

All Town Positions Combined

Job Title	Years of Service	Current Grade	New Grade	Current Salary as of FY 2023 (3.5% Increase)	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																					
<b>Pay Band E</b>																																																		
Town Manager*	4	20	10	81,677	86,695	E	5,018	752	79,313	106,912	85,918	D	4,241	633	80,330	107,339	86,489	D	4,806	720	80,899	108,035	86,239	C	4,561	683	82,485	110,153	86,791	C	5,114	766	83,014	110,860																
Police Chief*	1	19	9	77,781	81,909	F	4,126	798	73,265	97,867	81,520	E	5,539	684	74,395	99,350	80,124	D	2,343	453	74,950	100,091	82,534	E	4,753	919	75,506	100,833	83,311	D	5,531	683	76,261	101,574																
Water and Wastewater Superintendent*	37	16	8	79,180	93,207	N	14,027	3,102	69,795	93,207	94,638	N	15,489	2,313	70,853	94,639	95,325	N	16,145	2,419	71,381	95,325	96,011	N	16,831	2,520	71,910	96,011	96,737	N	17,587	2,631	72,439	96,717																
Finance Director*	5	12		76,344	78,344	D	19,362	3,290	69,795	93,207	75,743	D	19,362	2,901	70,853	94,639	76,309	N	19,927	2,986	71,381	95,325	76,874	D	20,492	3,076	71,910	96,011	77,439	D	21,057	3,155	72,439	96,717																
<b>Pay Band C</b>																																																		
Highway Foreman*	27	17	7	79,460	87,699	N	8,739	1,234	65,671	87,699	89,333	N	8,863	1,478	66,887	89,333	90,135	N	10,675	1,599	67,495	90,135	90,947	N	11,487	1,711	68,103	90,947	91,759	N	12,299	1,843	68,711	91,759																
Town Planner	3	12		54,186	70,204	D	16,018	2,400	65,671	87,699	71,504	D	17,318	2,595	66,887	89,333	72,154	D	17,968	2,692	67,495	90,135	72,804	D	18,618	2,789	68,103	90,947	73,454	D	19,268	2,887	68,711	91,759																
Town Clerk	17	12		66,051	80,231	J	14,180	2,125	65,671	87,699	81,717	J	15,666	2,347	66,887	89,333	82,460	J	16,409	2,458	67,495	90,135	83,202	J	17,152	2,570	68,103	90,947	83,945	J	17,895	2,681	68,711	91,759																
Library Director* 32 hrs/wk. 3664/yr.	21	15	6	60,382	-	N	-	-	57,105	76,260	62,134	N	1,752	262	58,163	77,672	62,700	N	2,318	347	58,691	78,378	63,265	N	2,883	432	59,220	79,085	63,831	N	3,449	517	59,749	79,791																
Assistant Foreman	2	9		51,732	62,421	E	10,689	1,691	57,105	76,260	63,676	E	11,845	1,775	58,163	77,672	64,154	E	12,423	1,861	58,691	78,378	64,732	E	13,001	1,948	59,220	79,085	65,310	E	13,579	2,034	59,749	79,791																
Lead Mechanical Operator* Water3 WW4 Cert	3	13-15		63,173	65,261	G	3,088	468	57,105	76,260	66,470	G	4,297	644	58,163	77,672	67,074	G	4,901	734	58,691	78,378	67,678	G	5,505	825	59,220	79,085	68,282	G	6,100	915	59,749	79,791																
Lead Process Operator* Water3 WW2 Cert	9	13-15		59,590	65,261	G	5,672	850	57,105	76,260	66,470	G	6,880	1,031	58,163	77,672	67,074	G	7,484	1,121	58,691	78,378	67,678	G	8,089	1,212	59,220	79,085	68,282	G	8,693	1,302	59,749	79,791																
<b>Pay Band B</b>																																																		
Zoning Administrative Officer*	>1	7	5	48,653	51,610	B	2,957	443	50,474	67,405	52,810	B	4,157	633	51,648	68,973	53,411	B	4,757	713	52,335	69,757	54,011	B	5,357	803	52,822	70,541	54,611	B	5,957	893	53,409	71,324																
Youth Services Lib./Asst. Director* 32 hrs/wk. 3664/yr.	17	9	4	43,056	45,444	K	2,388	184	45,473	60,726	45,477	J	2,421	186	46,530	62,138	45,994	J	2,938	226	47,059	62,844	46,511	J	3,455	246	47,588	63,550	47,077	J	3,971	306	48,116	64,256																
Assistant to the Town Manager* 30 hrs/wk. 1560/yr.	0.5	-		36,490	38,975	G	2,485	372	21,86	29,20	38,146	E	1,656	248	22,37	29,87	39,013	E	2,523	378	22,62	30,21	38,154	D	2,664	249	22,88	30,55	38,578	D	2,088	313	23,13	30,89																
Heavy Equipment Operator	13	7		51,323	55,504	J	4,212	634			56,846	J	5,524	828			57,492	J	6,170	924			58,138	J	6,816	1,021			58,784	J	7,462	1,118																		
Heavy Equipment Operator	4	7		43,659	49,705	E	6,046	906			50,861	E	7,202	1,079			51,439	E	7,780	1,166			52,017	E	8,358	1,252			52,595	E	8,936	1,339																		
Heavy Equipment Operator	2	7		43,659	49,705	E	6,046	906			50,861	E	7,202	1,079			51,439	E	7,780	1,166			52,017	E	8,358	1,252			52,595	E	8,936	1,339																		
<b>Pay Band A</b>																																																		
Assistant Town Clerk (12 hrs/wk. 624/yr.)	16	6	3	33,181	35,242	J	2,061	159	41,586	55,536	35,711	J	2,530	195	42,866	57,244	35,945	J	2,765	213	43,506	58,099	36,180	J	2,999	231	44,145	58,953	36,414	J	3,234	249	44,785	59,808																
Admin Assistant to Police Chief* 16 hrs/wk. 832/yr.	21	6		21,846	22,214	N	369	28	19,99	26,70	22,898	N	1,052	81	20,61	27,52	23,240	N	1,394	107	20,92	27,93	23,062	M	1,217	94	21,22	28,34	23,397	M	1,551	119	21,53	28,75																
Operator in Training	31	10		43,205	43,586	A	382	57			42,866	A	1,663	249			43,506	A	2,301	345			44,145	A	2,941	441			44,785	A	3,581	536																		
IL/Overseer Librarian** (20 hrs/wk. 1040/yr.)	5	3	2	40,106	20,008	D	1,102	85	37,806	50,487	20,829	D	1,723	115	38,969	52,040	21,140	D	2,024	157	39,551	52,817	21,451	D	2,345	181	40,132	53,594	21,762	D	2,656	205	40,734	54,371																
Library Assistant II (5 hrs/wk. 260/yr.)*	45	3		6,463	6,311	N	504	39	18,18	21,27	6,505	N	1,042	80	18,74	25,02	6,602	N	1,139	88	19,01	25,39	6,699	N	1,237	95	19,29	25,77	6,796	N	1,334	103	19,57	26,14																
Technical Services IT Librarian** (24 hrs/wk. 1248/yr.)	-	4		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																	
Library Assistant I* (20 hrs/wk. 1040/yr.)	1	2	1	36,103	37,571	B	1,469	113	34,369	45,897	38,122	B	2,009	155	35,426	47,309	38,382	B	2,279	176	35,955	48,016	38,652	B	2,550	196	36,484	48,722	38,923	B	2,820	217	37,013	49,428																
Youth Services Library Assistant* (5 hrs/wk. 260/yr.)	31	4		4,857	5,737	N	880	68	16,52	22,07	5,914	N	1,056	81	17,03	22,74	6,002	N	1,145	88	17,29	23,08	6,090	N	1,233	95	17,54	23,42	6,178	N	1,321	102	17,79	23,76																
Total Cost to Implement					113,841					139,608					149,439					21,682					360,405					21,337					171,923					24,870					382,299					26,242
Total Cost to Implement + Benefits					153,549					171,121					181,542					208,651					208,651					208,651					208,651					208,651					208,651					208,651

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

**Town Positions, not including Highway and Water & Sewer**

Job Title	Years of Service	Current Grade	New Grade	Current Salary as of FY 2023 (3.5% Increase)	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					
<b>Pay Band E</b>																																		
Town Manager*	4	20	10	81,677	86,695	E	5,018	752	75,313	105,917	85,938	D	4,241	635	80,370	107,329	86,483	D	4,806	720	80,899	108,035	86,239	C	4,563	683	82,485	110,153	86,791	C	5,114	766	83,014	110,860
<b>Pay Band D</b>																																		
Police Chief*	1	19	9	77,781	81,909	F	4,128	798	73,285	97,867	81,320	E	3,539	684	74,395	99,350	80,124	D	2,343	453	74,950	100,091	82,534	E	4,753	919	75,506	100,833	83,311	D	3,531	683	76,061	101,574
Finance Director*	5	12	8	56,382	78,344	D	21,962	3,290	69,795	93,207	75,743	D	19,362	2,901	70,853	94,619	76,309	D	19,927	2,986	71,381	95,325	76,874	D	20,492	3,070	71,910	96,031	77,439	D	21,057	3,155	72,439	96,737
<b>Pay Band C</b>																																		
Town Planner	3	12	7	54,186	70,204	D	16,018	2,400	65,673	87,699	71,504	D	17,318	2,595	66,887	89,323	72,154	D	17,968	2,692	67,495	90,135	72,804	D	18,618	2,789	68,103	90,947	73,454	D	19,268	2,887	68,711	91,759
Town Clerk	17	12		66,051	80,231	J	14,180	2,125			81,717	J	15,666	2,347			82,460	J	16,409	2,458			83,202	J	17,152	2,570			83,945	J	17,895	2,681		
Library Director* 32 hrs/wk, 1664/yr	21	15	6	60,382	-	N	-	-	57,105	76,260	62,134	N	1,752	262	58,163	77,672	62,700	N	2,318	347	58,691	78,378	63,265	N	2,883	432	59,220	79,085	63,831	N	3,449	517	59,749	79,791
<b>Pay Band B</b>																																		
Zoning Administrative Officer*	11	7	5	48,623	51,610	B	2,957	443	50,474	67,405	52,810	B	4,157	623	51,648	68,573	53,411	B	4,757	713	52,235	69,757	54,011	B	5,357	803	52,822	70,541	54,611	B	5,957	893	53,429	71,324
Youth Services Lib./Asst. Director* 34 hrs/wk, 1666/yr	17	9	4	43,056	45,444	K	2,388	184	45,473	60,776	45,477	J	2,421	186	45,530	62,138	45,994	J	2,938	276	47,059	62,844	46,511	J	3,455	286	47,588	63,550	47,037	J	3,971	306	48,116	64,256
Assistant to the Town Manager* 30 hrs/wk, 1360/yr	0.5	-	-	36,490	38,975	G	2,485	372	21,86	29,20	38,146	F	1,656	245	22,37	29,87	39,013	F	2,323	378	22,62	30,21	38,154	D	3,664	349	22,88	30,55	38,578	D	3,088	313	23,13	30,89
<b>Pay Band A</b>																																		
Assistant Town Clerk 12 hrs/wk, 624/yr	16	6	3	31,181	15,242	J	2,061	159	41,586	55,576	15,711	J	2,330	195	42,866	57,244	15,545	J	2,765	213	43,506	58,099	16,380	J	2,999	231	44,145	58,913	16,414	J	3,234	249	44,785	59,808
Admin Assistant to Police Chief* 16 hrs/wk, 832/yr	21	6		21,846	22,214	N	369	28	19,99	26,70	22,698	N	1,052	81	20,61	27,52	23,240	N	1,394	107	20,92	27,93	23,062	M	1,217	94	21,22	28,34	23,397	M	1,551	119	21,53	28,75
ILL/Outreach Librarian** 20 hrs/wk, 1040/yr	5	3	2	19,106	20,208	D	1,102	85	37,806	50,487	20,829	D	1,723	133	38,969	52,040	21,140	D	2,034	157	39,551	52,817	21,451	D	2,345	181	40,132	53,594	21,762	D	2,656	205	40,714	54,371
Library Assistant II 15 hrs/wk, 240/yr J*	45	3		5,463	6,311	N	504	39	18,18	24,27	6,405	N	1,042	80	18,74	25,02	6,602	N	1,139	88	19,01	25,39	6,699	N	1,237	95	19,29	25,77	6,796	N	1,334	103	19,57	26,14
Technical Services IT Librarian** (24 hrs/wk, 1248/yr)	-	4		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Library Assistant I* (20 hrs/wk, 1040/yr)	1	2	1	16,103	17,571	B	1,469	113	34,369	45,897	18,132	B	2,009	155	35,426	47,309	18,382	B	2,279	176	35,955	48,016	18,652	B	2,550	196	36,484	48,722	18,923	B	2,820	217	37,033	49,428
Youth Services Library Assistant* 15 hrs/wk, 240/yr	31	4		4,817	5,737	N	880	68	16,52	22,07	5,914	N	1,056	81	17,03	22,74	6,002	N	1,145	88	17,29	23,08	6,090	N	1,233	95	17,54	23,42	6,178	N	1,321	102	17,79	23,76
Total Cost to Implement							75,520	10,856					79,525	11,207				Total:	84,745	11,802			Total:	90,517	12,673			Total:	95,247	13,194				
							86,376					90,732						Total:	96,547				Total:	103,190			Total:	108,441						

\*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 as of FY 2023 (3.5% Increase)	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					
<b>Pay Band C</b>																																		
Highway Foreman*	27	17	7	79,460	87,699	N	8,239	1,234	65,671	87,699	89,323	N	8,863	1,478	66,887	89,323	90,135	N	10,675	1,599	67,495	90,135	90,947	N	11,487	1,721	68,303	90,947	91,759	N	12,299	1,843	68,711	91,759
Assistant Foreman	2	9	6	51,732	62,421	E	10,689	1,601	57,105	76,360	63,576	E	11,845	1,775	58,163	77,672	64,154	E	12,423	1,861	58,691	78,378	64,732	E	13,001	1,948	59,220	79,085	65,310	E	13,579	2,034	59,748	79,791
<b>Pay Band B</b>																																		
Heavy Equipment Operator	13	7	4	51,323	55,504	J	4,232	634	45,472.50	60,726	56,846	J	5,524	828	46,530.00	62,138	57,492	J	6,170	924	47,058.75	62,844	58,138	J	6,816	1,021	47,587.50	63,550	58,784	J	7,462	1,118	48,116.25	64,256
Heavy Equipment Operator	4	7		43,659	49,705	E	6,046	906	21,86	29	50,861	E	7,202	1,079	23,37	29,87	51,439	E	7,780	1,166	23,63	30,21	52,017	E	8,358	1,252	23,88	30,55	52,595	E	8,936	1,339	23,11	30,89
Heavy Equipment Operator	2	7		43,659	49,705	E	6,046	906			50,861	E	7,202	1,079			51,439	E	7,780	1,166			52,017	E	8,358	1,252			52,595	E	8,936	1,339		
Total Cost to Implement:							35,253	5,282					41,636	6,238			Total:	44,828	6,716			Total:	48,020	7,195			Total:	51,212	7,673					
Total Cost to Implement + Benefits							40,534						47,875				Total:	51,545				Total:	55,215			Total:	58,885							

\*Positions with an asterisks 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)
<b>1</b>	34,369	35,142	35,933	36,741	37,568	38,413	39,277	40,161	41,065	41,989	42,934	43,900	44,887	45,897
<b>2</b>	37,806	38,656	39,526	40,415	41,325	42,255	43,205	44,177	45,171	46,188	47,227	48,290	49,376	50,487
<b>3</b>	41,586	42,522	43,479	44,457	45,457	46,480	47,526	48,595	49,688	50,806	51,950	53,118	54,314	55,536

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)
<b>4</b>	45,473	46,496	47,542	48,611	49,705	50,824	51,967	53,136	54,332	55,554	56,804	58,083	59,389	60,726
<b>5</b>	50,474	51,610	52,771	53,959	55,173	56,414	57,684	58,981	60,308	61,665	63,053	64,472	65,922	67,405

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)
<b>6</b>	57,105	58,390	59,704	61,047	62,421	63,825	65,261	66,729	68,231	69,766	71,336	72,941	74,582	76,260
<b>7</b>	65,671	67,148	68,659	70,204	71,784	73,399	75,050	76,739	78,465	80,231	82,036	83,882	85,769	87,699

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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)
<b>8</b>	69,795	71,365	72,971	74,613	76,292	78,008	79,764	81,558	83,393	85,270	87,188	89,150	91,156	93,207
<b>9</b>	73,285	74,934	76,620	78,344	80,106	81,909	83,752	85,636	87,563	89,533	91,548	93,607	95,714	97,867

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)
<b>10</b>	79,313	81,097	82,922	84,787	86,695	88,646	90,640	92,680	94,765	96,897	99,077	101,307	103,586	105,917

**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 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)
<b>1</b>	35,426	36,223	37,038	37,872	38,724	39,595	40,486	41,397	42,328	43,281	44,255	45,250	46,268	47,309
<b>2</b>	38,969	39,846	40,742	41,659	42,596	43,555	44,535	45,537	46,561	47,609	48,680	49,775	50,895	52,040
<b>3</b>	42,866	43,830	44,816	45,825	46,856	47,910	48,988	50,090	51,217	52,370	53,548	54,753	55,985	57,244

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)
<b>4</b>	46,530	47,577	48,647	49,742	50,861	52,006	53,176	54,372	55,595	56,846	58,125	59,433	60,771	62,138
<b>5</b>	51,648	52,810	53,999	55,214	56,456	57,726	59,025	60,353	61,711	63,099	64,519	65,971	67,455	68,973

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)
<b>6</b>	58,163	59,471	60,809	62,177	63,576	65,007	66,470	67,965	69,494	71,058	72,657	74,292	75,963	77,672
<b>7</b>	66,887	68,392	69,931	71,504	73,113	74,758	76,440	78,160	79,919	81,717	83,555	85,435	87,358	89,323

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)
<b>8</b>	70,853	72,447	74,077	75,743	77,448	79,190	80,972	82,794	84,657	86,562	88,509	90,501	92,537	94,619
<b>9</b>	74,395	76,069	77,781	79,531	81,320	83,150	85,021	86,934	88,890	90,890	92,935	95,026	97,164	99,350

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)
<b>10</b>	80,370	82,178	84,027	85,918	87,851	89,828	91,849	93,915	96,029	98,189	100,398	102,657	104,967	107,329

**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)
<b>1</b>	35,955	36,764	37,591	38,437	39,302	40,186	41,090	42,015	42,960	43,927	44,915	45,926	46,959	48,016
<b>2</b>	39,551	40,440	41,350	42,281	43,232	44,205	45,199	46,216	47,256	48,319	49,407	50,518	51,655	52,817
<b>3</b>	43,506	44,484	45,485	46,509	47,555	48,625	49,719	50,838	51,982	53,151	54,347	55,570	56,820	58,099

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)
<b>4</b>	47,059	48,118	49,200	50,307	51,439	52,597	53,780	54,990	56,227	57,492	58,786	60,109	61,461	62,844
<b>5</b>	52,235	53,411	54,612	55,841	57,097	58,382	59,696	61,039	62,412	63,817	65,252	66,721	68,222	69,757

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)
<b>6</b>	58,691	60,012	61,362	62,743	64,154	65,598	67,074	68,583	70,126	71,704	73,317	74,967	76,654	78,378
<b>7</b>	67,495	69,014	70,566	72,154	73,778	75,438	77,135	78,870	80,645	82,460	84,315	86,212	88,152	90,135

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)
<b>8</b>	71,381	72,987	74,630	76,309	78,026	79,781	81,576	83,412	85,289	87,208	89,170	91,176	93,227	95,325
<b>9</b>	74,950	76,637	78,361	80,124	81,927	83,770	85,655	87,582	89,553	91,568	93,628	95,735	97,889	100,091

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)
<b>10</b>	80,899	82,719	84,580	86,483	88,429	90,419	92,453	94,533	96,660	98,835	101,059	103,333	105,658	108,035

**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)
<b>1</b>	36,484	37,305	38,144	39,002	39,880	40,777	41,695	42,633	43,592	44,573	45,576	46,601	47,650	48,722
<b>2</b>	40,132	41,035	41,958	42,902	43,868	44,855	45,864	46,896	47,951	49,030	50,133	51,261	52,415	53,594
<b>3</b>	44,145	45,139	46,154	47,193	48,255	49,340	50,450	51,586	52,746	53,933	55,147	56,387	57,656	58,953

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)
<b>4</b>	47,588	48,658	49,753	50,872	52,017	53,187	54,384	55,608	56,859	58,138	59,446	60,784	62,152	63,550
<b>5</b>	52,822	54,011	55,226	56,468	57,739	59,038	60,366	61,725	63,114	64,534	65,986	67,470	68,988	70,541

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)
<b>6</b>	59,220	60,552	61,915	63,308	64,732	66,189	67,678	69,201	70,758	72,350	73,978	75,642	77,344	79,085
<b>7</b>	68,103	69,635	71,202	72,804	74,442	76,117	77,830	79,581	81,372	83,202	85,075	86,989	88,946	90,947

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)
<b>8</b>	71,910	73,528	75,182	76,874	78,604	80,372	82,181	84,030	85,920	87,854	89,830	91,851	93,918	96,031
<b>9</b>	75,506	77,204	78,941	80,718	82,534	84,391	86,290	88,231	90,216	92,246	94,322	96,444	98,614	100,833

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)
<b>10</b>	82,485	84,341	86,239	88,179	90,163	92,192	94,266	96,387	98,556	100,773	103,041	105,359	107,730	110,153

**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 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)
<b>1</b>	37,013	37,845	38,697	39,567	40,458	41,368	42,299	43,251	44,224	45,219	46,236	47,276	48,340	49,428
<b>2</b>	40,714	41,630	42,566	43,524	44,504	45,505	46,529	47,576	48,646	49,741	50,860	52,004	53,174	54,371
<b>3</b>	44,785	45,793	46,823	47,877	48,954	50,055	51,182	52,333	53,511	54,715	55,946	57,205	58,492	59,808

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)
<b>4</b>	48,116	49,199	50,306	51,438	52,595	53,778	54,988	56,226	57,491	58,784	60,107	61,459	62,842	64,256
<b>5</b>	53,409	54,611	55,839	57,096	58,381	59,694	61,037	62,411	63,815	65,251	66,719	68,220	69,755	71,324

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)
<b>6</b>	59,749	61,093	62,468	63,873	65,310	66,780	68,282	69,819	71,390	72,996	74,638	76,318	78,035	79,791
<b>7</b>	68,711	70,257	71,838	73,454	75,107	76,797	78,525	80,292	82,098	83,945	85,834	87,765	89,740	91,759

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)
<b>8</b>	72,439	74,069	75,735	77,439	79,182	80,963	82,785	84,648	86,552	88,499	90,491	92,527	94,609	96,737
<b>9</b>	76,061	77,772	79,522	81,311	83,141	85,011	86,924	88,880	90,880	92,924	95,015	97,153	99,339	101,574

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)
<b>10</b>	83,014	84,882	86,791	88,744	90,741	92,783	94,870	97,005	99,187	101,419	103,701	106,034	108,420	110,860

**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)
<b>3</b>	44,145	45,139	46,154	47,193	48,255	49,340	50,450	51,586	52,746	53,933	55,147	56,387	57,656	58,953

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)
<b>6</b>	58,163	59,471	60,809	62,177	63,576	65,007	66,470	67,965	69,494	71,058	72,657	74,292	75,963	77,672

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)
<b>8</b>	76,404	78,123	79,881	81,679	83,516	85,395	87,317	89,281	91,290	93,344	95,445	97,592	99,788	102,033

**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.