

FY2017 CLASSIFICATION and COMPENSATION PLANS																				
Steps increased by 1.5% and 1.5% increase accorded those at or above Step 12 in FY 2016																				
Created April 13, 2016																				
Adopted by the Personnel Board on April 20, 2016																				
Position	Years Employed as of 07/16	Years in position as of 07/16	Classification	Hours	Ranges			Base Salary Paid		FY16 Fees or Other Compensation	Total FY16 Compensation	Salary FY17	FY16 Hourly Rate	Estimated Fees/comp FY17	Total FY17 Comp	% Increase	\$ Increase	Notes		
					Step 1	Mid	Step 12	FY15	FY16											
Council on Aging Director			A-1	25	24,306	28,235	32,163	24,979	26,058	0	26,058	27,877	21.44	0	27,877	6.5%	1,819	New Employee, Step 6		
Town Clerk			A-2	35	42,975	47,259	51,543	50,911	51,675	2,750	54,425	46,815	25.72	1,300	48,115	-13.5%	-6,310	New Employee, Registrar, Step 6 & Certified Estimate		
Accountant	4.2	4.2	A-3	37.5	44,039	50,591	57,143	47,453	52,778	1,000	53,778	54,716	28.06	1,000	55,716	3.5%	1,938	Step 10 & Certification		
Treasurer/Collector	16.8	1.33	A-3	37.5	44,039	50,591	57,143	55,458	56,299	2,600	58,899	57,143	29.30	2,600	59,743	1.4%	844	Certification & Longevity		
Water Division Supervisor	13.3	13.3	A-3	40	46,975	53,964	60,953	64,043	65,004	950	65,954	65,979	31.72	1,100	67,079	1.7%	1,125	Longevity		
Sewer Division Supervisor	29	13.5	A-3	40	46,975	53,964	60,953	60,350	61,255	2,550	63,805	62,174	29.89	1,550	63,724	-0.1%	-81	Longevity - FY without water licence bonus		
Highway Supervisor	20	0.66	A-3	40	46,975	53,964	60,953	63,512	57,549	0	57,549	59,682	28.69	0	59,682	3.7%	2,133	Step 11		
Ambulance Director	10.5	2.66	A-3					69,094	70,130	800	70,930	12,528			12,528	-82.3%	-58,402	Stipend		
Library Director	0.4	0.4	A-4	35	43,516	50,588	57,659	52,223	42,837	0	42,837	44,802	24.62	0	44,802	4.6%	1,965	Step 2		
Fire Chief			A-6	40	60,707	70,888	81,069					34,982	33.64	0	34,982			New Full-time Position in CY 2017, Step 6		
DPW Superintendent	12	12	A-6	40	60,707	70,888	81,069	78,691	79,871	950	80,821	81,069	38.98	950	82,019	1.5%	1,198	Longevity		
Chief of Police	1.58	13.6	A-6	40	60,707	70,888	81,069	67,910	70,753	7,266	78,019	73,665	35.42	7,400	81,065	3.9%	3,046	Step 8, Ed Incentive, Emergency Mgmt, & Holidays		
Town Administrator	18.25	18.25	A-8	40	81,461	90,737	100,013	85,876	87,164	0	87,164	88,471	42.53	0	88,471	1.5%	1,307			
Council on Aging Clerk	11	11	CL-1	18	14.48	16.37	18.26	14,249	11,964	1,495	13,459	12,386	14.83	1,548	13,934	3.5%	475	Step 2		
Treasurer/Collector Clerk	2.33	2.33	CL-2	35	28,043	32,643	37,243	27,130	30,924	2,046	32,970	32,225	17.71	2,046	34,271	3.9%	1,301	Vacant, Step 6 & 2.5 More Base Hours		
Building Inspector's Clerk	0.83	0.83	CL-2	19	15.41	17.94	20.46	20,103	14,998	0	14,998	15,740	15.87		15,740	4.9%	742	Step 2, Paid hourly		
Con. Com. Administrative Assistant	1.83	1.83	CL-2	4.5	15.41	17.94	20.46	3,514	3,686	422	4,108	3,836	16.33	272	4,108	0.0%	0	Step 2 & Additional Hours		
Police Secretary	12.25	12.25	CL-2	35	28,043	32,643	37,243	34,527	35,868	0	35,868	37,243	20.46	0	37,243	3.8%	1,375	Step 12		
Land Use Asst.	17	17	CL-2	21	16,826	19,586	22,346	22,124	22,456	4,236	26,692	22,793	20.87	4,210	27,003	1.2%	311	Additional Hours, Longevity, & Holiday Pay		
Assistant Treasurer/Collector	0.25	2.33	CL-3	37.5	31,509	36,600	41,690	41,248	42,840	500	43,340	36,137	18.53	1,000	37,137	-14.3%	-6,203	Promoted, 2.5 Fewer Hours, Step 6 & Goose Pond		
Assessors' Clerk	13	13	CL-3	35	29,409	34,160	38,911	37,769	38,336	1,950	40,286	38,911	21.38	1,950	40,861	1.4%	575	Longevity & Goose Pond		
DPW Secretary	1.66	1.66	CL-3	35	29,409	34,160	38,911	31,061	32,378	0	32,378	33,728	18.53	0	33,728	4.2%	1,350	Step 6		
Selectmen/Administrator's Secretary	4.5	4.5	CL-3	35	29,409	34,160	38,911	35,254	36,633	0	36,633	38,047	20.90	0	38,047	3.9%	1,414	Step 11		
Laborer, Sewer Division	27.9	27.9	PW-1	25	12.47	14.66	16.84	21,763	22,179	3,668	25,847	22,425	17.18	3,693	26,118	1.0%	271	Paid Hourly, Longevity & Additional Hours		
Assistant Water Plant Operator	10.75	10.75	PW-5	40	32,213	38,136	44,058	43,621	44,275	1,269	45,544	44,939	21.61	1,274	46,213	1.5%	669	Call back & Longevity		
Sewer Plant Operator 1	8.66	8.66	PW-5	40	32,213	38,136	44,058	42,766	43,407	2,209	45,616	44,058	21.18	2,230	46,288	1.5%	672	Call back & Longevity		
Sewer Plant Operator 2	0.75	0.75	PW-5	40	32,213	38,136	44,058	45,915	31,733	1,030	32,763	33,290	16.00	1,080	34,370	4.9%	1,607	Step 2, Call back		
Veterans Agent	16	16						6,625	6,724		6,724	6,825			6,825	1.5%	101	Stipend		
Animal Control Officer	5	5						10,508	10,666		12,800	12,992			12,992	1.5%	192	Stipend, Expense shared by Lenox		
Town Counsel	9	9						26,229	26,622	800	27,422	27,022		800	27,822	1.5%	400	Longevity		
IT Trainer	12.3	12.33		5.0				6,165	6,257	276	6,533	6,352	24.43	276	6,628	1.5%	95	Paid hourly & Longevity		
Paramedic/Training Director	0.25	0.25	EMT-P	36	17.77	21.36	24.95					38,743	18.42	4,128	42,871			Paid Hourly @ Step 2 & Stipend		
Paramedic	0	9.16	EMT-P	36	17.77	21.36	24.95					39,520	21.03					Paid hourly - Promoted		
Parmedic	0	0	EMT-P	36	17.77	21.36	24.95					38,743	18.42	0	38,743			New Full-time Employee Paid Hourly @ Step 2		
Paramedics			EMT-P		17.77	21.36	24.95											Various Part-time Employees Paid Hourly		
Custodian/EMT-B (Basic)			EMT-1		12.81	14.96	17.10											Varieou New Full & Part-Time Employees Paid Hourly		
Custodian/EMT-B (Basic)	3.16	3.16	EMT-1	36	12.81	14.96	17.10	28,334	29,679	2,906	32,585	32,134	17.10	0	32,134	-1.4%	-451	Step 12,4 Fewer Hours		