

FY12 CLASSIFICATION PLAN and COMPENSATION PLAN																			
FY 2011 Step & Longevity Increases Only																			
April 24, 2011																			
Adopted by Personnel Board April 25, 2011																			
					Ranges														
Position	Years Emp as of 07/11	Yrs in pos as of 07/11	Classification	Hours	Base Salary Paid			FY11 Fees or Other Compensation	Total FY11 Compensation	Salary FY12	FY12 Hourly Rate	Estimated Fees/comp FY12	Total FY12 Comp	% Increase	\$ Increase	Notes			
					Min	Mid	Max												
Council on Aging Director	32	32	A-1	25	29,000	29,652	30,303	31,060	31,060	1,050	32,110	31,060	23.89	1,050	32,110	0.00%	0	Longevity	
Town Clerk	20	13.5	A-2	35	40,491	44,470	48,449	47,726	47,726	1,459	49,185	48,449	26.62	1,459	49,908	1.47%	723	Fish license & Registrar, Step 12 & Certification	
Accountant	12	12	A-3	35	38,726	44,489	50,252	49,204	49,204	1,000	50,204	50,252	27.61	1,000	51,252	2.09%	1,048	Certification, Step 12	
Treasurer	11.5	1	A-3	35	38,726	44,489	50,252	49,204	38,726		38,726	38,726	21.28	0	38,726	0.00%	0	Step 1	
Collector	33	33	A-3	35	38,726	44,489	50,252	51,508	51,508	2,550	54,058	51,508	28.30	2,550	54,058	0.00%	0	Certification, Goose Pond, Longevity	
Building Inspector	9.3	9.3	A-3	40	44,259	50,845	57,430	55,035	55,035		55,035	56,233	27.04	0	56,233	2.18%	1,198	Step 11	
Water Division Supervisor	9.3	9.3	A-3	40	44,259	50,845	57,430	60,946	60,946	550	61,496	60,946	29.30	550	61,496	0.00%	0	Longevity	
Sewer Division Supervisor	25	9.5	A-3	40	44,259	50,845	57,430	57,430	57,430	0	57,430	57,430	27.61	1,950	59,380	3.40%	1,950	Biennial H2O distribution license bonus, Longevity	
DPW Assistant Superintendent	37	6	A-3	40	44,259	50,845	57,430	60,439	60,439	1,150	61,589	60,439	29.06	1,150	61,589	0.00%	0	Longevity	
Ambulance Dir.	6.5	6.5	A-3					8,905	8,905	10,340	19,245	8,905		10,340	19,245	0.00%	0	Stipend, plus hourly when covering paid shift	
Library Director	24	24	A-4	35	41,000	47,663	54,325	54,325	54,325	850	55,175	47,663	26.19		47,663	-13.62%	-7,513	New hire estimate at mid	
DPW Superintendent	7	7	A-6	40	57,197	66,790	76,382	71,149	71,149	0	71,149	72,894	35.05	0	72,894	2.45%	1,745	Step 10	
Chief of Police	17	17	A-6	40	57,197	66,790	76,382	76,382	76,382	5,000	81,382	76,382	36.72	5,000	81,382	0.00%	0	Ed. Incentive, Emergency Management, Longevity	
Town Administrator	13	13	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	1	1	CL-2	18	13.65	15.43	17.20	16,161	13,737	1,111	14,848	14,865	15.82	1,202	16,067	8.21%	1,219	Paid hourly, Step 4, Reclassified	
Council on Aging Clerk	7	7	CL-1	16	13.65	15.43	17.20	12,478	12,478	2,340	14,818	12,745	15.26	2,390	15,135	2.14%	317	Paid hourly, Additional Hours, Step 6	
Building Inspector's Clerk	16	14	CL-2	19	14.52	16.90	19.28	19,122	19,122	0	19,122	19,122	19.28	405	19,527	2.12%	405	Paid hourly, Longevity	
Con. Com. Administrative Assistant	5.5	5.5	CL-2	4.5	14.52	16.90	19.28	3,817	3,817	0	3,817	3,918	16.68	0	3,918	2.65%	101	Paid hourly, Step 6	
Police Secretary	7.25	7.25	CL-2	35	26,422	30,756	35,090	29,574	29,574	0	29,574	30,362	16.68	0	30,362	2.66%	788	Step 6	
Land Use Asst.	13	13	CL-2	21	15,853	18,454	21,054	20,581	20,581	3,006	23,587	21,054	19.28	2,873	23,927	1.44%	340	Step 12	
Assessors' Clerk	8	8	CL-2	35	26,422	30,756	35,090	32,726	32,726	500	33,226	33,514	18.41	500	34,014	2.37%	788	Step 10, Goose Pond	
DPW Secretary	11.5	11.5	CL-3	35	27,708	32,185	36,661	35,847	35,847	0	35,847	32,185	17.68	0	32,185	-10.22%	-3,663	New hire estimate at mid	
Assistant Tax Collector	31	31	CL-3	35	27,708	32,185	36,661	37,718	37,718	1,450	39,168	37,718	20.72	1,550	39,268	0.26%	100	Goose Pond, Longevity	
Selectmen/Administrator's Secretary	14	14	CL-3	35	27,708	32,185	36,661	35,847	35,847	0	35,847	36,661	20.14	0	36,661	2.27%	814	Step 12	
Janitor	35	35	PW-1	25	11.75	13.81	15.87	21,232	21,232	1,554	22,786	21,232	16.27	1,554	22,786	0.00%	0	Paid Hourly, Longevity	
Laborer, Sewer Division	23	23	PW-1	25	11.75	13.81	15.87	20,709	20,709	2,921	23,630	20,709	15.87	2,921	23,630	0.00%	0	Paid hourly, Longevity, Additional hours	
Assistant Water Plant Operator	5.75	5.75	PW-5	40	30,351	35,931	41,511	41,511	41,511	299	41,810	41,511	19.96	299	41,810	0.00%	0	Call back	
Assistant Sewer Plant Operator	11	11	PW-5	40	30,351	35,931	41,511	43,693	43,693	1,595	45,288	43,693	21.01	2,595	46,288	2.21%	1,000	Biennial H2O distribution bonus, Longevity, Call back	
Sewer Plant Operator	3.66	3.66	PW-5	40	30,351	35,931	41,511	38,468	38,468	499	38,967	39,482	18.98	513	39,995	2.64%	1,028	Call back, Step 10	
Veterans Agent	12	12		3				4,850	4,850	0	4,850	4,850		0	4,850	0.00%	0	Stipend	
Animal Control Officer	1	1						14,478	10,000	0	10,000	10,000		0	10,000	0.00%	0	Stipend, Expense shared by Lenox	
Town Counsel	3.3	3.3						24,960	24,960	0	24,960	24,960		0	24,960	0.00%	0		
IT Trainer	7.5	7.5		11.3				13,220	13,220	0	13,220	13,220	22.56	0	13,220	0.00%	0		
Ambulance Training Director	5.5	5.5						3,816	3,816	3,850	7,666	3,816		3,850	7,666	0.00%	0	Stipend plus \$35 when teaching	
E.M.T. Intermediate	16	16	EMT-2	40	15.21	17.25	19.28	40,257	40,257	2,327	42,584	40,257	0.00	2,427	42,684	0.23%	100	Paid hourly, OT, Longevity	
Custodian/EMT	4.16	4.16	EMT-1	40	12.07	14.09	16.11	27,499	27,499	1,146	28,645	28,272	13.54	1,178	29,450	2.81%	805	Paid hourly, OT, Step 5	