

TOWN CLASSIFICATION PLAN FY26 - (ESTIMATED):

3.00%

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly
Assistant Town Manager/Finance Director Facilities Director Dir. of Planning & Community Dev. Director of Public Works Fire Chief Police Chief	16	116,149 63.57	120,695 66.06	125,421 68.65	130,328 71.33	135,434 74.13	140,735 77.03	146,248 80.05	152,781 83.62
Deputy DPW Director Human Resources Director	15	106,571 58.33	110,739 60.61	115,078 62.99	119,583 65.45	124,264 68.02	129,130 70.68	134,185 73.45	140,180 76.73
Town Accountant	14	97,782 53.52	101,610 55.62	105,585 57.79	109,719 60.05	114,013 62.40	118,477 64.85	123,114 67.39	128,618 70.40
Community Housing Coordinator Management Analyst - D.P.W. Management Analyst - Town Manager Sustainability Coordinator Treasurer/Collector	12	82,324 45.06	85,546 46.82	88,894 48.66	92,370 50.56	95,986 52.54	99,742 54.59	103,649 56.73	108,278 59.27
Community Social Worker Public Health Nurse Asst. Planning Director Special Projects Manager/Communications Coordinator	11	75,536 41.34	78,492 42.96	81,565 44.64	84,753 46.39	88,075 48.21	91,521 50.09	95,101 52.05	99,349 54.38
Assistant Building Inspector Financial Analyst Senior Admn. Asst/Financial Analyst (Fire Dept.) Senior Admn. Asst to Town Mgr. Technical and Network Specialist	10	69,312 37.94	72,025 39.42	74,840 40.96	77,767 42.57	80,812 44.23	83,977 45.96	87,264 47.76	91,160 49.90
Assistant Library Director Assistant Town Accountant Health Inspector HR Generalist/Benefits Coordinator Land Manager (Conservation) Staff Electrician Senior Admin. Assistant/Dept. Coordinator	9	63,602 34.81	66,089 36.17	68,672 37.59	71,359 39.06	74,153 40.59	77,052 42.17	80,068 43.82	83,646 45.78
Asst. Park, Recreation & Aquatics Director Asst. Sr. Center Dir/Outreach Coordinator Assistant Town Clerk Assistant Treasurer/Collector Associate Assessor/Data Collector Construction & Project Adm. DPW Head of Children's Services Head of Reference, Library Head of Circulation, Library Head of Technical Services, Library Housing Specialist Select Board's Office Supervisor/Inf. Officer Spec. Asst. to Facilities Director Web Developer/Systems Analyst (IT)	8	58,357 31.94	60,644 33.19	63,015 34.49	65,478 35.84	68,036 37.24	70,704 38.70	73,468 40.21	76,750 42.01
Aquatic Coordinators & Supervisors Assistant Head of Children's Services Office Supervisor Payroll Coordinator Planning & Zoning Coordinator Teen/Reference Librarian	7	53,545 29.31	55,638 30.45	57,818 31.65	60,080 32.88	62,431 34.17	64,876 35.51	67,415 36.90	70,425 38.55
Accounting Assistant/AP & Payroll Acct. Administrative Asst-DPW Adaptive Recreation Specialist Admin. Assistant, P&R - Sr. Ctr. - BOH Assessing Financial Analyst Community Preservation Coordinator Conservation Assistant Program Coordinator - P&R Program/Aquatics Coordinator - P&R Program/Youth Coordinator - P&R Programs and Publicity Coordinator - Sr. Ctr. Reference Librarian Legal Administrative Assistant Coordinator of Volunteer Programs - Sr. Ctr.	6	49,590 27.14	51,528 28.20	53,545 29.31	55,638 30.45	57,818 31.65	60,080 32.88	62,431 34.17	65,222 35.70
Building Maintenance Asst Census Administrator Department Assistant Program Assistant - Senior Center Vital Records Administrator	5	45,924 25.14	47,721 26.12	49,590 27.14	51,528 28.20	53,545 29.31	55,638 30.45	57,818 31.65	60,397 33.06
Accounting Clerk Bldg. Maint. Custodian (40 hrs/wk) Library Assistant Lead Van Driver, Senior Center Front Desk Receptionist - Senior Center Selectmen's Office Clerk II/Recording Secretary Recording Secretary	4	42,534 23.28	44,201 24.19	45,924 25.14	47,721 26.12	49,590 27.14	51,528 28.20	53,545 29.31	55,936 30.62
Clerk I Van Driver, Senior Center (FT)	3	39,397 21.56	40,935 22.41	42,534 23.28	44,201 24.19	45,924 25.14	47,721 26.12	49,590 27.14	51,807 28.36
Head Lifeguard	2	36,488 19.97	37,917 20.75	39,397 21.56	40,935 22.41	42,534 23.28	44,201 24.19	45,924 25.14	47,976 26.26
	1	33,801 18.50	35,118 19.22	36,488 19.97	37,917 20.75	39,397 21.56	40,935 22.41	42,534 23.28	44,434 24.32

*All positions listed above are 35 hours per week unless otherwise noted. Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 35 hours per week.

$$52.2 \times 35 = 1827$$