

<p style="text-align: center;"><b>Article 22</b> <b>Consolidated Personnel Bylaw Amendments</b> <b>2022 Annual Town Meeting</b></p>
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The proposed amendment to the Consolidated Personnel Bylaw 1-64 consists of the following:

1. Updated Classification of all Non-Union Positions in 1-64-340 Schedule A. The proposed changes reflect the completion of a comprehensive Classification and Compensation Plan review done in calendar year 2021. The proposed classification of positions by occupational groups and assignment to compensation grades reflected in the attached Schedule A are recommended by the Personnel Board.
2. Adoption of the General Compensation scale in 1-64-350 Schedule B. The proposed changes reflect the completion of a comprehensive Classification and Compensation Plan review done in calendar year 2021. The rates included in 1-64-350 Schedule B reflect market changes and adjustments to the previously approved FY2022 rates. Increase in compensation rates for non-union municipal employee positions effective July 1, 2022, will be the average increase of the Town's collective bargaining units for FY2023 as required by the Town Personnel Bylaw (1-64-040 H (1)).
3. Merit-Based Salary/Wage Adjustments in section 1-64-360 Schedule D. Proposed increases will reflect the average increase of the Town's collective bargaining units for FY2023 as required by the Town Personnel Bylaw (1-64-040 H (1)).
4. Non-Merit Based Salary/Wage Adjustment in section 1-64-360 Schedule D. Proposed changes reflect increases to state minimum wage.

**1-64-340      Schedule A.****Classification of Positions by Occupational Groups  
and Assignment to Compensation Grades**

<b>Grade</b>	<b>Position Title</b>
<b>1</b>	Board Secretary Cable Access Television Assistant Custodian Food Service Coordinator Library Assistant
<b>2</b>	Department Assistant Hazardous Materials Assistant Light Equipment Operator
<b>3</b>	Assistant Tax Collector Assistant Town Clerk Administrative Assistant Circulation Desk Supervisor Program Coordinator Production Coordinator Assessor's Assistant Assistant Town Accountant
<b>4</b>	Data Collector Outreach Coordinator Heavy Equipment Operator Water & Sewer Maintenance Worker Counselor Librarian Recreation Program Supervisor Animal Control Officer
<b>5</b>	Veteran's Agent Assistant Treasurer/Collector Executive Assistant Conservation Agent Health Agent Highway Supervisor Mechanic Cable Access Director Local Inspector Inspector Assistant MIS/GIS Director

- 6** Town Clerk  
Recreation Director  
Family & Youth Services Director  
Water/Sewer Operations Manager  
Senior Center Director
- 7** Treasurer/Collector  
Police Lieutenant  
Planning Director  
MIS/GIS Director  
Library Director  
Human Resources Director  
Health Director  
Town Engineer  
Water/Sewer Superintendent  
Facilities Manager  
Highway Superintendent  
Building Inspector/Zoning Enforcement Officer  
Principal Assessor  
Town Accountant
- 8** Assistant Town Administrator  
Deputy Fire Chief  
Assistant DPW Director
- 9** Finance Director  
Director of Public Works  
Fire Chief  
Police Chief

**1-64-350 Schedule B – Revised**

**General Compensation Effective July 1, 2022 (FY2023)**

<b>GRADE</b>	<b>Hourly MINIMUM</b>	<b>Hourly MAXIMUM</b>	<b>Annual MINIMUM</b>	<b>Annual MAXIMUM</b>
<b>1</b>	\$21.71	\$28.22	\$45,150.91	\$58,696.19
<b>2</b>	\$24.31	\$31.60	\$50,560.50	\$65,724.39
<b>3</b>	\$27.23	\$35.40	\$56,630.32	\$73,625.80
<b>4</b>	\$30.49	\$39.64	\$63,424.25	\$82,443.01
<b>5</b>	\$35.98	\$46.77	\$74,839.77	\$97,287.44
<b>6</b>	\$40.30	\$52.39	\$83,827.35	\$108,979.82
<b>7</b>	\$45.13	\$58.67	\$93,879.82	\$122,035.25
<b>8</b>	\$47.84	\$62.19	\$99,502.39	\$129,361.62
<b>9</b>	\$53.58	\$69.66	\$111,450.34	\$144,887.57

## 1-64-360 Schedule D

### Miscellaneous Compensation

#### Merit-Based<sup>1</sup> - Eligible for General Salary/Wage Adjustment

Substitute Librarian	Minimum: \$26.31	Maximum: \$34.19/hour
Substitute Library Assistant	Minimum: \$21.45	Maximum: \$27.90/hour
Call Inspector	Minimum: \$29.11	Maximum: \$37.82/hour
Call Firefighter Trainee	Minimum: \$19.79	Maximum: \$25.76/hour
Call Firefighter	Minimum: \$21.93	Maximum: \$28.52/hour
Call Firefighter/EMT or Paramedic	Minimum: \$24.28	Maximum: \$31.56/hour
Special Police Officer	Minimum: \$19.31	Maximum: \$32.52/hour

#### Non Merit-Based – Pay rates/ranges adjusted as market conditions warrant

Assistant Dog Officer	Per call: \$4/phone call, \$20/call-out; \$30/kennel call	
Part-time Dispatcher	Rates per Union Contract	
Library Page	Minimum: \$15.00	Maximum: \$17.25/hour
Seasonal Staff A	Minimum: \$15.00	Maximum: \$17.25/hour
Seasonal Staff B	Minimum: \$15.00	Maximum: \$17.25/hour
Seasonal Staff C	Minimum: \$16.75	Maximum: \$20.25/hour
Seasonal Staff D	Minimum: \$25.00	Maximum: \$60.00/hour
Senior Center Van Driver	Minimum: \$15.00	Maximum: \$17.50/hour

#### Stipends:

Inspector of Animals	\$5,000 - \$6,000 per year
Emergency Preparedness Director	\$5,000 - \$6,000 per year
Sealer of Weights/Inspector of Measures	\$3,000 - \$4,000 per year
Assistant to the Emergency Preparedness Director	\$500 per year
Emergency Shelter Coordinator	\$500 per year

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<sup>1</sup> Assuming satisfactory performance and minimum level of pay achieved.