

FY2016 CLASSIFICATION and COMPENSATION PLANS												
Steps Increased by 1.5% and 1.5% increase accorded those at or above step 12 in FY 2015												
Longevity pay increase \$50 per milestone												
Created 12/11/2104 - Updated April 6, 2015				Adopted by the Personnel Board on April 17, 2015				Updated (Vacancies) April 25, 2015				
Position	Years Employed as of 07/15	Years in position as of 07/15	Classification	Hours	Ranges			Base Salary Paid		FY15 Fees or Other Compensation	Total FY15 Compensation	Salary FY16
					Step 1	Mid	Step 12	FY14	FY15			
Council on Aging Director	2.66	2.66	A-1	25	23,947	27,817	31,687	23,927	24,979	0	24,979	26,058
Town Clerk	24	17.5	A-2	35	42,340	46,502	50,663	50,159	50,911	2,500	53,411	51,675
Accountant	3.2	3.2	A-3	37.5	43,388	49,844	56,299	45,688	47,453	0	47,453	52,778
Treasurer/Collector	16.8	1.33	A-3	37.5	43,388	49,844	56,299	54,639	55,458	2,550	58,008	56,290
Building Inspector	13.3	13.3	A-3	40	46,281	53,167	60,052	59,458	60,350	900	61,250	61,255
Water Division Supervisor	13.3	13.3	A-3	40	46,281	53,167	60,052	63,097	64,043	900	64,943	65,004
Sewer Division Supervisor	29	13.5	A-3	40	46,281	53,167	60,052	59,458	60,350	1,400	61,750	61,255
DPW Assistant Superintendent	41	10	A-3	40	46,281	53,167	60,052	62,573	63,512	1,600	65,112	64,466
Library Director	4	4	A-4	35	42,873	49,840	56,807	50,222	52,223	0	52,223	54,273
Ambulance Director/Paramedic	10.5	2.66	A-5	40	56,886	63,508	70,130	68,073	69,094	750	69,844	70,130
DPW Superintendent	10	10	A-6	40	59,810	69,841	79,871	77,528	78,691	900	79,591	79,871
Chief of Police	1.58	13.6	A-6	40	59,810	69,841	79,871	65,136	67,910	7,134	75,044	70,753
Town Administrator	17.25	17.25	A-8	40	80,257	89,396	98,535	84,607	85,876	0	85,876	87,164
Council on Aging Clerk	11	11	CL-1	16	14.27	16.13	17.99	13,764	14,249	1,781	16,030	13,381
Treasurer/Collector Clerk	1.33	1.33	CL-2	32.5	25,655	29,863	34,071	27,130	27,130	1,000	28,130	28,715
Building Inspector's Clerk	20	18	CL-2	19	15.18	17.67	20.16	19,801	20,103	567	20,670	20,484
Con. Com. Administrative Assistant	0.83	0.83	CL-2	4.5	15.18	17.67	20.16	3,411	3,514	594	4,108	3,686
Police Secretary	11.25	11.25	CL-2	35	27,628	32,160	36,692	33,217	34,527	0	34,527	35,868
Land Use Asst.	17	17	CL-2	21	16,577	19,296	22,015	21,797	22,124	4,494	26,618	22,456
Assistant Treasurer/Collector	4.75	1.33	CL-3	40	33,113	38,463	43,812	39,695	41,248	1,000	42,248	42,840
Assessors' Clerk	12	12	CL-3	35	28,974	33,655	38,336	35,616	37,769	1,000	38,769	38,336
DPW Secretary	0.66	0.66	CL-3	35	28,974	33,655	38,336	33,906	31,061	0	31,061	32,378
Selectmen/Administrator's Secretary	4.5	4.5	CL-3	35	28,974	33,655	38,336	33,906	35,254	0	35,254	36,633
Janitor	39.2	39.2	PW-1	25	12.29	14.44	16.59	21,988	22,319	2,130	24,449	18,517
Laborer, Sewer Division	26.75	26.75	PW-1	25	12.29	14.44	16.59	21,445	21,763	3,576	25,339	22,179
Assistant Water Plant Operator	9.75	9.75	PW-5	40	31,737	37,572	43,407	42,976	43,621	1,065	44,686	44,275
Assistant Sewer Plant Operator	15.25	15.25	PW-5	40	31,737	37,572	43,407	45,236	45,915	2,540	48,455	46,604
Sewer Plant Operator	7.66	7.66	PW-5	40	31,737	37,572	43,407	42,134	42,766	2,138	44,904	43,407
Veterans Agent	16	16						6,528	6,625	0	6,625	6,724
Animal Control Officer	5	5						10,353	10,508		10,508	10,666
Town Counsel	8	8						25,841	26,229	750	26,979	26,622
IT Trainer	11	11		5.0				8,410	6,165	261	6,426	6,257

Paramedic/Training Director	0.75	1.5		18					16,800	6,817	23,617	17,723
Paramedics			EMT-P		17.50	21.04	24.58					
Custodian/EMT-I (Intermediate)	8.16	2.66	EMT-2	40	15.91	18.04	20.17	33,032	34,327	3,364	37,691	35,779
Custodian/EMT-B (Basic)	4.16	4.16	EMT-1	40	12.62	14.74	16.85	27,123	28,334	2,776	31,110	29,679

FY16 Hourly Rate	Estimated Fees/comp FY16	Total FY16 Comp	% Increase	\$ Increase	Notes				
20.04	0	26,058	4.1%	1,079	Step 4				
28.39	2,750	54,425	2.0%	1,014	Registrar, Certification & Longevity				
27.07	1,000	53,778	12.0%	6,325	Step 9, Certification & Longer Workweek				
28.87	2,600	58,890	1.5%	882	Certification, Longevity & Goose Pond				
29.45	950	62,205	1.6%	955	Longevity				
31.25	950	65,954	1.6%	1,011	Longevity				
29.45	2,550	63,805	3.3%	2,055	Longevity & Water License Bonus				
30.99	1,650	66,116	1.5%	1,004	Longevity				
29.82	0	54,273	3.9%	2,050	Step 10				
33.72	800	70,930	1.6%	1,086	Longevity				
38.40	950	80,821	1.5%	1,230	Longevity				
34.02	7,266	78,019	4.0%	2,975	Step 7, Ed Incentive, Emergency Mgmt, & Holidays				
41.91	0	87,164	1.5%	1,288					
15.96	1,673	15,054	-6.1%	-976	Vacant, Step 6				
16.99	2,020	30,735	9.3%	2,605	Step 5 & More Additional Hours				
20.57	675	21,159	2.4%	489	Paid hourly & Longevity				
15.63	422	4,108	0.0%	0	Step 2 & Additional Hours				
19.71	0	35,868	3.9%	1,341	Step 11				
20.56	4,236	26,692	0.3%	74	Additional Hours, Longevity, & Holiday Pay				
20.60	1,000	43,840	3.8%	1,592	Step 11, Certification & Goose Pond				
21.06	1,950	40,286	3.9%	1,517	Longevity & Goose Pond				
17.79	0	32,378	4.2%	1,317	Step 5				
20.13	0	36,633	3.9%	1,379	Step 10				
14.24	442	18,959	-22.5%	-5,490	Vacant, Step 6				
16.93	3,668	25,847	2.0%	508	Paid Hourly, Longevity & Additional Hours				
21.29	1,269	45,544	1.9%	858	Call back & Longevity				
22.41	3,612	50,216	3.6%	1,761	Call back, Longevity & Water License Bonus				
20.87	2,209	45,616	1.6%	712	Call back & Longevity				
		6,724	1.5%	99	Stipend				
		10,666	1.5%	158	Stipend, Expense shared by Lenox				
	800	27,422	1.6%	443	Longevity				
24.07	276	6,533	1.7%	107	Paid hourly & Longevity				

18.79	6,878	24,601	4.2%	984	Step 3, Stipend & \$25/hour when teaching		
					Various part-time employees		
17.07	3,503	39,282	4.2%	1,591	Step 4, Paid hourly & OT		
14.16	2,906	32,585	4.7%	1,475	Step 5 Paid hourly & OT		