

FY11 CLASSIFICATION PLAN and COMPENSATION PLAN

Wage, Salary, Longevity and Workweek Freeze

April 27, 2010

Personnel Board Adoption Pending

Position	Years Emp as of 07/10	Yrs in pos as of 07/10	Classification	Hours	Ranges			Base Salary Paid		FY10 Fees or Other Compensation	Total FY10 Compensation	Salary FY11	FY11 Hourly Rate	Estimated Fees/comp FY11	Total FY11 Comp	% Increase	\$ Increase	Notes
					Min	Mid	Max	FY09	FY10									
					Council on Aging Director	31	31	A-1	25									
Town Clerk	19	12.5	A-2	35	40,491	44,470	48,449	45,968	47,726	1,459	49,185	47,726	26.22	1,459	49,185	0.00%	0	Fish license & Registrar & Certification
Accountant	11	11	A-3	35	38,726	44,489	50,252	47,097	49,204	1,000	50,204	49,204	27.04	1,000	50,204	0.00%	0	Certification
Treasurer	19	12.5	A-3	35	38,726	44,489	50,252	47,097	49,204	1,000	50,204	49,204	27.04	1,000	50,204	0.00%	0	Certification
Collector	32	32	A-3	35	38,726	44,489	50,252	50,375	51,508	2,550	54,058	51,508	28.30	2,550	54,058	0.00%	0	Certification, Goose Pond, Longevity
Building Inspector	8.3	8.3	A-3	40	44,259	50,845	57,430	52,653	55,035		55,035	55,035	26.46	0	55,035	0.00%	0	
Water Division Supervisor	8.3	8.3	A-3	40	44,259	50,845	57,430	59,605	60,946	550	61,496	60,946	29.30	550	61,496	0.00%	0	Longevity
Sewer Division Supervisor	24	8.5	A-3	40	44,259	50,845	57,430	54,995	57,430	1,000	58,430	57,430	27.61		57,430	-1.71%	-1,000	Biennial water distribution license bonus, Longevity
DPW Assistant Superintendent	36	5	A-3	40	44,259	50,845	57,430	59,109	60,439	1,150	61,589	60,439	29.06	1,150	61,589	0.00%	0	Longevity
Ambulance Dir.	5.5	5.5	A-3					8,709	8,905	10,340	19,245	8,905		10,340	19,245	0.00%	0	Stipend, plus hourly when covering paid shift
Library Director	23	23	A-4	35	41,000	47,663	54,325	53,130	54,325	850	55,175	54,325	29.85	850	55,175	0.00%	0	Longevity
DPW Superintendent	6	6	A-6	40	57,197	66,790	76,382	67,878	71,149	0	71,149	71,149	34.21	0	71,149	0.00%	0	
Chief of Police	16	16	A-6	40	57,197	66,790	76,382	74,701	76,382	5,000	81,382	76,382	36.72	5,000	81,382	0.00%	0	Ed. Incentive, Emergency Management, Longevity
Town Administrator	12	12	A-8	40	76,751	85,491	94,231	81,722	81,722	0	81,722	81,722	39.29	0	81,722	0.00%	0	
Treasurer's Clerk	11.5	11.5	CL-1	18	13.65	15.43	17.20	15,513	16,161	1,548	17,709	16,161	17.20	1,548	17,709	0.00%	0	Paid hourly
Council on Aging Clerk	6	6	CL-1	16	13.65	15.43	17.20	11,943	12,478	2,340	14,818	12,478	14.94	2,340	14,818	0.00%	0	Paid hourly, Additional Hours
Building Inspector's Clerk	15	13	CL-2	19	14.52	16.90	19.28	18,279	19,122	0	19,122	19,122	19.28		19,122	0.00%	0	Paid hourly
Con. Com. Administrative Assistant	4.5	4.5	CL-2	4.5	14.52	16.90	19.28	3,634	3,817	0	3,817	3,817	16.25	0	3,817	0.00%	0	Paid hourly
Police Secretary	6.25	6.25	CL-2	35	26,422	30,756	35,090	28,153	29,574	0	29,574	29,574	16.25	0	29,574	0.00%	0	
Land Use Asst.	12	12	CL-2	21	15,853	18,454	21,054	19,666	20,581	3,138	23,719	20,581	18.85	3,138	23,719	0.00%	0	
Assessors' Clerk	7	7	CL-2	35	26,422	30,756	35,090	31,235	32,726	500	33,226	32,726	17.98	500	33,226	0.00%	0	Goose Pond
DPW Secretary	10.5	10.5	CL-3	35	27,708	32,185	36,661	34,262	35,847	0	35,847	35,847	19.70	0	35,847	0.00%	0	
Assistant Tax Collector	30	30	CL-3	35	27,708	32,185	36,661	36,888	37,718	1,450	39,168	37,718	20.72	1,450	39,168	0.00%	0	Goose Pond, Longevity
Selectmen/Administrator's Secretary	13	13	CL-3	35	27,708	32,185	36,661	34,262	35,847	0	35,847	35,847	19.70	0	35,847	0.00%	0	
Janitor	34	34	PW-1	25	11.75	13.81	15.87	20,760	21,230	1,554	22,784	21,230	16.27	1,554	22,784	0.00%	0	Paid Hourly, Longevity
Laborer, Sewer Division	22	22	PW-1	25	11.75	13.81	15.87	20,254	20,709	2,071	22,780	20,709	15.87	2,071	22,780	0.00%	0	Paid hourly, Longevity, Additional hours
Assistant Water Plant Operator	4.75	4.75	PW-5	40	30,351	35,931	41,511	39,606	41,511	299	41,810	41,511	19.96	299	41,810	0.00%	0	Call back
Assistant Sewer Plant Operator	10	10	PW-5	40	30,351	35,931	41,511	42,732	43,693	2,595	46,288	43,693	21.01	1,595	45,288	-2.16%	-1,000	Biennial water distribution license bonus, Longevity
Sewer Plant Operator	2.66	2.66	PW-5	40	30,351	35,931	41,511	36,629	38,468	499	38,967	38,468	18.49	499	38,967	0.00%	0	Call back
Veterans Agent	11	11		3				4,743	4,850	0	4,850	4,850			4,850	0.00%	0	Stipend
Animal Control Officer	8.75	8.75						14,159	14,478	0	14,478	10,000			10,000	-30.93%	-4,478	Stipend, Expense shared by Lenox, New employee
Town Counsel	2.3	2.3						24,411	24,960	0	24,960	24,960			24,960	0.00%	0	
IT Trainer	6.5	6.5		11				12,567	13,220	0	13,220	13,220	22.56		13,220	0.00%	0	
Ambulance Training Director	4.5	4.5						3,732	3,816	3,850	7,666	3,816		3,850	7,666	0.00%	0	Stipend plus \$35 when teaching
E.M.T. Intermediate	15	15	EMT-2	40	15.21	17.25	19.28	39,380	40,257	2,327	42,584	40,257	19.28	2,327	42,584	0.00%	0	Paid hourly, OT, Longevity
Custodian/EMT	3.16	3.16	EMT-1	40	12.07	14.09	16.11	26,142	27,499	1,146	28,645	27,499	13.17	1,146	28,645	0.00%	0	Paid hourly, OT