

Town Positions, not including Highway and Water & Sewer

Job Title	Years of Service	Current Grade	New Grade	Current Salary	Option #1				Option #2				Option #3				Option #4				Option #5													
					Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 50th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 60th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 65th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 70th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 75th 75+ Comps					
Pay Band E																																		
Town Manager*	4	20	10	79,915	80,177	D	1,262	189	78,000	100,158	79,458	C	543	81	76,000	101,483	79,981	C	1,066	180	76,500	102,161	79,755	B	840	126	78,000	104,164	80,266	B	1,351	202	78,500	104,832
Police Chief*	1	19	9	75,150	75,751	E	600	116	69,300	92,546	75,206	D	56	11	70,150	93,948	75,768	C	617	119	70,875	94,649	76,129	D	5,178	228	71,400	95,350	76,890	D	1,740	336	71,925	96,051
Finance Director*	5	12	8	54,475	69,003	C	14,528	2,177	66,000	88,139	70,049	C	15,574	2,333	67,000	89,474	70,572	C	16,096	2,412	67,500	90,342	71,094	C	16,619	2,490	68,000	91,210	71,617	C	17,142	2,568	68,500	91,978
Pay Band C																																		
Town Planner	3	12	7	32,354	64,926	C	12,572	1,884	62,100	82,931	66,128	C	13,775	2,064	63,200	84,466	66,729	C	14,376	2,154	63,825	85,234	67,331	C	14,977	2,244	64,450	86,002	67,932	C	15,578	2,334	65,075	86,770
Town Clerk	17	12		63,817	74,199	F	10,382	1,555			75,573	F	11,756	1,761			76,760	F	12,443	1,864			78,047	F	13,130	1,967			79,334	F	13,817	2,070		
Library Director* 32 hrs/wk, 1664/yr.	21	15	6	35.06/hour or \$58,340/yr.	-	N	-	-	54,000	72,114	58,756	N	416	62	55,000	73,449	59,288	N	948	142	55,500	74,117	59,821	N	1,481	222	56,000	74,784	60,370	N	2,030	304	56,500	75,452
Pay Band B																																		
Zoning Administrative Officer*	>1	7	5	47,008	47,730	A	722	108	47,730	63,740	48,840	A	1,832	274	48,840	65,223	49,395	A	2,387	358	49,395	65,964	49,950	A	2,942	441	49,950	66,705	50,505	A	3,497	524	50,505	67,446
Youth Services Lib./Asst. Director* 32 hrs/wk, 1664/yr.	17	9	4	25.00/hour or \$41,600	42,033	J	433	33	43,000	57,424	42,066	I	466	36	44,000	58,759	44,196	I	2,596	200	44,500	59,427	43,014	I	1,414	109	45,000	60,095	43,497	I	1,897	146	45,500	60,762
Assistant to the Town Manager* 30 hrs/wk, 1560/yr.	0.5	-	-	22.60/hour or \$35,256	36,045	F	789	118	20.67	27.61	35,278	D	22	3	21.15	28.25	35,679	D	423	63	21.39	28.57	35,286	C	30	4	21.63	28.89	35,678	C	422	63	21.88	29.21
Pay Band A																																		
Assistant Town Clerk (12 hrs/wk, 624/yr.)	16	6	3	20.41/hour or \$12,735	14,096	I	1,360	105	39,325	52,516	14,527	I	1,791	138	40,535	54,132	14,747	I	2,011	155	41,140	54,940	14,964	I	2,228	172	41,745	55,748	15,182	I	2,446	188	42,350	56,556
Admin Assistant to Police Chief* (16 hrs/wk, 832/yr.)	21	6		25.37/hour or \$21,107	21,107	N	-	-	18.91	25.25	21,649	N	541	42	19.49	26.02	21,973	N	865	67	19.78	26.41	21,329	L	221	17	20.07	26.80	21,638	L	530	41	20.36	27.19
Operator in Training				9,645	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IL/Outreach Librarian** (20 hrs/wk, 1040/yr.)	5	3	2	17.75/hour or \$18,460	18,688	C	228	18	35,760	47,712	19,261	C	801	62	36,800	49,311	19,552	C	1,092	84	37,400	49,945	19,843	C	1,383	107	37,950	50,680	20,124	C	1,664	128	38,500	51,414
Library Assistant I (5 hrs/wk, 260/yr.)*	4	3		20.30/hour or \$5,278	5,968	N	689	53	17.19	22.95	6,151	N	873	67	17.72	23.66	6,243	N	965	74	17.98	24.01	6,335	N	1,057	81	18.25	24.37	6,427	N	1,149	88	18.51	24.72
Technical Services II Librarian** (24 hrs/wk, 1248/yr.)	-	4		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Library Assistant I* (20 hrs/wk, 1040/yr.)	1	2	1	14.96/hour or \$15,558	16,250	A	697	54	32,500	43,402	16,754	A	1,196	92	33,500	44,737	17,000	A	1,442	111	34,000	45,405	17,250	A	1,692	130	34,500	46,073	17,500	A	1,942	150	35,000	46,740
Youth Services Library Assistant* (5 hrs/wk, 260/yr.)	31	4		18.05/hour or \$4,693	5,425	N	735	56	15.63	20.87	5,593	N	630	48	16.11	21.51	5,676	N	713	55	16.35	21.83	5,759	N	796	61	16.59	22.15	5,843	N	880	68	16.83	22.47
					44,996		6,466				50,271		7,025				54,040		8,018				59,968		8,399				66,064		9,211			
					Total: 51,462						Total: 57,347						Total: 66,058					Total: 68,387						Total: 75,295						

*Positions with an asterisk the actual salary was used instead of range data.
 **Positions that were not surveyed.

Highway

Job Title	Years of Service	Current Grade	New Grade	Current Salary	Option #1					Option #2					Option #3					Option #4					Option #5										
					Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 50th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 60th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 65th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 70th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 75th 75+ Comps						
Pay Band C																																			
Highway Foreman*	27	17	7	76,773	82,931	N	6,158	923	62,100	82,931	84,466	N	7,694	1,133	63,250	84,466	85,234	N	8,461	1,268	63,825	85,234	86,002	N	9,229	1,383	64,400	86,002	86,770	N	9,997	1,498	64,975	86,770	
Assistant Foreman	2	9	6	49,982	57,728	D	7,745	1,160	54,000	72,114	58,797	D	8,814	1,321	55,000	73,449	59,331	D	9,349	1,401	55,000	74,317	59,866	D	9,883	1,481	56,000	74,784	60,400	D	10,418	1,561	56,500	75,452	
Pay Band B																																			
Heavy Equipment Operator	13	7	4	49,587	51,378	I	1,791	268	48,000	57,424	52,573	I	2,985	447	44,000	58,759	53,170	I	3,583	537	44,500	59,427	53,767	I	4,180	626	45,000	60,095	54,365	I	4,778	716	45,500	60,762	
Heavy Equipment Operator	4	7		42,182	45,968	D	3,786	567			47,037	D	4,855	727			47,572	D	5,189	807			48,106	D	5,924	888			48,641	D	6,458	968			
Heavy Equipment Operator	2	7		42,182	45,968	D	3,786	567			47,037	D	4,855	727			47,572	D	5,189	807			48,106	D	5,924	888			48,641	D	6,458	968			
											23,265		3,486				29,203		4,375				32,172		4,820			35,141		5,265			38,110		5,710
											Total:		26,751				Total:		33,578				Total:		36,992			Total:		40,406			Total:		43,819

*Positions with an asterisks the actual salary was used instead of range data.
 **Positions that were not surveyed.

Water & Sewer

Job Title	Years of Service	Current Grade	New Grade	Current Salary	Option #1				Option #2				Option #3				Option #4				Option #5				Original Option #4 - Comp + Chatham County 60th Percentile															
					Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 50th-75% Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 50th-75% Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 50th-75% Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 70th-75% Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range 75th-75% Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	60th Percentile						
Pay Band D																																								
Water and Wastewater Superintendent*	37	16	8	76,502	88,139	N	11,636	1,743	66,000	88,139	89,474	N	13,972	1,944	67,000	89,474	90,142	N	13,640	2,044	67,500	90,142	90,810	N	14,307	2,144	68,000	90,810	95,477	N	14,975	2,244	68,500	95,477	96,485	N	19,983	3,994	72,350	96,485
Pay Band C																																								
Lead Mechanical Operator* Water 3 WW4 Cert	3	13-15	6	60,070	60,355	F	284	43	54,000	72,114	61,472	F	1,402	210	55,000	73,449	62,031	F	1,961	294	55,500	74,117	62,590	F	2,520	377	56,000	74,784	63,149	F	3,078	461	56,500	75,452	61,472	F	1,402	210	55,000	73,449
Lead Process Operator* Water 3 WW2 Cert	9	13-15		57,574	60,355	F	2,780	417			61,472	F	3,898	584			62,031	F	4,457	668			62,590	F	5,016	751			63,149	F	5,574	835			61,472	F	3,898	584		
Pay Band A																																								
Operator in Training	x1	n/a	3	39,811	40,210	B	399	60	39,325	52,516	40,535	A	724	108	40,535	54,132	41,140	A	1,329	199	41,140	54,040	41,745	A	1,934	295	41,745	55,748	42,350	A	2,539	380	42,350	56,556	41,745	A	1,934	290	41,745	55,748
					Total: 17,842				Total: 21,841				Total: 24,590				Total: 27,338				Total: 30,087				Total: 31,293															

*Positions with an asterisk the actual salary was used instead of range data
 **Positions that were not surveyed

Option 1: 50th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	32,500	33,231	33,979	34,743	35,525	36,325	37,142	37,978	38,832	39,706	40,599	41,513	42,447	43,402
2	35,750	36,554	37,377	38,218	39,078	39,957	40,856	41,775	42,715	43,676	44,659	45,664	46,691	47,742
3	39,325	40,210	41,115	42,040	42,986	43,953	44,942	45,953	46,987	48,044	49,125	50,230	51,360	52,516

Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	43,000	43,968	44,957	45,968	47,003	48,060	49,141	50,247	51,378	52,534	53,716	54,924	56,160	57,424
5	47,730	48,804	49,902	51,025	52,173	53,347	54,547	55,774	57,029	58,312	59,624	60,966	62,338	63,740

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	54,000	55,215	56,457	57,728	59,026	60,355	61,713	63,101	64,521	65,973	67,457	68,975	70,527	72,114
7	62,100	63,497	64,926	66,387	67,880	69,408	70,969	72,566	74,199	75,868	77,576	79,321	81,106	82,931

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	66,000	67,485	69,003	70,556	72,143	73,767	75,426	77,124	78,859	80,633	82,447	84,302	86,199	88,139
9	69,300	70,859	72,454	74,084	75,751	77,455	79,198	80,980	82,802	84,665	86,570	88,518	90,509	92,546

Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	75,000	76,688	78,413	80,177	81,981	83,826	85,712	87,640	89,612	91,629	93,690	95,798	97,954	100,158

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase with their CFM certification.

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Option 2: 60th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	33,500	34,254	35,024	35,813	36,618	37,442	38,285	39,146	40,027	40,927	41,848	42,790	43,753	44,737
2	36,850	37,679	38,527	39,394	40,280	41,186	42,113	43,061	44,030	45,020	46,033	47,069	48,128	49,211
3	40,535	41,447	42,380	43,333	44,308	45,305	46,324	47,367	48,432	49,522	50,636	51,776	52,941	54,132

Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	44,000	44,990	46,002	47,037	48,096	49,178	50,284	51,416	52,573	53,755	54,965	56,202	57,466	58,759
5	48,840	49,939	51,063	52,211	53,386	54,587	55,816	57,071	58,356	59,669	61,011	62,384	63,787	65,223

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	55,000	56,238	57,503	58,797	60,120	61,472	62,855	64,270	65,716	67,194	68,706	70,252	71,833	73,449
7	63,250	64,673	66,128	67,616	69,138	70,693	72,284	73,910	75,573	77,273	79,012	80,790	82,608	84,466
												33.78		35.31

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	67,000	68,508	70,049	71,625	73,237	74,884	76,569	78,292	80,054	81,855	83,697	85,580	87,505	89,474
9	70,350	71,933	73,551	75,206	76,898	78,629	80,398	82,207	84,056	85,948	87,881	89,859	91,881	93,948

Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	76,000	77,710	79,458	81,246	83,074	84,944	86,855	88,809	90,807	92,850	94,939	97,076	99,260	101,493

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Option 3: 65th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	34,000	34,765	35,547	36,347	37,165	38,001	38,856	39,730	40,624	41,538	42,473	43,429	44,406	45,405
2	37,400	38,242	39,102	39,982	40,881	41,801	42,742	43,703	44,687	45,692	46,720	47,771	48,846	49,945
3	41,140	42,066	43,012	43,980	44,969	45,981	47,016	48,074	49,155	50,261	51,392	52,549	53,731	54,940

Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	44,500	45,501	46,525	47,572	48,642	49,737	50,856	52,000	53,170	54,366	55,590	56,840	58,119	59,427
5	49,395	50,506	51,643	52,805	53,993	55,208	56,450	57,720	59,019	60,347	61,704	63,093	64,512	65,964

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	55,500	56,749	58,026	59,331	60,666	62,031	63,427	64,854	66,313	67,805	69,331	70,891	72,486	74,117
7	63,825	65,261	66,729	68,231	69,766	71,336	72,941	74,582	76,260	77,976	79,730	81,524	83,359	85,234

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	67,500	69,019	70,572	72,160	73,783	75,443	77,141	78,876	80,651	82,466	84,321	86,218	88,158	90,142
9	70,875	72,470	74,100	75,768	77,472	79,215	80,998	82,820	84,684	86,589	88,537	90,529	92,566	94,649

Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	76,500	78,221	79,981	81,781	83,621	85,502	87,426	89,393	91,405	93,461	95,564	97,714	99,913	102,161

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Option 4: 70th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	34,500	35,276	36,070	36,882	37,711	38,560	39,427	40,315	41,222	42,149	43,098	44,067	45,059	46,073
2	37,950	38,804	39,677	40,570	41,483	42,416	43,370	44,346	45,344	46,364	47,407	48,474	49,565	50,680
3	41,745	42,684	43,645	44,627	45,631	46,657	47,707	48,781	49,878	51,000	52,148	53,321	54,521	55,748

Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	45,000	46,013	47,048	48,106	49,189	50,295	51,427	52,584	53,767	54,977	56,214	57,479	58,772	60,095
5	49,950	51,074	52,223	53,398	54,600	55,828	57,084	58,369	59,682	61,025	62,398	63,802	65,237	66,705

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	56,000	57,260	58,548	59,866	61,213	62,590	63,998	65,438	66,911	68,416	69,955	71,529	73,139	74,784
7	64,400	65,849	67,331	68,846	70,395	71,978	73,598	75,254	76,947	78,678	80,449	82,259	84,110	86,002

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	68,000	69,530	71,094	72,694	74,330	76,002	77,712	79,461	81,249	83,077	84,946	86,857	88,811	90,810
9	71,400	73,007	74,649	76,329	78,046	79,802	81,598	83,434	85,311	87,230	89,193	91,200	93,252	95,350

Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	78,000	79,755	81,549	83,384	85,260	87,179	89,140	91,146	93,197	95,294	97,438	99,630	101,872	104,164

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Option 5: 75th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	35,000	35,788	36,593	37,416	38,258	39,119	39,999	40,899	41,819	42,760	43,722	44,706	45,712	46,740
2	38,500	39,366	40,252	41,158	42,084	43,031	43,999	44,989	46,001	47,036	48,094	49,176	50,283	51,414
3	42,350	43,303	44,277	45,273	46,292	47,334	48,399	49,488	50,601	51,740	52,904	54,094	55,311	56,556

Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	45,500	46,524	47,571	48,641	49,735	50,854	51,999	53,169	54,365	55,588	56,839	58,118	59,425	60,762
5	50,505	51,641	52,803	53,991	55,206	56,448	57,718	59,017	60,345	61,703	63,091	64,511	65,962	67,446

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	56,500	57,771	59,071	60,400	61,759	63,149	64,570	66,022	67,508	69,027	70,580	72,168	73,792	75,452
7	64,975	66,437	67,932	69,460	71,023	72,621	74,255	75,926	77,634	79,381	81,167	82,993	84,861	86,770

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	68,500	70,041	71,617	73,229	74,876	76,561	78,284	80,045	81,846	83,687	85,570	87,496	89,464	91,477
9	71,925	73,543	75,198	76,890	78,620	80,389	82,198	84,047	85,938	87,872	89,849	91,871	93,938	96,051

Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	78,500	80,266	82,072	83,919	85,807	87,738	89,712	91,730	93,794	95,905	98,062	100,269	102,525	104,832

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Water and Sewer Original Option 4: 60th Percentile - Proposed Pay Ranges

Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
3	41,745	42,684	43,645	44,627	45,631	46,657	47,707	48,781	49,878	51,000	52,148	53,321	54,521	55,748

Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	55,000	56,238	57,503	58,797	60,120	61,472	62,855	64,270	65,716	67,194	68,706	70,252	71,833	73,449

Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	72,250	73,876	75,538	77,237	78,975	80,752	82,569	84,427	86,327	88,269	90,255	92,286	94,362	96,485

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Certified Flood Plain Manager (CFM)

Town Planner and Zoning Administrative Officer are eligible for a two (2) step increase

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase.

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.