20 Grades with 20 Steps
7% Between Grades 1 through 10 and 5% Between Grades 11 through 20 with 2% Between Each Step
FY20 Budget Numbers

Grade	Position																						
		Below	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Over
		Grade																					Grade
1		1.015	11.44	11.67	11.91	12.14	12.38	12.63	12.88	13.14	13.40	13.67	13.95	14.22	14.50	14.80	15.09	15.40	15.70	16.02	16.34	16.67	
2		1.015	12.24	12.48	12.74	12.99	13.25	13.51	13.78	14.06	14.34	14.63	14.92	15.21	15.52	15.83	16.15	16.47	16.80	17.14	17.48	17.83	
	Library Assistant I																						
	Library Housekeeping																						
	Town Center Houskeeping																						
	Grounds Maintenance W&S apprentice		0-6 months	7-12 months																			
	Grounds Maintenance W&S, uncertified																						
3		1.015	13.09	13.36	13.62	13.90	14.18	14.46	14.75	15.04	15.35	15.65	15.97	16.28	16.61	16.94	17.29	17.63	17.98	18.34	18.71	19.08	
	Grounds Maint/Equip Operator - Highway																						
	Library Assistant II																						
	Grounds Maintenance W&S apprentice		13-18 months	19-24 months																			
	Grounds Maint. Water 3 **or** Wastewater 1																						
4		1.015	14.02	14.29	14.58	14.87	15.16	15.47	15.78	16.10	16.42	16.75	17.08	17.43	17.77	18.13	18.49	18.86	19.23	19.62	20.02	20.41	
	Library Assist/Youth Services Assistant																						
	Circulation & Tech Services Library Assistant																						
	Grounds Maintenance W&S apprentice		25+ months																				
	Grounds Maint. Water 3 **and** Wastewater 1																						
5		1.015	14.99	15.30	15.60	15.92	16.23	16.55	16.89	17.22	17.57	17.91	18.28	18.65	19.02	19.40	19.78	20.18	20.58	21.00	21.42	21.84	
6		1.015	16.05	16.36	16.70	17.02	17.37	17.71	18.07	18.43	18.80	19.17	19.56	19.94	20.35	20.76	21.17	21.59	22.03	22.46	22.92	23.38	
	Office Assistant/Assistant Clerk																						
	Assistant to the Chief of Police																						
7		1.015	17.16	17.51	17.86	18.22	18.58	18.95	19.34	19.72	20.12	20.51	20.93	21.35	21.77	22.21	22.65	23.10	23.57	24.04	24.52	25.01	
	Heavy Equipment Operator																						
	Grounds Maintenance Supervisor Hwy																						
8		1.015	18.37	18.74	19.11	19.49	19.88	20.28	20.69	21.10	21.52	21.95	22.39	22.84	23.29	23.76	24.24	24.73	25.21	25.72	26.24	26.76	
	Patrol Officer																						

9		1.015	19.65	20.05	20.45	20.86	21.27	21.70	22.14	22.57	23.03	23.49	23.95	24.44	24.93	25.43	25.93	26.45	26.98	27.52	28.07	28.63	
	Lead Process Operator - W&S, No Cert.																						
	Lead Mechanical Operator - W&S No Cert.																						
	Assist Lib Director/Children's Librarian																						
	Assistant Foreman Hwy																						
10		1.015	21.03	21.45	21.88	22.32	22.77	23.22	23.68	24.16	24.64	25.13	25.64	26.15	26.67	27.20	27.75	28.31	28.87	29.45	30.03	30.63	
	Lead Process Operator - W&S Water 3 **or** Wastewater 1																						
	Lead Mechanical Operator - W&S Water 3 **or** Wastewater 1																						
	Financial Assistant																						
	Note: * job description change																						
11		1.015	22.09	22.52	22.97	23.44	23.90	24.38	24.87	25.36	25.87	26.39	26.92	27.46	28.00	28.56	29.14	29.72	30.32	30.92	31.54	32.17	
	Zoning Administrative Officer																						
	Lead Process Operator - Water 3 **and** Wastewater 1																						
	Lead Mechanical Operator - Water 3 **and** Wastewater 1																						
	Patrol II																						
	Assistant to the Town Manager																						
12		1.015	23.18	23.65	24.13	24.60	25.10	25.60	26.12	26.63	27.16	27.71	28.27	28.83	29.40	29.99	30.59	31.20	31.83	32.47	33.12	33.78	
	Lead Process Operator - Water 3 **and** Wastewater 2																						
	Lead Mechanical Operator - Water 3 **and** Wastewater 2																						
	Town Planner																						
	Town Clerk																						
	Finance Director																						
	Senior Patrol Officer																						
	Note: (+ not always in PD) (* recent promotion)																						
13		1.015	24.35	24.84	25.32	25.83	26.35	26.88	27.42	27.96	28.52	29.09	29.68	30.27	30.88	31.50	32.12	32.76	33.42	34.09	34.77	35.46	
	Lead Process Operator - Water 3 **and** Wastewater 3																						
	Lead Mechanical Operator - Water 3 **and** Wastewater 3																						
14		1.015	25.56	26.08	26.59	27.13	27.67	28.23	28.79	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.41	35.09	35.79	36.51	37.24	
	Lead Process Operator - Water 3 **and** Wastewater 4																						
	Lead Mechanical Operator - Water 3 **and** Wastewater 4																						
	Sergeant																						
15		1.015	26.84	27.37	27.92	28.48	29.05	29.64	30.23	30.84	31.44	32.07	32.71	33.37	34.04	34.72	35.41	36.12	36.84	37.59	38.34	39.10	
	Lead Process Operator - Water 3 **and** Wastewater 5																						
	Lead Mechanical Operator - Water 3 **and** Wastewater 5																						
	Library Director																						
16	Superintendent W&S - Water 3 **and** Wastewater 4	1.015	28.19	28.7448	29.32335	29.91205	30.50075	31.1199	31.73905	32.36835	33.01795	33.6777	34.35775	35.0378	35.73815	36.4588	37.1896	37.93055	38.6918	39.4632	40.2549	41.05675	
17		1.015	29.59	30.19	30.78	31.40	32.03	32.67	33.32	33.99	34.67	35.36	36.07	36.79	37.52	38.28	39.05	39.83	40.62	41.43	42.26	43.11	
	Superintendent W&S - Water 3 **and** Wastewater 5																						
	Highway Foreman																						

18		1.015	31.07	31.69	32.33	32.98	33.64	34.31	34.99	35.69	36.41	37.13	37.88	38.63	39.40	40.19	41.00	41.82	42.65	43.50	44.38	45.27	
19		1.015	32.62	33.28	33.94	34.62	35.31	36.02	36.74	37.47	38.22	38.99	39.77	40.57	41.37	42.20	43.05	43.91	44.78	45.69	46.60	47.53	
	Chief of Police																						
	Interim Director																						
20		1.015	34.26	34.94	35.64	36.36	37.08	37.82	38.58	39.35	40.13	40.93	41.76	42.59	43.44	44.31	45.20	46.10	47.02	47.97	48.92	49.91	
	Town Manager																						