

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																					
Pay Band E																																																		
Police Chief*	1	19	9	77,761	81,909	F	4,126	798	73,265	97,867	81,920	E	5,539	684	74,395	99,350	80,124	D	2,343	453	74,950	100,091	82,534	E	4,753	929	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	70,833	94,639	95,325	N	16,145	2,419	71,381	95,325	96,011	N	16,831	2,525	71,910	96,011	96,737	N	17,587	2,631	72,439	96,737																
Finance Director*	5	12		76,344	78,444	D	19,362	3,290	69,795	93,207	75,743	D	19,362	2,901	70,833	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	96,737																
Pay Band C																																																		
Highway Foreman*	27	17	7	79,460	87,699	N	8,739	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	1,711	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	89,323	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	65,671	87,699	81,717	J	15,666	2,347	66,887	89,323	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																
Pay Band B																																																		
Zoning Administrative Officer**	>1	7	5	48,653	51,610	B	2,957	443	50,474	67,405	52,810	B	4,157	623	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																		
Pay Band A																																																		
Assistant Town Clerk (22 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	58,943	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	23,682	M	1,217	94	21,22	28,34	23,997	M	1,551	119	21,53	28,75																
Operator in Training	31	16		43,295	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	21,461	D	2,345	181	40,132	53,594	21,782	D	2,666	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					113,941					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					
Pay Band E																																		
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
Pay Band D																																		
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
Pay Band C																																		
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
Pay Band 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
Pay Band A																																		
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, 760/yr	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, 760/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					
Pay Band C																																		
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
Pay Band B																																		
Heavy Equipment Operator	13	7	4	51,323	55,554	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.

Water and Sewer

JOB TITLE	Years of Service	Current Grade	New Grade	Current Salary as of FY 2023 (1.5% Increase)	Option #1				Option #2				Option #3				Option #4				Option #5				Original Option #1 - Compas & Chittendon Courts 60th Percentile																
					Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range- 50th-75th Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range- 65th-75th Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range- 65th-75th Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range- 70th-75th Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	Salary Range- 75th-80th Comp	Proposed New Salary	New Step on Grid	Cost to Implement	Benefits	60th Percentile							
For Band D																																									
Water and Wastewater Superintendent*	17	16	8	78,180	83,207	N	14,027	2,109	69,795	83,207	84,618	N	15,439	2,119	70,851	84,618	85,925	N	16,145	2,419	71,981	85,925	87,031	N	16,851	2,525	73,010	87,031	87,737	N	17,557	2,631	74,439	87,737	103,031	N	23,851	3,424	76,454	103,031	
For Band C																																									
Lead Mechanical Operator** Water3 with Cert	3	13-15	6	42,173	45,261	G	3,088	463	37,059	45,261	46,470	G	1,207	144	38,061	46,470	47,074	G	601	734	38,691	47,074	47,678	G	607	734	39,220	47,678	48,282	G	610	715	39,749	48,282	48,900	G	617	632	38,161	48,900	
Lead Process Operator** Water3 WW2 Cert	9	13-15		59,590	65,261	G	5,672	850		65,261	66,470	G	1,109	1,031		66,470	67,074	G	604	1,121		67,074	67,678	G	604	1,089	1,212		67,678	68,282	G	603	1,302		68,282	66,900	G	6,800	1,039		66,900
For Band A																																									
Operator in Training	1	n/a	3	48,408	42,522	B	2,114	317	41,586	42,522	42,866	A	2,458	368	42,866	42,866	43,506	A	3,098	464	43,506	43,506	44,145	A	3,737	560	44,145	44,145	44,785	A	4,377	656	44,785	44,785	44,145	A	3,737	560	44,145	44,145	
Total Cost to Implement:					24,961	3,731				29,074	4,156				Total:	31,628	4,739			Total:	34,182	5,121			Total:	36,737	5,504			Total:	37,607	5,835			Total:	37,607	5,835				
Total Cost to Implement + Benefits					28,611					33,430					Total:	36,367				Total:	39,304				Total:	42,241				Total:	43,242				Total:	43,242					

*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	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
2	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
3	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)
4	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
5	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)
6	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
7	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)
8	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
9	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)
10	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 three (3) 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	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
2	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
3	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)
4	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
5	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)
6	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
7	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)
8	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
9	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)
10	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 three (3) 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	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
2	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
3	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)
4	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
5	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)
6	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
7	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)
8	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
9	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)
10	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 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 be at least 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 three (3) 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	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
2	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
3	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)
4	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
5	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)
6	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
7	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)
8	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
9	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)
10	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 three (3) 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	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
2	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
3	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)
4	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
5	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)
6	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
7	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)
8	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
9	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)
10	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 three (3) 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	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)
6	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)
8	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 three (3) 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.