

Article 25
Consolidated Personnel Bylaw Amendments
2020 Annual Town Meeting

The proposed amendment to the Consolidated Personnel Bylaw 1-64 consists of the following:

1. Adoption of the General Compensation scale in 1-64-350 Schedule B. The proposed change is a 2% increase in compensation rates for non-union municipal employee positions effective July 1, 2020. The proposed increase is consistent with the average increase of the Town's collective bargaining units for FY2021 as required by the Town Personnel Bylaw.

1-64-340 Schedule A.

**Classification of Positions by Occupational Groups
and Assignment to Compensation Grades**

Grade	Position Title
A	Board Secretary Cable Access Television Studio Assistant Custodian Financial Assistant Library Assistant Office Assistant Program Coordinator
B	Administrative Assistant Assessors Assistant Assistant Tax Collector Assistant Town Accountant Assistant Town Clerk Circulation Desk Supervisor Hazardous Materials Assistant Light Equipment Operator Recreation Program Supervisor
C	Conservation Agent Counselor Executive Assistant Heavy Equipment Operator Librarian Senior Center Outreach Coordinator Water & Sewer System Maintenance Worker
D	Assistant Town Engineer Assistant Treasurer/Collector Cable Access Director Cemetery Superintendent Dog Officer Highway/Parks Supervisor Inspectors Mechanic Veterans' Agent Water & Sewer Supervisor

- E** Assessor
Assistant Director, Library
Assistant Director, Family & Youth Services
- F** Assistant Director MIS/GIS
Director, Recreation
Director, Family & Youth Services
Director, Senior Center
Health Agent
Highway/Parks Superintendent
Town Clerk
Water & Sewer Superintendent
- G** Assistant Town Administrator
Director, Library
Director MIS/GIS
Facilities Manager
Inspector of Buildings/Zoning Enforcement Officer
Police Lieutenant
Principal Assessor
Town Accountant
Town Planner
Treasurer/Collector
- H** Assistant Director, DPW
Deputy Fire Chief
Town Engineer
- I** Finance Director
- J** Director of Public Works
Fire Chief
Police Chief

Schedule B – Revised

General Compensation Effective July 1, 2020 (2% Increase)

HOURLY

GRADE	MINIMUM	MAXIMUM
A	\$20.62	\$26.81
B	\$22.83	\$29.68
C	\$25.28	\$32.86
D	\$27.98	\$36.38
E	\$30.98	\$40.27
F	\$34.30	\$44.58
G	\$37.97	\$49.36
H	\$42.03	\$54.64
I	\$44.97	\$58.47
J	\$48.12	\$62.56

ANNUAL

GRADE	MINIMUM	MAXIMUM
A	\$42,899.96	\$55,769.94
B	\$47,492.60	\$61,740.36
C	\$52,576.91	\$68,349.93
D	\$58,205.51	\$75,667.16
E	\$64,436.66	\$83,767.67
F	\$71,334.90	\$92,735.36
G	\$78,971.62	\$102,663.12
H	\$87,425.90	\$113,653.69
I	\$93,545.76	\$121,609.44
J	\$100,093.92	\$130,122.09

Schedule D

Miscellaneous Compensation

Merit-Based¹ - Eligible for General Salary/Wage Adjustment

Substitute Librarian	Minimum: \$25.28	Maximum: \$32.86/hour
Substitute Library Assistant	Minimum: \$20.62	Maximum: \$26.81/hour
Call Inspector	Minimum: \$27.98	Maximum: \$36.38/hour
Call Firefighter Trainee	Minimum: \$19.02	Maximum: \$24.75/hour
Call Firefighter	Minimum: \$21.08	Maximum: \$27.41/hour
Call Firefighter/EMT or Paramedic	Minimum: \$23.33	Maximum: \$30.33/hour
Special Police Officer	Minimum: \$18.56	Maximum: \$31.25/hour

Not 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: \$12.75	Maximum: \$14.75/hour
Seasonal Staff A	Minimum: \$12.75	Maximum: \$15.75/hour
Seasonal Staff B	Minimum: \$13.75	Maximum: \$16.75/hour
Seasonal Staff C	Minimum: \$16.75	Maximum: \$19.75/hour
Seasonal Staff D	Minimum: \$25.00	Maximum: \$60.00/hour
Senior Center Van Driver	Minimum: \$13.50	Maximum: \$16.50/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

¹ Assuming satisfactory performance and minimum level of pay achieved.