

FY2013 CLASSIFICATION PLAN and COMPENSATION PLAN												
Includes Scheduled Step and Longevity Increases, \$150 Average Longevity Milestone Increase and 2% Increase for Employees at or above Step 12 in FY 2012												
Created November 14, 2011												
Last Revised April 24, 2012												
Position	Years Emp as of 07/12	Yrs in pos as of 07/12	Classification	Hours	Min	Mid	Max	Base Salary Paid		FY12 Fees or Other Compensation	Total FY12 Compensation	Salary FY13
					Min	Mid	Max	FY11	FY12			
Council on Aging Director	33	33	A-1	25	29,000	29,652	30,303	31,060	31,060	1,050	32,110	31,682
Town Clerk	21	14.5	A-2	35	40,491	44,470	48,449	47,726	48,449	2,150	50,599	49,418
Accountant	13	13	A-3	35	38,726	44,489	50,252	49,204	50,252	1,750	52,002	51,257
Treasurer	12.5	2	A-3	35	38,726	44,489	50,252	38,726	39,774	0	39,774	40,822
Collector	34	34	A-3	35	38,726	44,489	50,252	51,508	51,508	3,050	54,558	52,539
Building Inspector	10.3	10.3	A-3	40	44,259	50,845	57,430	55,035	57,440	0	57,440	58,589
Water Division Supervisor	10.3	10.3	A-3	40	44,259	50,845	57,430	60,946	60,946	650	61,596	62,165
Sewer Division Supervisor	26	10.5	A-3	40	44,259	50,845	57,430	57,430	57,430	1,950	59,380	58,579
DPW Assistant Superintendent	38	7	A-3	40	44,259	50,845	57,430	60,439	60,439	1,150	61,589	61,648
Ambulance Dir.	7.5	7.5	A-3					8,905	8,905	7,673	16,578	9,083
Library Director	1	1	A-4	35	41,000	47,663	54,325	54,325	47,057	0	47,057	48,268
DPW Superintendent	8	8	A-6	40	57,197	66,790	76,382	71,149	74,638	0	74,638	76,382
Chief of Police	32	0.75	A-6	40	57,197	66,790	76,382	76,382	62,429	6,641	69,070	64,173
Town Administrator	14	14	A-8	40	76,751	85,491	94,231	81,722	81,722	0	81,722	83,357
Council on Aging Clerk	8	8	CL-1	16	13.65	15.43	17.20	12,478	13,021	2,441	15,462	13,237
Treasurer's/Collector's Clerk	2	2	CL-2	40	13.65	15.43	17.20	13,737	33,799	0	33,799	34,700
Building Inspector's Clerk	17	15	CL-2	19	14.52	16.90	19.28	19,122	19,122	405	19,527	19,430
Con. Com. Administrative Assistant	6.5	6.5	CL-2	4.5	14.52	16.90	19.28	3,817	4,021	0	4,021	4,107
Police Secretary	8.25	8.58	CL-2	35	26,422	30,756	35,090	29,574	31,150	0	31,150	31,939
Land Use Asst.	14	14	CL-2	21	15,853	18,454	21,054	20,581	21,054	3,623	24,677	21,475
Assessors' Clerk	9	9	CL-2	35	26,422	30,756	35,090	32,726	34,302	1,000	35,302	35,090
DPW Secretary	1	1	CL-3	35	27,708	32,185	36,661	35,847	31,778	0	31,778	32,591
Selectmen/Administrator's Secretary	0.5	0.5	CL-3	35	27,708	32,185	36,661	35,847	31,778	0	31,778	32,591
Janitor	36	36	PW-1	25	11.75	13.81	15.87	21,232	21,232	1,654	22,886	21,574
Laborer, Sewer Division	24	24	PW-1	25	11.75	13.81	15.87	20,709	20,709	2,921	23,630	21,044
Assistant Water Plant Operator	6.75	6.75	PW-5	40	30,351	35,931	41,511	41,511	41,511	849	42,360	42,341
Assistant Sewer Plant Operator	12	12	PW-5	40	30,351	35,931	41,511	43,693	43,693	3,071	46,764	44,567
Sewer Plant Operator	4.66	4.66	PW-5	40	30,351	35,931	41,511	38,468	40,496	1,319	41,815	41,511
Veterans Agent	13	13		3				4,850	4,850	0	4,850	4,947
Animal Control Officer	2	2						10,000	10,000	0	10,000	10,200
Town Counsel	4.3	4.3						24,960	24,960	0	24,960	25,459

IT Trainer	8.5	8.5		11.27				13,220	13,220	187	13,407	13,485
Ambulance Training Director	6.5	6.5						3,816	3,816	3,850	7,666	3,892
E.M.T. Intermediate	17	17	EMT-2	40	15.21	17.25	19.28	40,257	40,257	2,427	42,684	40,904
Custodian/EMT	4.16	5.16	EMT-1	40	12.07	14.09	16.11	27,499	29,044	1,210	30,254	29,682

FY13 Hourly Rate	Estimated Fees/comp FY13	Total FY13Comp	% Increase	\$ Increase	Notes				
24.37	1,350	33,032	2.91%	922	Longevity				
27.15	2,300	51,718	2.26%	1,119	Registrar, Certification & Longevity				
28.16	1,750	53,007	1.96%	1,005	Certification, Longevity				
22.43	0	40,822	2.63%	1,048	Step 2				
28.87	3,450	55,989	2.62%	1,431	Certification, ,Longevity & Goose Pond				
28.17	750	59,339	3.31%	1,899	Longevity				
29.89	750	62,915	2.14%	1,319	Longevity				
28.16	1,150	59,729	0.59%	349	Longevity				
29.64	1,450	63,098	2.45%	1,509	Longevity				
	7,673	16,756	1.07%	178	Stipend, plus hourly when covering paid shift				
26.52	0	48,268	2.57%	1,211	Step 7				
36.72	0	76,382	2.34%	1,744	Step 12				
30.85	6,715	70,888	2.63%	1,818	Step 5, Ed Incentive, Emergency Mgmt, & Holidays				
40.08	0	83,357	2.00%	1,635					
15.91	2,482	15,719	1.66%	257	Step 8 - Paid hourly & Additional Hours				
16.68	0	34,700	2.67%	901	Step 6				
19.67	459	19,889	1.85%	362	Paid hourly, Longevity				
17.55	0	4,107	2.14%	86	Step 8 - Paid hourly				
17.55	0	31,939	2.53%	789	Step 8				
19.67	3,956	25,431	3.06%	754	Longevity				
19.28	1,000	36,090	2.23%	788	Step 12, Goose Pond				
17.91	0	32,591	2.56%	813	Step 7				
17.91	0	32,591	2.56%	813	Step 7				
16.60	1,964	23,538	2.85%	652	Paid hourly, Longevity				
16.19	3,104	24,148	2.19%	518	Paid hourly, Longevity & Additional hours				
20.36	955	43,296	2.21%	936	Call back. Longevity				
21.43	2,196	46,763	0.00%	-1	Longevity, Call back				
19.96	1,353	42,864	2.51%	1,049	Call back, Step 12				
	0	4,947	2.00%	97	Stipend				
	0	10,200	2.00%	200	Stipend, Expense shared by Lenox				
	650	26,109	4.60%	1,149	Longevity				

23.01	221	13,706	2.23%	299	Paid hourly			
	3,850	7,742	0.99%	76	Stipend plus \$35 when teaching			
19.67	2,561	43,465	1.83%	781	Paid hourly, OT, Longevity			
14.27	1,241	30,923	2.21%	669	Step 6 - Paid hourly & OT			