

PAY & CLASSIFICATION PLAN

General Pay Plan

Grade	Minimum	Midpoint	Maximum	Classification	FLSA	Grade
G1	\$44,199	\$59,668	\$75,138	Maintenance Worker I		G1
G2	\$46,409	\$62,652	\$78,895	Maintenance Worker II		G3
G3	\$48,729	\$65,785	\$82,840	Accounting Technician I		G4
G4	\$51,166	\$69,074	\$86,982	Administrative Support Specialist I		G4
G5	\$53,724	\$72,527	\$91,331	Human Resources Technician		G4
G6	\$56,410	\$76,154	\$95,897	Permit Technician		G5
G7	\$59,231	\$79,961	\$100,692	Accounting Technician II		G6
G8	\$62,192	\$83,960	\$105,727	Administrative Support Specialist II		G6
G9	\$65,302	\$88,157	\$111,013	Firefighter I (Cadet)		G6
G10	\$68,567	\$92,565	\$116,564	Lead Maintenance Worker		G6
G11	\$71,995	\$97,194	\$122,392	Police Cadet		G6
G12	\$75,595	\$102,053	\$128,511	Stormwater Technician		G6
G13	\$79,375	\$107,156	\$134,937	Engineering Inspector		G7
G14	\$83,343	\$112,514	\$141,684	Program Coordinator I		G8
G15	\$87,511	\$118,139	\$148,768	Executive Analyst		G9
G16	\$91,886	\$124,046	\$156,206	Executive Assistant		G9
G17	\$101,075	\$136,451	\$171,827	Human Resources Analyst		G9
G18	\$111,182	\$150,096	\$189,010	Operations Coordinator		G9
G19	\$122,300	\$165,106	\$207,911	Planner I		G9
G20	\$134,530	\$181,616	\$228,702	Accountant		G10
G21	\$147,983	\$199,778	\$251,572	Communications Specialist		G10
				Program Coordinator II		G10
				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

PAY & CLASSIFICATION PLAN

Public Safety Pay Plan

Grade	Minimum	Midpoint	Maximum	Classification	FLSA	Grade
PS1	\$57,290	\$77,341	\$97,392	Firefighter II		PS2
PS2	\$60,727	\$81,981	\$103,236	Police Officer I		PS2
PS3	\$64,371	\$86,900	\$109,430	Firefighter III		PS3
PS4	\$68,233	\$92,114	\$115,996	Police Officer II		PS3
PS5	\$72,327	\$97,641	\$122,955	Master Police Officer		PS4
PS6	\$76,666	\$103,500	\$130,333	Senior Police Officer		PS5
PS7	\$81,266	\$109,710	\$138,153	Fire Lieutenant		PS7
PS8	\$86,142	\$116,292	\$146,442	Police Sergeant		PS7
PS9	\$93,034	\$125,595	\$158,157	Fire Captain		PS8
PS10	\$98,616	\$133,131	\$167,647	Police Lieutenant		PS8
PS11	\$104,533	\$141,119	\$177,705	Fire Division Chief	Exempt	PS10
PS12	\$110,805	\$149,586	\$188,368	Police Captain	Exempt	PS10
PS13	\$117,453	\$158,561	\$199,670	Fire Chief	Exempt	PS13
PS14	\$124,500	\$168,075	\$211,650	Police Chief	Exempt	PS14

Temporary Staff Pay Plan

Title	Min Rate	Max Rate	Notes
TM Maintenance Worker	21.25	36.12	grade G1 equivalent
TM Firefighter II	20.85	35.45	grade PS2 equivalent
TM Evidence Specialist	31.40	53.37	grade G9 equivalent
TM Intern	10.00	19.00	
TM Program Support Specialist I	10.00	13.00	Up to \$0.25 /yr increase
TM Program Support Specialist II	11.00	14.00	Up to \$0.25 /yr increase
TM Program Support Specialist III	12.50	15.50	Up to \$0.25 /yr increase
TM Fire Battalion Chief			\$600 /month stipend
TM Volunteer Firefighter			\$11 /call

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