

FY10 CLASSIFICATION PLAN and COMPENSATION PLAN																				
Ranges and Steps Increased by 2.25%, COLA at 2.25% if at max																				
Adopted by the Personnel Board on April 27, 2009																				
Ranges																				
Position	Years Emp as of 07/09	Yrs in pos as of 07/09	Classification	Hours	Ranges			Base Salary Paid		FY09 Fees or Other Compensation	Total FY09 Compensation	Salary FY10	FY10 Hourly Rate	Estimated Fees/comp FY10	Total FY10 Comp	% Increase	\$ Increase	Notes		
					Min	Mid	Max	FY08	FY09											
Council on Aging Director	30	30	A-1	25	29,000	29,652	30,303	26,688	30,377	950	31,327	31,060	23.89	1,050	32,110	2.50%	783	Longevity		
Town Clerk	18	11.5	A-2	35	40,491	44,470	48,449	39,600	45,968	1,548	47,516	47,726	26.22	1,548	49,274	3.70%	1,758	Fish license & Registrar, Step 11 & Certification		
Accountant	10	10	A-3	35	38,726	44,489	50,252	44,315	47,097	1,000	48,097	49,204	27.04	1,000	50,204	4.38%	2,107	Certification, Step 11		
Treasurer	18	11.5	A-3	35	38,726	44,489	50,252	43,599	47,097	1,000	48,097	49,204	27.04	1,000	50,204	4.38%	2,107	Certification, Step 11		
Collector	31	31	A-3	35	38,726	44,489	50,252	43,510	50,375	2,550	52,925	51,508	28.30	2,550	54,058	2.14%	1,133	Certification, Goose Pond, Longevity		
Building Inspector	7.3	7.3	A-3	40	44,259	50,845	57,430	43,285	52,653	0	52,653	55,035	26.46	2,500	57,535	9.27%	4,882	Step 10, New Sign Officer Stipend		
Water Division Supervisor	7.3	7.3	A-3	40	44,259	50,845	57,430	58,151	59,605	550	60,155	60,946	29.30	550	61,496	2.23%	1,341	Longevity		
Sewer Division Supervisor	23	8.5	A-3	40	44,259	50,845	57,430	52,092	54,995	0	54,995	57,430	27.61	1,000	58,430	6.25%	3,435	Biennial water distribution license bonus, Step 12		
DPW Assistant Superintendent	35	4	A-3	40	44,259	50,845	57,430	58,132	59,109	1,050	60,159	60,439	29.06	1,150	61,589	2.38%	1,430	Longevity		
Ambulance Dir.	4.5	4.5	A-3					8,497	8,709		8,709	8,905			8,905	2.25%	196	Stipend, plus hourly when covering paid shift		
Library Director	22	22	A-4	35	41,000	47,663	54,325	54,990	53,130	0	53,130	54,325	29.85	850	55,175	3.85%	2,045	Longevity		
DPW Superintendent	5	5	A-6	40	57,197	66,790	76,382	66,163	67,878	0	67,878	71,149	34.21	0	71,149	4.82%	3,271	Step 9		
Chief of Police	15	15	A-6	40	57,197	66,790	76,382	65,842	74,701	4,250	78,951	76,382	36.72	5,000	81,382	3.08%	2,431	Ed. Incentive, Emergency Management, Longevity		
Town Administrator	11	11	A-8	40	76,751	85,491	94,231	79,729	81,722	0	81,722	81,722	39.29	0	81,722	0.00%	0			
Treasurer's Clerk	10.5	10.5	CL-1	18	13.65	15.43	17.20	14,517	15,513	1,486	16,999	16,161	17.20	1,548	17,709	4.18%	710	Paid hourly, Additional Hours, Step 12		
Council on Aging Clerk	5	5	CL-1	16	13.65	15.43	17.20	11,436	11,943	2,239	14,182	12,478	14.94	2,340	14,818	4.48%	636	Paid hourly, Additional Hours, Step 5		
Bldg Inspector's Assistant Clerk			CL-1	5	13.65	15.43	17.20		2,029									New Position Not Filled		
Building Inspector's Clerk	14	12	CL-2	19	14.52	16.90	19.28	16,980	18,279	0	18,279	19,122	19.28	0	19,122	4.61%	843	Paid hourly, Step 12		
Con. Com. Administrative Assistant	3.5	3.5	CL-2	4.5	14.52	16.90	19.28	2,682	3,634	0	3,634	3,817	16.25	0	3,817	5.04%	183	Paid hourly, Step 5		
Police Secretary	5.25	5.25	CL-2	35	26,422	30,756	35,090	26,717	28,153	0	28,153	29,574	16.25	0	29,574	5.05%	1,421	Step 5		
Land Use Asst.	11	11	CL-2	21	15,853	18,454	21,054	17,614	19,666	2,791	22,457	20,581	18.85	3,138	23,719	5.62%	1,262	Additional hours, Step 11		
Assessors' Clerk	6	6	CL-2	35	26,422	30,756	35,090	26,259	31,235	500	31,735	32,726	17.98	500	33,226	4.70%	1,491	Step 9, Goose Pond		
DPW Secretary	9.5	9.5	CL-3	35	27,708	32,185	36,661	32,285	34,262	0	34,262	35,847	19.70	0	35,847	4.63%	1,585	Step 11		
Assistant Tax Collector	29	29	CL-3	35	27,708	32,185	36,661	35,988	36,888	1,450	38,338	37,718	20.72	1,450	39,168	2.16%	830	Goose Pond, Longevity		
Selectmen/Administrator's Secretary	12	12	CL-3	35	27,708	32,185	36,661	32,285	34,262	0	34,262	35,847	19.70	0	35,847	4.63%	1,585	Step 11		
Janitor	33	33	PW-1	25	11.75	13.81	15.87	20,254	20,760	1,543	22,303	21,230	16.27	1,554	22,784	2.16%	481	Paid Hourly, Longevity, Additional hours		
Laborer, Sewer Division	21	21	PW-1	25	11.75	13.81	15.87	17,631	20,254	2,025	22,279	20,709	15.87	2,071	22,780	2.25%	501	Paid hourly, Longevity, Additional hours		
Assistant Water Plant Operator	3.75	3.75	PW-5	40	30,351	35,931	41,511	38,406	39,606	286	39,892	41,511	19.96	299	41,810	4.81%	1,918	Call back, Step 12		
Assistant Sewer Plant Operator	9	9	PW-5	40	30,351	35,931	41,511	41,690	42,732	1,474	44,206	43,693	21.01	2,595	46,288	4.71%	2,082	Call back, Longevity, biennial license bonus		
Sewer Plant Operator	1.66	1.66	PW-5	40	30,351	35,931	41,511	35,141	36,629	475	37,104	39,482	18.98	513	39,995	7.79%	2,891	Step 9		
Veterans Agent	10	10		3				4,627	4,743	0	4,743	4,850		0	4,850	2.25%	107	Stipend		
Animal Control Officer	7.75	7.75						13,814	14,159	0	14,159	14,478		0	14,478	2.25%	319	Stipend, Expense shared by Lenox		
Town Counsel	1.3	1.3						23,816	24,411	0	24,411	24,960		0	24,960	2.25%	549			
IT Trainer	5.5	5.5		12				10,333	10,593	0	10,593	10,831		0	10,831	2.25%	238			
Ambulance Training Director	3.5	3.5						3,641	3,732	3,850	7,582	3,816		3,850	7,666	1.11%	84	Stipend plus \$35 when teaching		
E.M.T. Intermediate	14	14	EMT-2	40	15.21	17.25	19.28	35,225	39,380	8,883	48,263	40,257	19.28	2,327	42,584	-11.77%	-5,679	Paid hourly, OT, Longevity		
Custodian/EMT	2.16	2.16	EMT-1	40	12.07	14.09	16.11	25,056	26,142	488	26,630	27,499	13.17	1,146	28,645	7.57%	2,015	Paid hourly, OT, Step 4		