

CLASSIFICATION AND COMPENSATION PLAN  
Effective July 1, 2020

**ADMINISTRATIVE-CLERICAL**

<u>Grade Number &amp; Class Title</u>		<b>Minimum</b>	<b>Mid-Point</b>	<b>Maximum</b>
<b>AC-1</b>	Hourly	17.81	21.43	25.04
Receptionist/Clerk Recreation Clerk				
<b>AC-2</b>	Hourly	19.90	23.93	27.96
Account Clerk Department Clerk Senior Recreation Clerk Utility Account Clerk				
<b>AC-3</b>	Hourly	22.57	27.14	31.70
Customer Services Representative Senior Account Clerk Senior Department Clerk				
<b>AC-4</b>	Hourly	24.38	29.32	34.26
Administrative Assistant Assistant to the Town Clerk Collections Assistant Retirement Assistant Treasury Assistant				
<b>AC-5</b>	Hourly	26.07	31.33	36.59
Human Resources Assistant Project & Procurement Coordinator Senior Administrative Assistant				
<b>AC-6</b>	Hourly	26.96	32.42	37.87
Finance Assistant Senior Human Resources Assistant				

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## TRADES-CRAFTS-LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
<b>TCL-1</b> Building Custodian	Hourly	17.59	21.26	24.93
<b>TCL-2</b> Building Maintenance Custodian	Hourly	19.86	24.01	28.16
<b>TCL-3</b> Facilities/Landscape Maintainer Maintenance & Inventory Coordinator Water/Sewer System Maintainer	Hourly	21.86	26.43	31.00
<b>TCL-4</b> Custodial Maintenance Supervisor Equipment/Line Operator Master Craftsperson	Hourly	24.46	29.60	34.73
<b>TCL-5</b> Assistant Public Works Supervisor Crew Leader Licensed Electrician/Skilled Carpenter Senior Master Mechanic Treatment Systems Operator	Hourly	27.08	32.75	38.41
<b>TCL-6</b> Senior Treatment Systems Operator	Hourly	30.42	36.79	43.16
<b>TCL-7</b> HVAC Technician Public Works Supervisor	Hourly	33.74	40.82	47.89

CLASSIFICATION AND COMPENSATION PLAN  
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**MANAGERIAL-PROFESSIONAL**

*Annual rates are controlling and are based on 52.2 weeks at 40 base hours per week;  
compensation will be prorated for part-time schedules.*

Grade Number & Class Title		Minimum	Mid-Point	Maximum
<b>MP-1</b>	<b>Annual</b>	<b>48,419</b>	<b>60,729</b>	<b>73,038</b>
Associate Engineer				
Engineering Technician				
Library Innovation & Communications Specialist <i>(added 12/1/2020, subject to ratification)</i>				
Media Technician				
Recreation Supervisor				
Station Manager				
Tourism & Visitor Services Manager				
<b>MP-2</b>	<b>Annual</b>	<b>54,642</b>	<b>68,531</b>	<b>82,420</b>
Administrative & Special Projects Coordinator				
Administrative Manager				
Administrative Systems Analyst				
Assistant Local Inspector				
Assistant Natural Resources Director				
Budget Analyst				
Energy Specialist				
Environmental Health Inspector				
Environmental & Regulatory Coordinator				
Facilities Operations Coordinator				
Field Lister				
GIS Technician/Analyst				
Information Systems Technician				
Office Accountant				
Public Health Inspector				
Water Conservation Coordinator				
<b>MP-3</b>	<b>Annual</b>	<b>64,474</b>	<b>80,866</b>	<b>97,257</b>
Assistant Assessor				
Assistant Human Resources Director				
Assistant Public Health Director				
Assistant Public Works Engineer				
Assistant Senior Services Director				
Assistant Town Accountant				
Assistant Town Clerk				
Assistant Treasurer				
Associate Financial Manager				
Childcare Services Manager				
Customer Service Supervisor				
Energy Conservation Coordinator				
Local Inspector				

***MP-3 Class Titles are continued on next page***

CLASSIFICATION AND COMPENSATION PLAN  
Effective July 1, 2020

**MANAGERIAL-PROFESSIONAL, continued**

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<b>MP-3, continued</b>	<b>Annual</b>	<b>64,474</b>	<b>80,866</b>	<b>97,257</b>
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Management Analyst  
Municipal Archivist/Records Manager  
Operations Manager  
Recreation Programs & Events Manager  
Retirement System Administrator  
Senior Budget & Operations Analyst  
Senior Environmental & Regulatory Coordinator  
Senior Information Systems Technician  
Senior Planner

<b>MP-4</b>	<b>Annual</b>	<b>68,928</b>	<b>86,452</b>	<b>103,976</b>
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Assistant Highway & Ground Superintendent  
Assistant Recreation Director  
Customer Service Administrator  
Environmental Services Program Administrator  
GIS & Application Integration Program Manager  
Operations Engineer  
Public Information & Communications Manager *(moved from MP-2 on 12-1-2020, subject to ratification)*  
Public Works Engineer

<b>MP-5</b>	<b>Annual</b>	<b>74,142</b>	<b>92,990</b>	<b>111,838</b>
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Assistant Library Director  
Assistant Town Engineer  
Budget & Purchasing Director  
Deputy Treasurer/Collector  
Director of Sustainability  
IT Services Manager  
Financial Manager/Accountant  
Natural Resources Director  
Police Lieutenant  
Public Health Director  
Senior Services Director  
Town Clerk  
Town Planner

<b>MP-6</b>	<b>Annual</b>	<b>86,092</b>	<b>107,977</b>	<b>129,861</b>
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Assistant Fire Chief  
Building Commissioner  
Facilities Director  
Highway & Grounds Superintendent  
Police Captain  
Recreation Director  
Town Accountant  
Town Assessor  
Town Engineer  
Water/Sewer Superintendent

CLASSIFICATION AND COMPENSATION PLAN  
Effective July 1, 2020

**MANAGERIAL-PROFESSIONAL, continued**

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<b>MP-7</b>	<b>Annual</b>	<b>93,559</b>	<b>117,343</b>	<b>141,127</b>
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Director of Planning & Land Management  
Human Resources Director  
Library Director

<b>MP-8</b>	<b>Annual</b>	<b>104,234</b>	<b>130,733</b>	<b>157,231</b>
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Assistant Town Manager  
Chief Information Officer  
Fire Chief  
Police Chief  
Public Works Director

<b>MP-9</b>	<b>Annual</b>	<b>114,235</b>	<b>143,278</b>	<b>172,321</b>
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Deputy Town Manager  
Chief Financial Officer  
Public Works & Engineering Director

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## ELECTRICAL LABOR

Grade Number & Class Title		Minimum	Mid-Point	Maximum
<b>EL-1</b> <i>(Reserved for future use)</i>	Hourly	19.38	23.44	27.50
<b>EL-2</b> Lineworker, Grade 3 Meter Technician	Hourly	25.20	30.48	35.75
<b>EL-3</b> Lineworker, Grade 2 Utility Electrician	Hourly	31.98	36.15	40.31
<b>EL-4</b> Lineworker, Grade 1	Hourly	39.70	44.90	50.09
<b>EL-5</b> Lead Lineworker	Hourly	41.57	47.01	52.44
<b>EL-6</b> Line Supervisor	Hourly	44.77	50.62	56.47

## ELECTRICAL MANAGEMENT

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compensation will be prorated for part-time schedules.*

Grade Number & Class Title		Minimum	Mid-Point	Maximum
<b>EM-1</b> Meter Supervisor Senior Engineering Technician	Annual	66,189	79,441	92,693
<b>EM-2</b> Electrical Engineer	Annual	84,593	101,491	118,388
<b>EM-3</b> Lead Electrical Engineer	Annual	90,885	109,095	127,305
<b>EM-4</b> Power Supply & Rates Administrator	Annual	106,190	127,408	148,625
<b>EM-5</b> Assistant CMLP Director	Annual	111,500	133,778	156,056
<b>EM-6</b> CMLP Director	Annual	128,593	154,356	180,118

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### MEDIA SPECIALISTS

<u>Grade Number &amp; Class Title</u>		Minimum	Mid-Point	Maximum
<b>MS-1</b>	Hourly	18.45	24.60	30.75
Education Coordinator Lead Producer				

### SWIM & FITNESS

<u>Grade Number &amp; Class Title</u>		Minimum	Mid-Point	Maximum
<b>SF-1</b>	Hourly	12.75	36.38	60.00
Swim/Fitness Specialist				

### HUMAN SERVICES

<u>Grade Number &amp; Class Title</u>		Minimum	Mid-Point	Maximum
<b>HS-A</b>	Hourly	12.75	21.38	30.00
Human Services Assistant				
<b>HS-1</b>	Hourly	15.63	30.32	45.00
Human Services Specialist				
<b>HS-2</b>	Hourly	15.63	28.82	42.00
Child Care/Education Specialist				

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Effective July 1, 2020

## TELECOMMUNICATIONS TECHNICIANS

<u>Grade Number &amp; Class Title</u>		Minimum	Mid-Point	Maximum
<b>TT-1</b> Telecommunications Technician	Hourly	30.10	35.36	40.62
<b>TT-2</b> Senior Telecommunications Technician	Hourly	34.40	40.44	46.47
<b>TT-3</b> Lead Telecommunications Technician	Hourly	36.12	42.46	48.80

## TELECOMMUNICATIONS MANAGEMENT

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<u>Grade Number &amp; Class Title</u>		Minimum	Mid-Point	Maximum
<b>TM-1</b> Network Administrator	Annual	75,540	88,726	101,911
<b>TM-2</b> Network Engineer Telecommunications Coordinator	Annual	86,047	101,123	116,199
<b>TM-3</b> Telecommunications Director	Annual	99,439	116,850	134,261
<b>TM-4</b> Chief Information & Technology Officer	Annual	151,816	178,397	204,977