, face coverings/masks should be worn anytime you are not seated. Staff who are assisting attendees will wear face coverings/masks at all times.

Pre-Entry Health Check

Anyone who is ill or experiencing cold symptoms should not attend Town Meeting, and should stay home and contact their primary care physician. A questionnaire is printed on the next page for individuals to assess their health prior to entering the Town Meeting area.

Parking

Parking spaces will be marked with cones at every other parking space to provide separation between cars for arrival. Cones will be removed as the lots fill in.

Bus Transportation

Bus transportation will be provided if the High School parking lots become full. Face coverings/masks must be worn by passengers and only designated seats may be occupied. Windows are to remain open on the bus.

Social/Physical Distancing

All attendees, workers and participants at Town Meeting, when not seated, are to follow physical distancing guidelines and provide at least 6 feet of space between themselves and others.

- There will be physical barriers for check in areas. Please do not cross any physical barriers.
- Please maintain 6 feet of distance when waiting in line. There will be visual physical distancing markers to allow you to remain 6 feet from the next person where we anticipate that lines may form (e.g., lines for equipment if applicable, checkout lines, lines to use the restroom).
- There will be directional pathways to manage the flow of foot traffic and to minimize contact (e.g., one-way entrance and exits, one-way pathways). These will be clearly visible and should be followed.
- Seating will be by household and will be configured to ensure at least 6 feet of distance between groups and space to allow for travel between groups.

Signage

Signage will be posted throughout the High School grounds that will explain physical distancing and face covering protocols.

Food and Water

Single serve snacks and water bottles will be available outside of the turf field seating area (snacks are not allowed in the turf field seating area). Bottled water can be brought into the turf field seating area. No beverages other than water are allowed.

Hand Sanitizing Stations

Hand sanitizing stations will be provided by the Town. Hand sanitizer is not allowed on the field. This will be strictly enforced as hand sanitizer destroys the turf.

Bathroom Use

The Town will provide at least 2 areas with bathrooms. Signage will be provided at bathroom entranceways with public bathroom use protocols. Face coverings/masks are required. Field House COVID-19 bathroom capacity will be posted and no more than the capacity will be allowed inside the bathroom to maintain proper physical distancing.

Microphone Use

Detailed protocols for microphone can be viewed on the next page. In addition to stationary microphones, as is customary, there will be at least one boom microphone that can be brought to speakers.

Departure from Town Meeting

Once Town Meeting has concluded, areas will be dismissed in sections to prevent a large crowd gathering.

Mosquito Repellent Protocols

Attendees should apply mosquito repellent, if they wish, before they arrive at Town Meeting.

Microphone Use Protocols

- Microphones will have a wind/pop shield to reduce any “spray effect”.
- There will be 3 (three) standalone microphones (in favor, opposed, procedural). No podiums will be available for people to rest their hands or put materials on.
- Microphones will be located at end of 20-foot wide aisles with markings every 6 feet to help maintain distance while waiting in line.
- A boom mic operated by staff will be brought to people who are unable to get to the standing microphones. Cleaning and disinfecting procedures will be followed.



TOWN OF WAYLAND ANNUAL TOWN MEETING

May 15, 2021 ERRATA SHEET

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Page 4, second to last item listed

Article 20. CPA – Historic Preservation: Library Archival Document Conservation ~~70~~ 72

ARTICLE 10: FISCAL YEAR 2022 OMNIBUS BUDGET

Page 42, line 32

Approved FY 2021 total Schools FTEs ~~460.84~~ 436.49

Page 45, line 68

Approved FY 2021 Grand Total FTEs ~~643.13~~ 618.78

ARTICLE 12: CPA-SET ASIDES AND TRANSFERS

Page 58, second to last paragraph that begins with “Reservation”

Reservation to Fund Mainstone: The ~~2017~~ 2016 annual Town Meeting voted to...

ARTICLE 14: ACCEPT SPENCER CIRCLE

Page 62, line that begins with “Quantum of Vote”

QUANTUM OF VOTE: Majority. See Massachusetts General Laws, Chapter ~~31~~ 41, Section 81Y

May 15, 2021 Annual Town Meeting Errata Sheet

Key to Revisions: ~~Strike through~~ indicates deletions, underlining indicates added text

MOVER: STEVE CORREIA (FINANCE COMMITTEE)

MOTION- 2021 ATM

ARTICLE 10: FISCAL YEAR 2022 OMNIBUS BUDGET

MOTION NO. 1:

I MOVE YOU SIR:

“That each and every numbered item set forth in the Finance Committee’s Budget for Fiscal Year 2022 starting on page 39 be voted, granted and appropriated as an expenditure for the several purposes and uses set forth in said budget establishing a total budget of \$ 93,307,412 which sum shall be expended only for the purposes shown under the respective boards, committees and offices of the Town; and, of the total sum so appropriated \$87,865,380 shall be raised by taxation, \$374,400 shall be provided by transfer from Ambulance receipts, \$3,703,119 shall be provided from Water revenue, \$200,000 shall be provided from Water Certified Retained Earnings, \$631,244 shall be provided from Wastewater Revenues, \$51,410 shall be provided by Wastewater Certified Retained Earnings and \$481,859 shall be provided by transfer from the following funds:

\$ 2,134.00	from Council on Aging Revolving Fund
\$ 374,388.00	from Water Enterprise Fund
\$ 35,493.00	from Wastewater Enterprise Fund
\$ 59,176.00	from Recreation Revolving Fund
\$ 10,668.00	from Recreation Field Revolving Fund
\$ 0	from BASE Revolving Fund
\$ 0	from Children’s Way Revolving Fund
\$ 0	from Food Service Revolving Fund
\$ 0	from Full Day Kindergarten Revolving Fund

MOVER: KELLY LAPIN (FINANCE COMMITTEE)

MOTION – 2021 ATM

ARTICLE 10: FY 2021 OMNIBUS BUDGET – CAPITAL BUDGET

MOTION NO. 2

I MOVE YOU SIR:

“That each and every numbered item set forth in the Finance Committee’s capital budget of Fiscal Year 2022, as listed on pages 46-55 in Article 10 of the warrant for the 2021 Annual Town Meeting, in the total amount of \$6,407,500 be appropriated for equipment and vehicles acquisitions and projects for the listed departments, each of which shall be considered a separate appropriation, and of the total sum so appropriated, \$600,000 shall be raised from taxation, \$1,921,500 shall be provided by transfer from Unreserved Fund Balance, \$227,000 shall be provided from Ambulance Receipts, \$89,571 shall be provided from Surplus Bond Proceeds, \$300,000 shall be provided by Water Enterprise Fund Revenues, and, further, that the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$1,669,429 pursuant to the provisions of Massachusetts General Laws Chapter 44, Sections 7 and 8 and issues bonds and notes of the Town therefor, and further, that any premium received upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this

vote in accordance with G.L. c.44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs.

MOTION TO AMEND MOTION NO. 2

“I move to amend the motion to add capital request number 27 PFAS-6 Remediation in the Finance Committee’s capital budget of Fiscal Year 2022 under the DPW Water Enterprise Fund Requests as listed on page 10 of the Town of Wayland Town Meeting Handout packet, in total amount of \$1,600,000 be appropriated, in which \$729,588 shall be provided from Surplus Bond Proceeds and, further, that the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$870,412 pursuant to the provision of the Massachusetts General Laws Chapter 44, Sections 7 and 8 and issues bonds and notes of the Town therefor, and further, that any premium received upon the sale of any bonds or notes approved by this vote, less any premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with G.L. c.44, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs.

SURPLUS BOND PROCEEDS for Capital Request no. 27 PFAS-6 Remediation :

FY 12 PEMBERTON RD UPGRADE	42452903	\$	59,988
FY 17 STONEBRIDGE RD WATER MAIN	42454100	\$	75,226
FY 17 WATER MAIN REPLACEMENT	42454200	\$	356,056
FY 18 WATER MAIN	42454600	\$	138,318
FY 18 TRANSFER ST ACCESS ROAD	40495900	\$	100,000
Total		\$	729,588

Majority vote required for Motion 1– *see Massachusetts General Laws Chapter 40, Section 5; Chapter 44, Section 53 F1/2 and Chapter 44, Section 33B.*

Two-thirds vote required for Motion 2 – Borrowing – *see Massachusetts General Laws Chapter 44, Section 2, 7 and 8.*

Proposed Capital Budget - Fiscal 2022				
DPW			Change	
1	Town Wide Road Reconstruction	CC \$	600,000	
2	Heavy Equipment Replacement - Dump Truck H20	B	275,000	
3	Stormwater Management	FC	50,000	
4	Sidewalk Improvements - Study & Construction	FC	50,000	
Facilities				
5	Fire Station #2 Rehab. Add'l Funding	B/SB	575,000	
6	Public Safety Building Exterior Painting & Sealing	FC	135,000	
7	Conservation Truck Replacement	FC	62,000	
8	Library Upper and Lower Level Rehab - Design	FC	50,000	
Fire				
9	Ambulance	B	345,000	
10	Breathing Air Compressor	AMB	95,000	
11	Fire Vehicle - Car 2	AMB	67,000	
12	Extrication Tools	AMB	65,000	
Information Technology				
13	Network and Wireless Elementary Schools	FC	320,000	
14	Public Safety Records Management CAD Software	FC	285,000	
JCC				
15	Public Safety Radio System Replacement	FC	350,000	
Police				
16	In-Car Video Recording Equipment Replacement	FC	50,000	
Schools				
17	Middle School Corridor Repair: Carpet with Floor Tiles & Locker Replacement	B	564,000	
18	Replacement of Student Storage Systems	FC	152,100	
19	Middle & High School Voice Lift System	FC	115,000	
20	School Space Study and Construction	FC	100,000	
21	Replacement of Fire Alarm Control Panel/Smoke Detector	FC	87,400	
22	Happy Hollow Chair Lift	FC	75,000	
23	Loker Egress Doors	FC	40,000	
24	Elementary School Feasibility Instructional Spaces	FC	0	
DPW Water Enterprise Fund				
25	Heavy Equipment Replacement - Utility Truck W-9	WR	200,000	
26	Water Main - Design & Construction	WR	100,000	
27	PFAS6 Remediation in Town's Drinking Water Supply	B/SB	1,600,000	1,600,000
TOTAL BUDGET			\$ 4,807,500	\$ 6,407,500
SUMMARY OF FUNDING SOURCES				
BORROWING (within the levy)	B	\$ 1,669,429	\$ 2,539,841	
CASH CAPITAL (FY22 taxation)	CC	600,000		
FREE CASH (unspent funds from prior years)	FC	1,921,500		
SURPLUS BONDS (unspent bond proceeds)	SB	89,571	819,159	
AMBULANCE FUND (ambulance fees)	AMB	227,000		
WATER REVENUE (water fees)	WR	300,000		
TOTAL FUNDING SOURCES			\$ 4,807,500	\$ 6,407,500

Key to Revisions: ~~Strikethrough~~ indicates deletions, **Highlights** indicates added text

27. Budget: Department of Public Works Water Enterprise Fund- \$1,600,000

Title: PFAS6 Remediation of Town's Drinking Water Supply	Project Advocate(s): Director, DPW
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Description: this project funds two potential short-term options: treatment and an emergency MWRA connection. The project would also include filter membrane replacements at the Baldwin Pond Treatment Plant, winterization of the treatment trailers at Happy Hollow and Chamberlain Wells, further engineering work for short term and long term options which could include an engineering study of potential sources of PFAS6. The cost also includes a potential emergency connection to the MWRA if that option is chosen by the Board of Public Works. Cost estimates at this stage are preliminary and the project may come below the \$1,600,000 total depending on the option chosen. The funds requested may also be used for additional or other work related to PFAS6 remediation as needed.

ITEM	COST
Filter Membrane Replacements	\$150,000
Winterization of Treatment Trailers x 2	\$300,000
Engineering for Short & Long Term solutions	\$150,000
MWRA Emergency Connection	\$1,000,000
TOTAL	\$1,600,000

Justification: on October 2, 2020, Massachusetts Department of Environmental Protection (MassDEP) promulgated a new drinking water regulation and maximum contaminant level (MCL) of 20 nanograms per liter (ng/L) for the sum of six per- and polyfluoroalkyl substances (called PFAS6). Results at one of the four points of entry (POE), where water enters the pipes serving the Town, exceeded the PFAS6 MCL drinking water standard for the period from January 2021 to March 2021. Because of this, the Town received a Notice of Non-Compliance (NON) from the MassDEP on April 9, 2021. Wayland must provide, to MassDEP for review and approval, a written plan of how and when the Town will come into compliance with the PFAS regulations. If the Town is unable to implement a short-term solution, then the Town must provide an alternative source of water for drinking and cooking for the sensitive population served (pregnant or nursing women, infants, and people diagnosed with a compromised immune system).

Relationship to General Plan:

History:

Source of Funds: Surplus Bonds and Borrowing	In the 5 Year Capital Plan?: No
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MOVER: LEA ANDERSON (BOS)

MOTION- 2021 ATM

ARTICLE 22: SELECT BOARD/TOWN MANAGER ACT

I MOVE YOU SIR:

that the Town vote to authorize the Board of Selectmen to petition the General Court for special legislation entitled “An Act to Create a Select Board/Town Manager Form of Government in the Town of Wayland,” the full text of which is printed as Appendix D.1 to the 2021 Annual Town Meeting warrant; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve non-substantive amendments to the bill before enactment by the General Court, and provided further that the Board of Selectmen is hereby authorized to approve such non-substantive amendments which shall be within the scope of the general public objectives of the petition authorized hereunder.

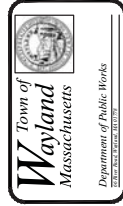
Majority vote required

(Please note that the motion language differs from the article language found in the warrant. The substance of the motion language is consistent with the warrant. The changed language clarifies the procedure for the General Court to approve of the Special Act)

General Notes
 THIS PLAN IS FOR
 ILLUSTRATIVE
 PURPOSES ONLY
 ARTICLE 24
 2021 ANNUAL TOWN
 MEETING



No.	Revision/Issue	Date



COACC
 COMMUNITY CENTER
 TOWN CENTER
 Wayland, Massachusetts

Sheet	1
DATE	
DATE	5/11/2021
SCALE	NOT TO SCALE



NON-UNION WAGE SCALE, N SCHEDULE

Effective: July 1, 2021 2% increase

Grade	1	2	3	4	5
N-1	41,027	42,259	43,526	44,833	46,175
N-2	44,644	45,982	47,362	48,783	50,248
N-3	45,091	46,442	47,837	49,271	50,752
N-4	49,067	50,538	52,054	53,613	55,223
N-5	53,873	55,490	57,154	58,867	60,636
N-6	59,153	60,928	62,753	64,637	66,575
N-7	64,951	66,899	68,904	70,972	73,102
N-8	71,314	73,454	75,656	77,928	80,263
N-9	83,295	85,455	87,690	90,159	92,865
N-10	85,979	88,556	91,214	93,950	97,339
N-11	94,403	97,236	100,153	103,158	106,249
N-12	99,028	101,999	105,093	108,215	111,457
N-13	103,653	106,760	109,966	113,266	116,665
N-14	113,813	117,228	120,744	124,367	128,097
N-15*					

Grade	6	7	8	9	10
N-1	47,561	48,991	50,458	51,970	53,531
N-2	51,755	53,306	54,905	56,554	58,250
N-3	52,275	53,843	55,453	57,119	58,831
N-4	56,880	58,050	60,344	62,153	64,018
N-5	62,455	63,987	66,257	68,244	70,292
N-6	67,881	70,632	72,752	74,932	77,181
N-7	75,294	77,553	79,879	82,277	84,744
N-8	82,674	85,152	87,708	90,337	93,051
N-9	95,652	98,519	101,476	104,487	107,577
N-10	99,184	102,663	106,580	108,426	112,180
N-11	109,438	112,721	116,105	119,586	123,176
N-12	114,801	118,245	122,511	125,444	129,401
N-13	120,165	123,768	128,915	131,304	135,625
N-14	131,940	135,897	139,386	144,175	148,502
N-15					Contract

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

GROUP: NON-UNION – BUILDING INSPECTORS

Effective: July 1, 2021 2% increase

STEP	1	2	3	4	5
	25.81	27.10	28.46	29.89	31.40

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

GROUP: NON-UNION SUBSTITUTE NURSES

Effective: July 1, 2021 2% increase

Hourly
32.50

GROUP: NON-UNION - PUBLIC SAFETY

Effective: July 1, 2021 2% increase (Gray shading indicates Internship Wage Adjustment)

	Annually	Per Day	Hourly
Traffic Supervisors	9,038	-	--
Traffic Supervisor Substitute	--	51.83	--
Special Police Matrons	--	-	23.02
Call Firefighters	--	-	23.02
Call Firefighter Coordinator	--	-	24.56
Paramedic	--	-	23.89
Police Custodian (PT)	--	-	18.37
Police Intern	--	-	15.30 Minimum

GROUP: NON-UNION - ON-CALL DISPATCHERS

Effective: July 1, 2021 2% increase

	Year 1	Year 2	Year 3	Year 4
On-call Dispatcher	21.74	22.75	23.73	24.71

GROUP: NON-UNION - HOURLY LIBRARY CLERKS

Effective: July 1, 2021

Step	1	2	3	4	5	6
	16.74	17.53	18.20	19.27	20.77	21.85

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

Effective: July 1, 2021

Step	1	2	3	4	5
	26.97	27.82	28.77	29.73	31.66

GROUP: NON-UNION - LIBRARY PAGES

Effective: July 1, 2021 (Gray shading indicates Minimum Wage Adjustment.)

Minimum Wage Adjustments – Effective Jan 1, 2021 \$13.50/hr.

Effective Jan 1, 2022 \$14.25/hr.

Year 1	Year 2
13.50	14.25

GROUP: NON-UNION –HOURLY HEALTH WORKERS

Effective: July 1, 2021 (Gray shading indicates Minimum Wage Adjustment.)

Minimum Wage Adjustments – Effective Jan 1, 2021 \$13.50/hr.

Effective Jan 1, 2022 \$14.25/hr.

	Year 1
Health Assistant	13.50
Substitute Health Clerk	17.80

GROUP: NON-UNION SEASONAL – MISCELLANEOUS

Effective: May 1, 2021

	Year 1
Seasonal Laborer	16.00
Landfill Clerk	15.00

GROUP: NON-UNION – SEASONAL – RECREATION

GROUP: NON-UNION–SEASONAL–SUMMER CAMPS

Effective: May 1, 2021

Effective: May 1, 2021

Minimum Wage Adjustments made. Gray shading indicates changes.

Effective Jan 1, 2021 \$13.50/hr. Effective Jan 1, 2022 \$14.25/hr.

	Year 1*		Year 1*
Beach / Aquatic Director	27.00	Camp/Site Director	21.00
Assistant Beach / Aquatic Director	18.00	Assistant Camp/Site Director	18.00
Water Safety Instructor I	15.50	Camp Specialist	15.50
Water Safety Instructor II	16.75	Preschool Camp Director (EEC Dir II Cert)	25.00
Swim Instructor	14.50	Preschool Asst. Camp Director (EEC Dir I Cert)	21.00
Swim Aide	14.00	Lead Camp Teacher	16.25
Boating Instructor I (Pedal, SUP, Canoe)	14.00	Senior Counselor	14.50
Boating Instructor II (Sailing, Kayak)	16.00	Counselor	13.50
Boating Instructor III	18.00	Camp Nurse / Health Care Supervisor	36.00
Head Lifeguard (Lifeguard II)	15.50		
Lifeguard	15.00		
Head Gate Guard (Gate Guard II)	13.75		
Gate Guard / Cashiers	13.50		
Snack Bar Manager	14.50		
Snack Bar Staff	14.00		
Snack Bar Cashier	13.50		

GROUP: NON-UNION – SEASONAL – REC STAFF

Effective: May 1, 2021

Minimum Wage Adjustments made. Gray shading indicates changes.

Effective Jan 1, 2021 \$13.50/hr. Effective Jan 1, 2022 \$14.25/hr.

	Year 1*
Special Instructor / Referee	42.00
Coach	13.50
Ski Director	25.00
Beach Membership / Camp Registrar	20.00
Seasonal Office Admin	16.00
Park Ranger	15.25
Gym Monitor	13.50
Recreation Intern	15.00

*Additional \$0.75 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 credit for years of service in the same role: 4 years (+\$3.00). Years of service credits will be honored between paired roles, if taking a promotion would otherwise result in being paid at a lower rate.

GROUP: AFSCME 2

Effective: July 1, 2020 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
C-12	38,613	39,745	40,952	42,177	43,755	45,036	46,392	47,766	49,195	51,422
C-14	41,769	43,032	44,312	45,649	47,320	48,712	50,160	51,664	53,223	55,618
C-15	43,365	44,683	46,020	47,413	49,120	50,605	52,109	53,668	55,265	57,752
CD	40,356	45,011	47,000	48,969	50,958	52,947	55,772			
CDC	41,928	46,821	48,869	50,918	53,006	55,075	57,999			

- | | | | |
|-------------|--------------------------------|-------------|-------------------------------|
| C-12 | Senior Clerk | C-15 | Finance Assistant, Accounting |
| C-14 | Department Assistant | C-15 | Finance Assistant, Payroll |
| C-15 | Assistant Town Clerk | CD | JCC Dispatcher |
| C-15 | Assistant Treasurer/Collector | CDC | JCC Dispatch Coordinator |
| C-15 | DPW Administrative Coordinator | | |

GROUP: AFSCME 1

Effective: July 1, 2020 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
G-1	41,119	42,328	43,607	44,888	46,243	47,598	49,027	50,494	51,979	54,597
G-2	44,368	45,686	47,060	48,434	49,900	51,386	52,907	57,564	56,119	58,941
G-3	47,913	49,306	50,791	52,314	53,854	55,470	57,121	58,830	60,593	63,618
G-4	51,701	53,242	54,838	56,453	58,142	59,869	61,651	63,507	65,420	68,687
G-5	55,803	57,474	59,201	60,964	62,765	64,659	66,569	68,557	70,618	74,163
G-6	60,240	62,060	63,897	65,809	67,777	69,801	71,879	74,034	76,224	80,085
G-7	65,828	67,795	69,837	71,899	74,070	76,261	78,545	80,902	83,334	87,511
G-7A	68,483	70,543	72,641	74,850	77,059	79,398	81,774	84,244	86,768	91,131
G-7B	68,798	70,840	72,957	75,128	77,394	79,676	82,071	84,522	87,047	91,428
G-8	71,732	73,885	76,076	78,358	80,717	83,111	85,580	88,142	90,796	95,363
G-8A	74,962	77,226	79,510	81,886	84,337	86,861	89,460	92,134	94,862	99,652
G-9	78,173	80,493	82,907	85,376	88,940	90,556	93,284	96,069	98,928	103,902
G-10	84,874	87,418	90,035	92,746	95,530	98,389	101,323	104,386	107,522	112,943
G-15	50,012	52,926	54,374	56,063	57,697	60,779	62,542	64,324	66,162	70,840

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|---------------------------------|-------------------------------------|----------------------------------|------------------------------------|
| G-3 – Admin Assessor | G-6 – Local Building Insp | G-7B – Wtr Treat/Comp Mgr | G-9 – Building Comm |
| G-4 – Rec Prog Coor | G-6 – Sanitarian/Health Ag | G-8 – Conservation Admin | G-9 – DPW Hwy/Parks/TS Supt |
| G-5 – Assistant Assessor | G-7 – Asst Yth Dir/Clin Supv | G-8 – IT Bus Sys Analyst | G-9 – DPW Water Supt |
| G-5 – Clinician | G-7 – GIS Analyst | G-8 – Town Planner | G-9 – Health Director |
| G-6 – Accountant | G-7 – Town Surveyor | G-8 – Y&F Services Dir | G-9 – Treasurer/Collector |
| G-6 – Assistant Rec Dir | G-7A – Public Health Nurse | G-9 – Assessing Dir | G-15 – Comm Health Nurse |
| G-6 – DPW Business Mgr | G-7B – COA Director | | |

GROUP: LIBRARY

Effective: July 1, 2019 (Contract Negotiations in Progress)

Step	1	2	3	4	5	6	7	8	9	10
L-1	40,495	41,696	42,970	44,226	45,573	46,956	48,339	49,795	51,306	52,816
L-2	43,735	45,045	46,410	47,811	49,195	50,687	52,234	53,799	55,401	57,057
L-3	47,229	48,649	50,105	51,615	53,180	54,764	56,402	58,094	59,842	61,643
L-4	51,015	52,543	54,090	55,747	57,403	59,150	60,897	62,735	64,610	66,557
L-5	55,091	56,748	58,458	60,206	62,007	63,864	65,793	67,759	69,779	71,890
L-6	59,478	61,279	63,118	65,047	66,976	68,996	71,035	73,182	75,366	77,623
L-7	64,264	66,175	68,177	70,197	72,327	74,493	76,731	79,024	81,390	83,829
LC	38,802	40,258	41,660	43,189	44,772	46,865				

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|---------------------------------------|---|----------------------------|----------------|
| L-1 - Library Assistant - Circulation | L-4 - Bibliographic Services Librarian | L-4 - Reference Librarian | LC - Custodian |
| 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-5 - Business Manager | |
| L-4 - Assistant Children’s Librarian | L-4 - Head of Circulation | L-7 - Assistant Director | |

GROUP: TEAMSTERS - DPW

Effective: July 1, 2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	15 Years	25 Years
D1	--	--	--	--	--	--	--
D2	20.40	21.52	22.62	23.72	24.81	25.31	25.56
D3	21.02	22.16	23.32	24.46	25.61	26.12	26.38
D4	21.95	23.15	24.36	25.56	26.77	27.30	27.58
D5	22.45	23.72	24.99	26.26	27.54	28.09	28.38
D6	23.98	25.31	26.64	27.98	29.32	29.90	30.20
D7	25.50	26.89	28.29	29.69	31.10	31.72	32.03
D8	25.95	27.37	28.81	30.25	31.68	32.31	32.64
D9	26.43	27.87	29.31	30.92	32.22	32.87	33.20
D10	27.48	28.98	31.52	33.02	33.49	34.16	34.50
D11	28.51	30.07	31.63	33.19	34.76	35.46	35.81
D12	30.92	32.60	34.27	35.96	37.69	38.72	38.83
D13	31.64	33.38	35.11	36.85	39.61	39.63	39.75

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| D-2 Maintenance Worker | D-5 Sr. Grounds Worker | D-12 Water Worker 3 |
| D-3 Grounds Worker 1 | D-7 Mechanic/Welder | D-13 Water Working Foreman |
| D-4 Grounds Worker 2 | D-7 DPW Working Foreman | |
| D-4 Medium Equipment Operator | D-8 Maintenance Mech/Welder/Water Worker 1 | |
| D-4 Grounds Worker 2 | D-9 Lead Mech/Welder/Sr. Foreman | |
| D-5 Heavy Equipment Operator | D-10 Water Worker 2 | |

GROUP: FIRE

Effective: July 1, 2019 (Contract Negotiations in Progress)

		Step 1	Step 2	Step 3	Step 4
Deputy	F-6E				89,055
Captain	F-5E	75,058	77,358	79,846	82,330
Lieutenant	F-4E	68,860	70,971	73,253	75,668
FF/Elec/Mech/Insp	F-3E	65,409	67,345	69,736	72,030
Firefighter/EMT	F-1E	59,573	61,494	63,486	65,546

GROUP: POLICE

Effective: July 1, 2021 2% increase

Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 15	Step 25
Patrolman	P-1	47,940	60,218	63,230	66,391	69,710	71,969	74,128	76,352
Sergeant	P-2	74,738	78,476	82,399	87,788	--	--	90,422	93,135

Title	Grade	Step 1	Step 15	Step 25
Detective	D-1	78,225	80,572	82,989
Detective Sergeant	D-2	95,402	98,264	101,212