

# PAY & CLASSIFICATION PLAN

## General Pay Plan

Grade	Minimum	Midpoint	Maximum	Classification	FLSA	Grade
G1	\$43,162.88	\$58,269.88	\$73,376.89	Maintenance Worker I		G1
G2	\$45,321.02	\$61,183.38	\$77,045.73	Maintenance Worker II		G3
G3	\$47,587.07	\$64,242.54	\$80,898.02	Accounting Technician I		G4
G4	\$49,966.42	\$67,454.67	\$84,942.92	Administrative Support Specialist I		G4
G5	\$52,464.74	\$70,827.40	\$89,190.07	Human Resources Technician		G4
G6	\$55,087.98	\$74,368.78	\$93,649.57	Permit Technician		G5
G7	\$57,842.38	\$78,087.21	\$98,332.05	Accounting Technician II		G6
G8	\$60,734.50	\$81,991.57	\$103,248.65	Administrative Support Specialist II		G6
G9	\$63,771.22	\$86,091.15	\$108,411.08	Lead Maintenance Worker		G6
G10	\$66,959.79	\$90,395.71	\$113,831.64	Stormwater Technician		G6
G11	\$70,307.78	\$94,915.50	\$119,523.22	Engineering Inspector		G7
G12	\$73,823.16	\$99,661.27	\$125,499.38	Program Coordinator I		G8
G13	\$77,514.32	\$104,644.33	\$131,774.35	Executive Analyst		G9
G14	\$81,390.04	\$109,876.55	\$138,363.06	Executive Assistant		G9
G15	\$85,459.54	\$115,370.38	\$145,281.22	Human Resources Analyst		G9
G16	\$89,732.52	\$121,138.90	\$152,545.28	Operations Coordinator		G9
G17	\$98,705.77	\$133,252.79	\$167,799.81	Planner I		G9
G18	\$108,576.35	\$146,578.07	\$184,579.79	Accountant		G10
G19	\$119,433.98	\$161,235.87	\$203,037.77	Communications Specialist		G10
G20	\$131,377.38	\$177,359.46	\$223,341.54	Program Coordinator II		G10
G21	\$144,515.12	\$195,095.41	\$245,675.70	Planner II		G11
				Town Clerk		G11
				Building & Grounds Superintendent		G12
				Capital Project Manager		G13
				Economic Development Manager	Exempt	G13
				Senior Planner		G13
				Assistant Planning Director	Exempt	G16
				Human Resources Director	Exempt	G18
				Parks and Recreation Director	Exempt	G18
				Planning Director	Exempt	G18
				Public Works Director	Exempt	G18
				Town Engineer	Exempt	G18
				Finance Director	Exempt	G19
				Assistant Town Manager	Exempt	G21

## Temporary Staff Pay Plan

Title	Min Rate	Max Rate	Notes
TM Evidence Specialist	\$ 30.66	\$ 52.12	grade G9 equivalent
TM Intern	\$ 10.00	\$ 19.00	
TM Program Support Specialist I	\$ 10.00	\$ 13.00	\$0.25 /yr increase
TM Program Support Specialist II	\$ 11.00	\$ 14.00	\$0.25 /yr increase
TM Program Support Specialist III	\$ 12.50	\$ 15.50	\$0.25 /yr increase
TM Fire Battalion Chief	\$600 /month stipend		
TM Volunteer Firefighter	\$11 /call		

# PAY & CLASSIFICATION PLAN

## Public Safety Pay Plan

Grade	Minimum	Midpoint	Maximum	Classification	FLSA	Grade
PS1	\$55,946.80	\$75,528.18	\$95,109.56	Firefighter I (Cadet)		PS1
PS2	\$59,303.61	\$80,059.87	\$100,816.13	Police Cadet		PS1
PS3	\$62,861.82	\$84,863.46	\$106,865.10	Firefighter II		PS2
PS4	\$66,633.53	\$89,955.27	\$113,277.01	Police Officer I		PS2
PS5	\$70,631.55	\$95,352.59	\$120,073.63	Firefighter III		PS3
PS6	\$74,869.44	\$101,073.74	\$127,278.05	Police Officer II		PS3
PS7	\$79,361.61	\$107,138.17	\$134,914.73	Master Police Officer		PS4
PS8	\$84,123.30	\$113,566.46	\$143,009.61	Senior Police Officer		PS5
PS9	\$90,853.17	\$122,651.77	\$154,450.38	Fire Lieutenant		PS7
PS10	\$96,304.36	\$130,010.88	\$163,717.40	Police Sergeant		PS7
PS11	\$102,082.62	\$137,811.53	\$173,540.45	Fire Captain		PS8
PS12	\$108,207.57	\$146,080.22	\$183,952.88	Police Lieutenant		PS8
PS13	\$114,700.03	\$154,845.04	\$194,990.05	Fire Division Chief	Exempt	PS10
PS14	\$121,582.03	\$164,135.74	\$206,689.45	Police Captain	Exempt	PS10
				Fire Chief	Exempt	PS13
				Police Chief	Exempt	PS14

## Career Ladder Program

The Town Manager may administratively create and maintain a career ladder program for the positions identified below. Movement through the identified positions shall be based upon a standardized set of employee qualifications. Progression through steps of the career ladder shall result in 5% pay increase or to the minimum of the new range, whichever is greater.

### General Pay Plan

Maintenance Worker I > Maintenance Worker II

Accounting Technician I > Accounting Technician II

Administrative Support Specialist I > Administrative Support Specialist II

Program Coordinator I > Program Coordinator II

### Public Safety Pay Plan

Police Cadet > Police Officer I > Police Officer II > Master Police Officer > Senior Police Officer

Firefighter I (Cadet) > Firefighter II > Firefighter III