

FY2014 CLASSIFICATION and COMPENSATION PLANS																			
Steps Increased by 1.5% and 1.5% increase accorded those at or above step 12 in FY 2013																			
Adopted by the Personnel Board on April 22, 2013																			
Position	Years Emp as of 07/13	Yrs in pos as of 07/13	Classification	Hours	Ranges			Base Salary Paid		FY13 Fees or Other Compensation	Total FY13 Compensation	Salary FY14	FY14 Hourly Rate	Estimated Fees/comp FY14	Total FY14Comp	% Increase	\$ Increase	Notes	
					Step 1	Mid	Step 12	FY12	FY13										
Council on Aging Director	1.5	1.5	A-1	25	23,244	27,001	30,758	NA	22,900	0	22,900	23,927	18.41		23,927	4.29%	1,027	Step 1, New Hire Oct. 25, 2012	
Town Clerk	22	15.5	A-2	35	41,098	45,137	49,176	48,499	49,418	2,300	51,718	50,159	27.56	2,300	52,459	1.48%	741	Registrar, Certification & Longevity	
Accountant	1.2	1.2	A-3	35	39,307	45,157	51,006	43,965	43,965	0	43,965	45,688	25.10	0	45,688	3.77%	1,723	Step 7	
Treasurer	14.8	2.9	A-3	35	39,307	45,157	51,006	39,774	40,822	0	40,822	42,497	23.35	0	42,497	4.10%	1,675	Step 4	
Collector	35	35	A-3	35	39,307	45,157	51,006	51,508	52,539	3,450	55,989	53,327	29.30	3,450	56,777	1.41%	788	Certification, Longevity & Goose Pond	
Building Inspector	11.3	11.3	A-3	40	44,923	51,607	58,291	57,430	58,579	750	59,329	59,458	28.59	750	60,208	1.48%	879	Longevity	
Water Division Supervisor	11.3	11.3	A-3	40	44,923	51,607	58,291	60,946	62,165	750	62,915	63,097	30.34	750	63,847	1.48%	932	Longevity	
Sewer Division Supervisor	27	11.5	A-3	40	44,923	51,607	58,291	57,430	58,579	1,150	59,729	59,458	28.59	2,150	61,608	3.15%	1,879	Longevity & License Bonus	
DPW Assistant Superintendent	39	8	A-3	40	44,923	51,607	58,291	60,439	61,648	1,450	63,098	62,573	30.08	1,450	64,023	1.47%	925	Longevity	
Ambulance Director/Paramedic	8.5	8.5		40				8,905	67,067		67,067	68,073	32.73		68,073	1.50%	1,006	Paramedic Service Upgrade Oct. 21, 2012	
Library Director	2	2	A-4	35	41,615	48,378	55,140	47,057	48,268	0	48,268	50,222	27.59	0	50,222	4.05%	1,954	Step 8	
DPW Superintendent	9	9	A-6	40	58,055	67,792	77,528	74,638	76,382	0	76,382	77,528	37.27	650	78,178	2.35%	1,796	Longevity	
Chief of Police	34	1.75	A-6	40	58,055	67,792	77,528	62,429	64,173	6,962	71,135	66,906	32.17	7,088	73,994	4.02%	2,859	Step 6, Ed Incentive, Emergency Mgmt, & Holidays	
Town Administrator	15.25	15.25	A-8	40	77,902	86,783	95,664	81,722	83,357	0	83,357	84,607	40.68	0	84,607	1.50%	1,250		
Council on Aging Clerk	9	9	CL-1	16	13.85	15.66	17.46	13,021	13,237	2,482	15,719	13,764	16.48	2,581	16,345	3.98%	626	Step 9- Paid hourly & Additional Hours, Longevity	
Treasurer's/Collector's Clerk	2.75	2.27	CL-2	40	30,650	35,678	40,705	33,799	34,700	0	34,700	36,134	17.37	0	36,134	4.13%	1,434	Step 7	
Building Inspector's Clerk	18	16	CL-2	19	14.74	17.16	19.57	19,122	19,434	459	19,893	19,801	19.96	459	20,260	1.84%	367	Paid hourly, Longevity	
Con. Com. Administrative Assistant	0.16	0.16	CL-2	4.5	14.74	17.16	19.57	4,021	4,107	0	4,107	3,411	14.52	0	3,411	-16.95%	-696	Step 1, New Employee May 5, 2013	
Police Secretary	9.33	9.33	CL-2	35	26,818	31,217	35,616	31,150	31,938	0	31,938	33,217	18.25	0	33,217	4.00%	1,279	Step 9	
Land Use Asst.	15	15	CL-2	21	16,091	18,731	21,370	21,054	21,475	3,956	25,431	21,797	19.96	4,034	25,831	1.57%	400	Additional Hours, Longevity, Holiday Pay	
Assessors' Clerk	10	10	CL-2	35	26,818	31,217	35,616	34,302	35,090	1,000	36,090	35,616	19.57	1,750	37,366	3.54%	1,276	Longevity & Goose Pond	
DPW Secretary	2	2	CL-3	35	28,124	32,668	37,211	31,778	32,591	0	32,591	33,906	18.63	0	33,906	4.03%	1,315	Step 8	
Selectmen/Administrator's Secretary	1.5	1.5	CL-3	35	28,124	32,668	37,211	31,778	32,591	0	32,591	33,906	18.63	0	33,906	4.03%	1,315	Step 8	
Janitor	37.2	37.2	PW-1	25	11.92	14.02	16.11	21,232	21,580	1,965	23,545	21,988	16.91	1,972	23,960	1.76%	415	Paid Hourly, Longevity	
Laborer, Sewer Division	24.8	24.75	PW-1	25	11.92	14.02	16.11	20,709	21,047	3,105	24,152	21,445	16.50	3,294	24,739	2.43%	587	Paid Hourly, Longevity & Additional Hours	
Assistant Water Plant Operator	7.75	7.75	PW-5	40	30,806	36,470	42,134	41,511	42,341	955	43,296	42,976	20.66	960	43,936	1.48%	640	Call back, Longevity	
Assistant Sewer Plant Operator	13.3	13.25	PW-5	40	30,806	36,470	42,134	43,693	44,567	2,196	46,763	45,236	21.75	3,218	48,454	3.62%	1,691	Call back, Longevity & License Bonus,	
Sewer Plant Operator	5.66	5.66	PW-5	40	30,806	36,470	42,134	40,496	41,511	1,347	42,858	42,134	20.26	2,017	44,151	3.02%	1,293	Call back & Longevity	
Veterans Agent	14	14		3				4,850	4,947	0	4,947	5,021		0	5,021	1.50%	74	Stipend	
Animal Control Officer	3	3						10,000	10,200	0	10,200	10,353		0	10,353	1.50%	153	Stipend, Expense shared by Lenox	
Town Counsel	5.3	5.3						24,960	25,459	650	26,109	25,841		650	26,491	1.46%	382	Longevity	
IT Trainer	9.5	9.5		7.3				9,268	8,765	221	8,986	8,896	23.36	221	9,117	1.46%	131	Paid hourly	
Ambulance Training Director	4.25	1							3,816	2,750	6,566	3,873		2,750	6,623	0.87%	57	Stipend plus \$25 when teaching	
Custodian/EMT-I (Intermediate)	6.16	0.66	EMT -2	40	15.44	17.51	19.57	29,044	31,647	3,103	34,750	33,032	15.82	3,237	36,269	4.37%	1,519	Step 2, Paid hourly & OT	
Custodian/EMT-B (Basic)	2.16	2.16	EMT-1	40	12.25	14.31	16.36		25,854	2,536	28,390	27,123	12.99	2,658	29,781	4.90%	1,391	Step 3 Paid hourly & OT	