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

Pesition Below 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Over Grade 1 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Over Grade 1 10 11 14 11 16 7 11 91 12 14 12 30 12 6 12 88 13 14 13 14 13 16 13 15 15 16 17 18 19 20 Over Grade 1 10 15 12 14 11 16 7 11 91 12 14 12 30 12 6 12 88 13 14 13 14 13 16 13 13 15 14 15 16 17 18 19 20 Over Grade 1 10 15 12 14 12 12 12 12 12 12 12 12 12 12 12 12 12		get Numbers																						
Crude Crud	Grade	Position																						↓
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
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 18.01 19																								
Library Assistant	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	—
Library Assistant																								
Library Housekeeping	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	
Town Center Houskeeping Grounds Maintenance W&S, uncertified 3																								Ь—
Grounds Maint-Equip Operator - Highway Library Assistant II Grounds Maint-Water 3 or Wastewater 1 4																								
3 Grounds Maint/Equip Operator - Highway Library Assistant II Grounds Maint/Equip Operator - Highway Library Assistant II																								
Grounds Maint/Equip Operator - Highway Library Assistant II 4 4 Library Assistant Water 3 or Wastewater 1 4 Library Assist/Outh Services Assistant Grounds Maint. Water 3 and Wastewater 1 5 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/Outh Services Assistant 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 18.80 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 17.16 17.15 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		Grounds Maintenance W&S, uncertified																						
Grounds Maint/Equip Operator - Highway Library Assistant II 4 4 Library Assistant Water 3 or Wastewater 1 4 Library Assist/Outh Services Assistant Grounds Maint. Water 3 and Wastewater 1 5 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/Outh Services Assistant 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 18.80 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 17.16 17.15 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																								
Library Assistant II Grounds Maint. Water 3 or Wastewater 1 4	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	Ļ
Grounds Maint. Water 3 or Wastewater 1 4																								Ļ
4 Library AssistYouth Services Assistant Circulation & Tech Services Library Assistant Circulation & Tech Services																								<u> </u>
Library Assistant Circulation & Tech Services Assistant Grounds Maint. Water 3 and Wastewater 1 5 1.015		Grounds Maint. Water 3 or Wastewater 1																						<u> </u>
Library Assistant Circulation & Tech Services Assistant Grounds Maint. Water 3 and Wastewater 1 5 1.015																								
Circulation & Tech Services Library Assistant Grounds Maint. Water 3 and Wastewater 1 5	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	
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 Clerk Assistant to the Chief of Police																								Ļ
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 23.88 Office Assistant/Assistant Clerk																								Ļ
6		Grounds Maint. Water 3 and Wastewater 1																						<u> </u>
6																								
Office Assistant Clerk Assistant to the Chief of Police 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	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	<u> </u>
Office Assistant Clerk Assistant to the Chief of Police 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																								
Assistant to the Chief of Police 7 Second Service 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 8 Second Service 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 Company Service 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 Company Service 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 Company Service 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 Company Service 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 Company Service 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 Company Service 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 Company Service 1.015 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 Company Service 2.75 2.	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	
7 Interview of the control of the co		Office Assistant/Assistant Clerk																						
Heavy Equipment Operator Grounds Maintenance Supervisor Hwy 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		Assistant to the Chief of Police																						
Heavy Equipment Operator Grounds Maintenance Supervisor Hwy 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																								
Grounds Maintenance Supervisor Hwy	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	
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		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	Î																					

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	
-10	Lead Process Operator - W&S Water 3 or	1.013	21.03	21.43	21.00	22.52	22.77	25.22	25.00	24.10	24.04	25.15	25.04	20.13	20.07	27.20	27.73	20.51	20.0	23.4.	30.03	30.03	
	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																			t	t		
	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		-					-					-	-					-	1	1		
	Lead Mechanical Operator - Water 3 and Wastewater 2																			1	1		
	Town Planner																			_	_	1	
	Town Clerk																	ŀ		1	1	1	
	Finance Director																			1			
	Senior Patrol Officer																						
	Senior Patrol Officer																						
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion)	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	2 34.09	34.77	7 35.46	
	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and	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	2 34.09	9 34.77	7 35.46	
	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3	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	2 34.09	34.77	7 35.46	
	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and	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	2 34.09	34.77	7 35.46	
	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3	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	2 34.09	34.77	7 35.46	
	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and			24.84				26.88		27.96	28.52					31.50		32.76					
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3	1.015	24.35		25.32 26.59		26.35		27.42			29.09	29.68	30.27			32.12		33.42				
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 3																						
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and																						
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4																						
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and																						
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant			26.08		27.13			28.79						32.42	33.07	33.73			35.79	36.51	37.24	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Lead Process Operator - Water 3 and Wastewater 4 Lead Process Operator - Water 3 and Wastewater 4	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Mechanical Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director	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	
13	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director Superintendent W&S - Water 3 and	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	9 36.5:	37.24	
14	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director	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	9 36.5:	37.24	
13 14 15 16	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director Superintendent W&S - Water 3 and	1.015	25.56 26.84 28.19	26.08	27.92	28.48	29.05	29.64	30.23	29.36 30.84 32.36835	29.95 31.44 33.01795	30.55	31.16 32.71 34.35775	31.78 33.37 35.0378	32.42 34.04 35.73815	33.07 34.72 36.4588	33.73 35.41 37.1896	34.41 36.12 37.93055	35.09 36.84 38.6918	37.59	3 36.5: 3 38.34 2 40.2545	37.24	
14	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director Superintendent W&S - Water 3 and Wastewater 5	1.015	25.56	26.08	27.92	28.48	29.05	28.23	30.23	29.36 30.84 32.36835	29.95	30.55	31.16	31.78 33.37 35.0378	32.42 34.04 35.73815	33.07 34.72 36.4588	33.73 35.41 37.1896	34.41	35.09	37.59	3 36.5: 3 38.34 2 40.2545	37.24	
13 14 15 16	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Library Director Superintendent W&S - Water 3 and	1.015	25.56 26.84 28.19	26.08	27.92	28.48	29.05	29.64	30.23	29.36 30.84 32.36835	29.95 31.44 33.01795	30.55 32.07 33.6777	31.16 32.71 34.35775	31.78 33.37 35.0378	32.42 34.04 35.73815	33.07 34.72 36.4588	33.73 35.41 37.1896	34.41 36.12 37.93055	35.09 36.84 38.6918	37.59	3 36.5: 3 38.34 2 40.2545	37.24	
13 14 15 16 17	Senior Patrol Officer Note: (+ not always in PD) (* recent promotion) Lead Process Operator - Water 3 and Wastewater 3 Lead Mechanical Operator - Water 3 and Wastewater 3 Lead Process Operator - Water 3 and Wastewater 4 Lead Mechanical Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 4 Sergeant Lead Process Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Lead Mechanical Operator - Water 3 and Wastewater 5 Superintendent W&S - Water 3 and Wastewater 4 Superintendent W&S - Water 3 and Wastewater 4	1.015	25.56 26.84 28.19	26.08	27.92	28.48	29.05	29.64	30.23	29.36 30.84 32.36835	29.95 31.44 33.01795	30.55 32.07 33.6777	31.16 32.71 34.35775	31.78 33.37 35.0378	32.42 34.04 35.73815	33.07 34.72 36.4588	33.73 35.41 37.1896	34.41 36.12 37.93055	35.09 36.84 38.6918	37.59	3 36.5: 3 38.34 2 40.2545	37.24	

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										ĺ		ĺ								ĺ		