

Department	Position Title	Grade	Minimum Salary	Market Salary	Max Salary	FLSA Status	
Administration	Receptionist	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Administration	Senior Executive Assistant to Town Administrator	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Administration	Administration Project Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Administration	Senior Capital Projects Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Administration	Assistant Town Manager	SL305	\$155,937.60	\$191,027.20	\$241,716.80	Exempt	
Administration	Deputy Town Manager	SL306	\$164,798.40	\$201,926.40	\$255,465.60	Exempt	
Budget & Performance	Sustainability Specialist I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Budget & Performance	Sustainability Program Coordinator	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Budget & Performance	Budget & Performance Analyst I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt	
Budget & Performance	Budget Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Budget & Performance	Budget & Performance Management Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	
Communications	Digital Media Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Communications	Multimedia Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Communications	Public Information Officer I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Communications	Communications Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Communications	Communications Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	
Communications	Communications Consultant	TBD				Non-exempt	NEW IN FY26
Community Dev and Neighborhood Connections	Town Services Specialist	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Community Dev and Neighborhood Connections	Community Engagement Specialist	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Community Dev and Neighborhood Connections	Housing Specialist	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Community Dev and Neighborhood Connections	Community Connection Center Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Community Dev and Neighborhood Connections	Community Engagement Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Community Dev and Neighborhood Connections	Senior Housing Specialist	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Community Dev and Neighborhood Connections	Housing Program Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Community Dev and Neighborhood Connections	Community Dev and Neighborhood Connections Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt	
Economic Development	Program Support Specialist I, II (PT30)	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Economic Development	Economic Development Marketing Coordinator	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Economic Development	Small Business Consultant I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Economic Development	Economic Development Manager	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Economic Development	Economic Development Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	
Electric	Electric Line Technician III	E10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Electric	Electric Technical Services Specialist I	E10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Electric	Powerline Arborist	E10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Electric	Electric Line Technician Journey	E11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Electric	Electric Technical Services Specialist II	E11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Electric	Powerline Forester	E11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Electric	Electric Engineer	E12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	NEW IN FY26
Electric	Electric Engineering Assistant	E12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Electric	Electric Field Crew Supervisor	E12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Electric	Electric Operations Assistant	E12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Electric	Electric Operations Manager	E14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Electric	Electric Technical Services Manager	E14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	

Electric	Senior Electric Engineer	E14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Electric	Assistant Electric Utilities Director	E15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt	
Electric	Electric Line Tech Apprentice	E6	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Electric	Utility Locate Technician I, II	E6	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Electric	Powerline Right of Way Technician I, II	E7	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Electric	Utility Locate Technician - Lead	E7	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Electric	Electric Line Technician I	E8	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Electric	Electric Line Technician II	E9	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Electric	Program Support Specialist I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Electric	Electric Programs & Tech Coordinator I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Electric	Electric Projects Specialist I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Electric	Electric Utilities Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt	
Finance	Mail Courier (PT 25)	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	
Finance	Inventory & Warehouse Specialist I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Finance	Accounts Payable Technician I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Finance	Utility Customer Service Specialist I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Finance	Buyer I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Finance	Senior Utility Customer Service Specialist	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Finance	Payroll Administrator I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Finance	Accountant I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Finance	Billing & Collections Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Finance	Purchasing and Contracts Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Finance	Accounting Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Finance	Finance Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt	
Finance	Utility Billing Clerk (PT 20)	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	
Finance	Assistant Billing & Collections Manager	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Finance	Purchasing Contracts & MWBE Administrator I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Finance	Financial Systems Analyst	M10	\$71,136.00	\$87,131.20	\$110,240.00	TBD	NEW IN FY26
Finance	Assistant Finance Director	M15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt	
Fire & Rescue	Firefighter	F100	\$54,579.20	\$66,872.00	\$84,614.40	Non-exempt	
Fire & Rescue	Community Risk Reduction Coordinator I, II	F102	\$62,774.40	\$76,918.40	\$97,323.20	Non-exempt	
Fire & Rescue	Fire Accreditation Specialist I, II	F102	\$62,774.40	\$76,918.40	\$97,323.20	Non-exempt	
Fire & Rescue	Senior Firefighter	F102	\$62,774.40	\$76,918.40	\$97,323.20	Non-exempt	
Fire & Rescue	Fire Engineer I, II	F103	\$66,268.80	\$81,203.20	\$102,731.20	Non-exempt	
Fire & Rescue	Fire Inspector I, II, III	F104	\$69,388.80	\$85,009.60	\$107,556.80	Non-exempt	
Fire & Rescue	Fire Captain I	F105	\$75,025.60	\$91,894.40	\$116,292.80	Non-exempt	
Fire & Rescue	Deputy Fire Marshal I, II	F107	\$77,396.80	\$94,806.40	\$119,953.60	Non-exempt	
Fire & Rescue	Emergency Management Coordinator I, II	F107	\$77,396.80	\$94,806.40	\$119,953.60	Non-exempt	
Fire & Rescue	Fire Captain II	F107	\$77,396.80	\$94,806.40	\$119,953.60	Non-exempt	
Fire & Rescue	Fire Training Coordinator I, II	F107	\$77,396.80	\$94,806.40	\$119,953.60	Non-exempt	
Fire & Rescue	Fire Battalion Chief	F109	\$97,156.80	\$118,996.80	\$150,571.20	Non-exempt	
Fire & Rescue	Fire Marshal	F109	\$97,156.80	\$118,996.80	\$150,571.20	Exempt	
Fire & Rescue	Firefighter Cadet	F99	\$50,336.00	\$61,672.00	\$78,041.60	Non-exempt	

Fire & Rescue	Admin Logistics Coordinator I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	NEW IN FY26
Fire & Rescue	Executive Assistant I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Fire & Rescue	Assistant Fire Chief	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Fire & Rescue	Fire Chief	SL303	\$138,632.00	\$169,811.20	\$214,864.00	Exempt	
Human Resources	Executive Assistant I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Human Resources	Safety Specialist	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Human Resources	Talent Acquisition Consultant I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Human Resources	Benefits Analyst	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Human Resources	Human Resources Data & Systems Administrator I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Human Resources	Employee Relations Officer I, II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Exempt	
Human Resources	Human Resources Consultant I, II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Human Resources	Senior Training & Development Consultant	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Human Resources	Benefits & Wellness Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Human Resources	Safety & Risk Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Human Resources	Talent Acquisition Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Human Resources	Assistant Human Resources Director	M15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt	
Human Resources	Human Resources Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt	
Information Technology	GIS Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Information Technology	GIS Analyst I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Information Technology	IT Specialist I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Information Technology	IT Analyst - I, II (Data and Applications, Operations)	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Information Technology	GIS Administrator	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Information Technology	IT Analyst - Innovation I, II	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Information Technology	IT Analyst - Security I, II	M12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Information Technology	IT Supervisor (Public Safety, Operations, Process, Help Desk)	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Information Technology	IT Manager (Client Services, Projects, Security)	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Information Technology	IT Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt	
Inspections & Permits	Permit Specialist I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Inspections & Permits	Senior Program Support Specialist I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Inspections & Permits	Building Code Official I	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Inspections & Permits	Plans Examiner I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Inspections & Permits	Building Code Official II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Inspections & Permits	Building Code Official III	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Inspections & Permits	Senior Plans Examiner	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Inspections & Permits	Building Code Supervisor	M12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Inspections & Permits	Plans and Permits Supervisor	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Inspections & Permits	Inspections & Permits Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	
Legal Services	Legal Assistant I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Legal Services	Assistant Town Attorney	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Legal Services	Deputy Town Attorney	M16	\$122,054.40	\$149,510.40	\$189,155.20	Exempt	
Organizational Excellence	Language Access and Community Coordinator	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Organizational Excellence	Senior Organizational Excellence Consultant	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Organizational Excellence	Organizational Excellence Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	

Parks, Recreation, and Cultural Resources	Athletics & Grounds Worker I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	NEW IN FY26
Parks, Recreation, and Cultural Resources	Facility Attendant I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Attendant I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Pleasant Park Attendant I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Athletic and Grounds Technician I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Park Operations Logistics Specialist (PT 30)	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Operations Worker I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Pleasant Park Operations Worker I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Recreation Customer Service Specialist I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Parks, Recreation, and Cultural Resources	Senior Parks Operations Worker I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Parks, Recreation, and Cultural Resources	Athletics & Grounds Team Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Camp Director (PT 30)	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Cultural Arts Marketing and Event Coordinator I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Attendant Team Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Operations Team Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Pleasant Park Operations Team Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Volunteer Coordinator I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Parks, Recreation, and Cultural Resources	Cultural Arts Specialist I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Executive Assistant I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Lead Recreation Program Specialist	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Marketing & Programs Coordinator I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks & Greenways Planning Tech I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Recreation Program Specialist I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Special Events Specialist I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Parks, Recreation, and Cultural Resources	Athletics & Grounds Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Parks, Recreation, and Cultural Resources	Recreation Program Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Planner	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Parks, Recreation, and Cultural Resources	Parks Operations Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Parks, Recreation, and Cultural Resources	PRCR Center Manager (Community, Senior, Cultural Arts)	M11	\$77,521.60	\$94,993.60	\$120,161.60	Exempt	
Parks, Recreation, and Cultural Resources	Park Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Parks, Recreation, and Cultural Resources	Parks Operations Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Parks, Recreation, and Cultural Resources	Senior Parks Projects Supervisor	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Parks, Recreation, and Cultural Resources	Special Events Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Parks, Recreation, and Cultural Resources	Parks Planning Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Parks, Recreation, and Cultural Resources	Assistant Parks, Recreation, and Cultural Resources Director	M15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt	
Parks, Recreation, and Cultural Resources	Parks, Recreation and Cultural Resources Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt	
Planning	Planning Technician I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Planning	Zoning Compliance Officer I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Planning	GIS Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Planning	Lead Planning Technician	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Planning	Planner I	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Planning	Senior Zoning Compliance Officer	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Planning	Environmental Programs Coordinator	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	

Planning	Planner II, III	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt
Planning	Senior Zoning Compliance Officer-Landscaping	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Planning	Senior GIS Analyst	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt
Planning	Zoning Compliance Supervisor	M11	\$77,521.60	\$94,993.60	\$120,161.60	Exempt
Planning	Senior Planner	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Planning	Planning Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt
Planning	Assistant Planning Director	M15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt
Planning	Planning Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt
Police	Police Records Technician I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt
Police	Evidence Tech/Quartermaster I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Police	Telecommunicator I, II (5% increase)	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Police	Senior Program Support Specialist (PT 30)	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Police	Senior Telecommunicator	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Police	Accreditation Specialist I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Police	Crime Analyst I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Police	Criminal Intelligence Analyst	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Police	Executive Assistant I, II	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Police	Police Records Supervisor	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Police	Communications Shift Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Police	Crime Scene Technician I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Police	Police Crisis Counselor I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Police	Victim Advocate I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Police	Compliance Specialist I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt
Police	Communications Center Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Police	Compliance Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Police	Deputy Police Chief	M16	\$122,054.40	\$149,510.40	\$189,155.20	Exempt
Police	Police Officer I	P200	\$62,524.80	\$76,585.60	\$96,907.20	Non-exempt
Police	Police Officer II	P201	\$64,604.80	\$79,144.00	\$100,131.20	Non-exempt
Police	Police Officer III	P202	\$68,785.60	\$84,240.00	\$106,579.20	Non-exempt
Police	Senior Police Officer	P203	\$71,572.80	\$87,692.80	\$110,947.20	Non-exempt
Police	Police Corporal	P204	\$76,460.80	\$93,662.40	\$118,518.40	Non-exempt
Police	Police Sergeant	P205	\$82,576.00	\$101,150.40	\$128,003.20	Non-exempt
Police	Police Lieutenant	P206	\$92,060.80	\$112,777.60	\$142,708.80	Exempt
Police	Police Captain	P207	\$100,110.40	\$122,657.60	\$155,188.80	Exempt
Police	Police Chief	SL303	\$138,632.00	\$169,811.20	\$214,864.00	Exempt
Public Works	General Maintenance Worker I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt
Public Works	Public Works Attendant (PT 20)	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt
Public Works	Street Maintenance Worker I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt
Public Works	Street Signs Worker I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt
Public Works	Senior Street Maintenance Worker	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt
Public Works	Solid Waste Equipment Operator I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt
Public Works	Facility Maintenance Mechanic I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Public Works	Fleet Services Mechanic I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt

Public Works	Program Support Specialist I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Public Works	Street Signs Technician I, II	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Public Works	Fleet Crew Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Heavy Equipment Operator I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Senior Facility Maintenance Mechanic	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Senior Fleet Services Mechanic	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Senior Program Support Specialist I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Solid Waste Field Crew Supervisor	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Street Maintenance Field Crew Supervisor	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Public Works	Grounds Maintenance Supervisor	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Public Works	PW Systems Data Specialist	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt
Public Works	Facility Services Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Public Works	Fleet Services Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Public Works	PW Data Operations Analyst I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Public Works	Solid Waste Operations Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt
Public Works	Streets Operations Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt
Public Works	Facilities & Grounds Manager	M11	\$77,521.60	\$94,993.60	\$120,161.60	Exempt
Public Works	Public Works Solid Waste Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Public Works	Fleet Services Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt
Public Works	Public Works Director	SL301	\$121,284.80	\$148,574.40	\$187,990.40	Exempt
Town Clerk	Legislative Assistant I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Town Clerk	Deputy Town Clerk	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Town Clerk	Government Relations Position	TBD				TBD
Town Clerk	Public Records Coordinator I, II	TBD				Non-exempt
Transportation & Infrastructure	Program Support Specialist I, II	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt
Transportation & Infrastructure	Development Services Technician	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt
Transportation & Infrastructure	Senior Program Support Specialist I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt
Transportation & Infrastructure	Development Services Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Transportation & Infrastructure	Infrastructure Inspector	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt
Transportation & Infrastructure	Engineering Projects Coordinator I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Transportation & Infrastructure	Engineering Specialist I, II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Transportation & Infrastructure	Senior Infrastructure Inspector	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt
Transportation & Infrastructure	Capital Projects Inspector	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt
Transportation & Infrastructure	Real Estate Acquisition Specialist I, II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt
Transportation & Infrastructure	Utilities Acquisition Specialist	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt
Transportation & Infrastructure	Development Services Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Transportation & Infrastructure	Infrastructure Inspections Manager	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Transportation & Infrastructure	Traffic Engineer I, II	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Transportation & Infrastructure	Traffic Safety Engineer I, II	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt
Transportation & Infrastructure	Traffic Engineering Manager	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt
Transportation & Infrastructure	Transportation Engineering Manager	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt
Transportation & Infrastructure	Transportation & Infrastructure Development Director	SL302	\$129,958.40	\$159,182.40	\$201,427.20	Exempt
Water Resources	Grounds Maintenance Technician I, II	M04	\$42,411.20	\$51,958.40	\$65,748.80	Non-exempt

Water Resources	Meter Technician	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Water Resources	Stormwater Maintenance Worker	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Water Resources	Utility Maintenance Worker	M05	\$46,238.40	\$56,617.60	\$71,676.80	Non-exempt	
Water Resources	Grounds Maintenance Team Lead	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Water Resources	Senior Meter Technician	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Water Resources	Senior Utility Maintenance Worker	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Water Resources	Utility Technician (5% increase)	M06	\$50,398.40	\$61,734.40	\$78,104.00	Non-exempt	
Water Resources	Heavy Equipment Operator I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	Pump Maintenance Mechanic I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	Senior Laboratory Analyst	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	Senior Program Support Specialist I, II	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	Stormwater Maintenance Crew Leader	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	WRF Operator/Mechanic I, II (5% increase)	M07	\$54,932.80	\$67,267.20	\$85,134.40	Non-exempt	
Water Resources	WRF Operator/ Mechanic III	M08	\$59,862.40	\$73,340.80	\$92,788.80	Non-exempt	
Water Resources	GIS Specialist I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	Meter Services Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	Stormwater Utility Coordinator I, II	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	Utility Field Crew Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	Water Field Crew Supervisor	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	WRF Operator/ Mechanic IV	M09	\$65,270.40	\$79,934.40	\$101,129.60	Non-exempt	
Water Resources	Collections System Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Exempt	
Water Resources	Laboratory Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Water Resources	Pump Maintenance Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Water Resources	Stormwater Specialist I and II	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Water Resources	Utility Maintenance Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Water Resources	Water Resources Compliance Supervisor	M10	\$71,136.00	\$87,131.20	\$110,240.00	Non-exempt	
Water Resources	Assistant Operations & Maintenance Manager	M11	\$77,521.60	\$94,993.60	\$120,161.60	TBD	NEW IN FY26
Water Resources	Utilities Specialist I, II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Water Resources	Utility Engineer Intern	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Water Resources	Water Quality Supervisor	M11	\$77,521.60	\$94,993.60	\$120,161.60	Exempt	
Water Resources	Water Resources Specialist I, II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Water Resources	WRF Supervisor	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Water Resources	Stormwater Compliance Specialist I and II	M11	\$77,521.60	\$94,993.60	\$120,161.60	Non-exempt	
Water Resources	Stormwater Engineer I, II	M12	\$84,905.60	\$104,000.00	\$131,580.80	Non-exempt	
Water Resources	Stormwater Field Services Supervisor	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	
Water Resources	Utilities Engineer	M12	\$84,905.60	\$104,000.00	\$131,580.80	Exempt	NEW IN FY26
Water Resources	Senior Stormwater Engineer	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Water Resources	Utilities Operations & Maintenance Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Water Resources	WRF Manager	M13	\$92,976.00	\$113,859.20	\$144,081.60	Exempt	
Water Resources	Stormwater Program Manager	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Water Resources	Utilities Engineering Manager	M14	\$101,795.20	\$124,696.00	\$157,768.00	Exempt	
Water Resources	Assistant Water Resources Director	M15	\$111,467.20	\$136,531.20	\$172,764.80	Exempt	
Water Resources	Water Resources Director	SL303	\$138,632.00	\$169,811.20	\$214,864.00	Exempt	