

| Department                             | Position Title                                   | Grade | Minimum   | Market    | Maximum   |
|--|--|-------|-----------|-----------|-----------|
| Administration                         | Receptionist                                     | M05   | \$44,429  | \$54,425  | \$68,864  |
| Administration                         | Senior Executive Assistant to Town Administrator | M09   | \$62,714  | \$76,824  | \$97,206  |
| Administration                         | Management Analyst                               | M10   | \$68,358  | \$83,739  | \$105,955 |
| Administration                         | Assistant Town Manager                           | SL304 | \$144,382 | \$176,868 | \$223,792 |
| Administration                         | Deputy Town Manager                              | SL305 | \$152,875 | \$187,272 | \$236,956 |
| Administration                         | Administrative Assistant                         | M05   | \$44,429  | \$54,425  | \$68,864  |
| Budget & Performance                   | Sustainability Specialist                        | M08   | \$57,535  | \$70,481  | \$89,180  |
| Budget & Performance                   | Sustainability Program Coordinator               | M09   | \$62,714  | \$76,824  | \$97,206  |
| Budget & Performance                   | Budget & Performance Analyst                     | M10   | \$68,358  | \$83,739  | \$105,955 |
| Budget & Performance                   | Lead Budget & Performance Analyst                | M11   | \$74,511  | \$91,276  | \$115,492 |
| Budget & Performance                   | Budget & Performance Director                    | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Communications                         | Digital Media Specialist                         | M08   | \$57,535  | \$70,481  | \$89,180  |
| Communications                         | Multimedia Specialist                            | M08   | \$57,535  | \$70,481  | \$89,180  |
| Communications                         | Communications Coordinator                       | M10   | \$68,358  | \$83,739  | \$105,955 |
| Communications                         | Communications Director                          | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Communications                         | Public Information Officer                       | M11   | \$74,511  | \$91,276  | \$115,492 |
| Community Development and Neighborhood | Housing Technician                               | M08   | \$57,535  | \$70,481  | \$89,180  |
| Community Development and Neighborhood | Neighborhood Improvement Specialist              | M08   | \$57,535  | \$70,481  | \$89,180  |
| Community Development and Neighborhood | Community Engagement Coordinator                 | M10   | \$68,358  | \$83,739  | \$105,955 |
| Community Development and Neighborhood | Senior Housing Specialist                        | M12   | \$81,589  | \$99,947  | \$126,463 |
| Community Development and Neighborhood | Housing Program Manager                          | M13   | \$89,340  | \$109,442 | \$138,478 |
| Community Development and Neighborhood | Community Development and Neighborhood Conn      | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Community Development and Neighborhood | 311 Manager                                      | M11   | \$74,511  | \$91,276  | \$115,492 |
| Diversity, Equity, and Inclusion       | Diversity Coordinator                            | M10   | \$68,358  | \$83,739  | \$105,955 |
| Diversity, Equity, and Inclusion       | Diversity, Equity, and Inclusion Director        | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Economic Development                   | Economic Development Specialist                  | M05   | \$44,429  | \$54,425  | \$68,864  |
| Economic Development                   | Small Business Specialist                        | M07   | \$52,785  | \$64,662  | \$81,817  |
| Economic Development                   | Small Business Manager                           | M10   | \$68,358  | \$83,739  | \$105,955 |
| Economic Development                   | Economic Development Director                    | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Electric                               | Electric Line Technician III                     | E10   | \$68,358  | \$83,739  | \$105,955 |
| Electric                               | Electric Technical Services Specialist I         | E10   | \$68,358  | \$83,739  | \$105,955 |
| Electric                               | Powerline Arborist                               | E10   | \$68,358  | \$83,739  | \$105,955 |
| Electric                               | Electric Line Technician Journey                 | E11   | \$74,511  | \$91,276  | \$115,492 |

| Department | Position Title                             | Grade | Minimum   | Market    | Maximum   |
|------------|--|-------|-----------|-----------|-----------|
| Electric   | Electric Technical Services Specialist II  | E11   | \$74,511  | \$91,276  | \$115,492 |
| Electric   | Electric Utilities Specialist              | E11   | \$74,511  | \$91,276  | \$115,492 |
| Electric   | Powerline Forester                         | E11   | \$74,511  | \$91,276  | \$115,492 |
| Electric   | Electric Crew Field Supervisor             | E12   | \$81,589  | \$99,947  | \$126,463 |
| Electric   | Electric Engineering Assistant             | E12   | \$81,589  | \$99,947  | \$126,463 |
| Electric   | Electric Operations Assistant              | E12   | \$81,589  | \$99,947  | \$126,463 |
| Electric   | Senior Electrical Engineer                 | E14   | \$97,828  | \$119,839 | \$151,633 |
| Electric   | Electric Technical Services Manager        | E14   | \$97,828  | \$119,839 | \$151,633 |
| Electric   | Electric Operations Manager                | E14   | \$97,828  | \$119,839 | \$151,633 |
| Electric   | Electric Line Tech Apprentice              | E6    | \$48,427  | \$59,323  | \$75,062  |
| Electric   | Utility Locate Technician                  | E6    | \$48,427  | \$59,323  | \$75,062  |
| Electric   | Utility Locate Technician - Lead           | E7    | \$52,785  | \$64,662  | \$81,817  |
| Electric   | Powerline Right of Way Technician          | E7    | \$52,785  | \$64,662  | \$81,817  |
| Electric   | Electric Line Technician I                 | E8    | \$57,535  | \$70,481  | \$89,180  |
| Electric   | Electric Line Technician II                | E9    | \$62,714  | \$76,824  | \$97,206  |
| Electric   | Powerline Arborist Trainee                 | E9    | \$62,714  | \$76,824  | \$97,206  |
| Electric   | Electric Programs & Tech Coordinator       | M07   | \$52,785  | \$64,662  | \$81,817  |
| Electric   | Electric Utilities Director                | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Finance    | Accounts Payable Technician                | M05   | \$44,429  | \$54,425  | \$68,864  |
| Finance    | Utility Customer Service Specialist        | M05   | \$44,429  | \$54,425  | \$68,864  |
| Finance    | Inventory & Warehouse Specialist           | M05   | \$44,429  | \$54,425  | \$68,864  |
| Finance    | Senior Utility Customer Service Specialist | M06   | \$48,427  | \$59,323  | \$75,062  |
| Finance    | Accounting Specialist                      | M07   | \$52,785  | \$64,662  | \$81,817  |
| Finance    | Buyer                                      | M07   | \$52,785  | \$64,662  | \$81,817  |
| Finance    | Payroll Administrator                      | M08   | \$57,535  | \$70,481  | \$89,180  |
| Finance    | Finance & Utility Accountant               | M10   | \$68,358  | \$83,739  | \$105,955 |
| Finance    | Assistant Customer Service Manager         | M10   | \$68,358  | \$83,739  | \$105,955 |
| Finance    | Purchasing and Contracts Manager           | M11   | \$74,511  | \$91,276  | \$115,492 |
| Finance    | Customer Service & Billing Manager         | M11   | \$74,511  | \$91,276  | \$115,492 |
| Finance    | Accounting Manager                         | M12   | \$81,589  | \$99,947  | \$126,463 |
| Finance    | Finance Director                           | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Finance    | Utility Billing Clerk                      | M04   | \$40,760  | \$49,931  | \$63,178  |
| Finance    | Purchasing Agent                           | M06   | \$48,427  | \$59,323  | \$75,062  |

| Department             | Position Title                               | Grade | Minimum   | Market    | Maximum   |
|------------------------|--|-------|-----------|-----------|-----------|
| Finance                | Assistant Finance Director                   | M15   | \$107,121 | \$131,223 | \$166,037 |
| Fire & Rescue          | Firefighter                                  | F100  | \$52,457  | \$64,260  | \$81,309  |
| Fire & Rescue          | Fire Inspector                               | F101  | \$57,921  | \$70,953  | \$89,778  |
| Fire & Rescue          | Senior Firefighter                           | F102  | \$60,338  | \$73,915  | \$93,525  |
| Fire & Rescue          | Community Risk Reduction Coordinator         | F102  | \$60,338  | \$73,914  | \$93,525  |
| Fire & Rescue          | Fire Engineer                                | F103  | \$63,702  | \$78,035  | \$98,739  |
| Fire & Rescue          | Fire Lieutenant                              | F104  | \$66,702  | \$81,710  | \$103,388 |
| Fire & Rescue          | Fire Captain                                 | F107  | \$74,384  | \$91,121  | \$115,296 |
| Fire & Rescue          | Deputy Fire Marshal                          | F107  | \$74,384  | \$91,121  | \$115,296 |
| Fire & Rescue          | Fire Training Coordinator                    | F107  | \$74,384  | \$91,121  | \$115,296 |
| Fire & Rescue          | Emergency Management Coordinator             | F107  | \$74,384  | \$91,121  | \$115,296 |
| Fire & Rescue          | Fire Battalion Chief                         | F109  | \$93,369  | \$114,377 | \$144,722 |
| Fire & Rescue          | Fire Marshal                                 | F109  | \$93,369  | \$114,377 | \$144,722 |
| Fire & Rescue          | Admin Logistics Coordinator                  | M07   | \$52,785  | \$64,662  | \$81,817  |
| Fire & Rescue          | Assistant Fire Chief                         | M14   | \$97,828  | \$119,839 | \$151,633 |
| Fire & Rescue          | Deputy Fire Chief                            | M15   | \$107,121 | \$131,223 | \$166,037 |
| Fire & Rescue          | Fire Chief                                   | SL303 | \$135,889 | \$166,464 | \$210,628 |
| Human Resources        | Executive Assistant                          | M07   | \$52,785  | \$64,662  | \$81,817  |
| Human Resources        | Human Resources Technician                   | M07   | \$52,785  | \$64,662  | \$81,817  |
| Human Resources        | Talent Acquisition Consultant                | M09   | \$62,714  | \$76,824  | \$97,206  |
| Human Resources        | Human Resources Consultant                   | M09   | \$62,714  | \$76,824  | \$97,206  |
| Human Resources        | Human Resources Data & Systems Administrator | M10   | \$68,358  | \$83,739  | \$105,955 |
| Human Resources        | Senior Talent Acquisition Consultant         | M12   | \$81,589  | \$99,947  | \$126,463 |
| Human Resources        | Senior Training & Development Consultant     | M12   | \$81,589  | \$99,947  | \$126,463 |
| Human Resources        | Safety & Risk Manager                        | M13   | \$89,340  | \$109,442 | \$138,478 |
| Human Resources        | Compensation & Benefits Manager              | M13   | \$89,340  | \$109,442 | \$138,478 |
| Human Resources        | Assistant Human Resources Director           | M15   | \$107,121 | \$131,223 | \$166,037 |
| Human Resources        | Human Resources Director                     | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Information Technology | IT Technician                                | M08   | \$57,535  | \$70,481  | \$89,180  |
| Information Technology | Information Technology Specialist            | M10   | \$68,358  | \$83,739  | \$105,955 |
| Information Technology | IT Network Specialist                        | M10   | \$68,358  | \$83,739  | \$105,955 |
| Information Technology | IT Security & Compliance Analyst             | M11   | \$74,511  | \$91,276  | \$115,492 |
| Information Technology | Information Technology Analyst               | M11   | \$74,511  | \$91,276  | \$115,492 |

| Department                                | Position Title                               | Grade | Minimum   | Market    | Maximum   |
|---|--|-------|-----------|-----------|-----------|
| Information Technology                    | GIS Administrator                            | M12   | \$81,589  | \$99,947  | \$126,463 |
| Information Technology                    | Information Technology Supervisor            | M12   | \$81,589  | \$99,947  | \$126,463 |
| Information Technology                    | Business Process Supervisor                  | M12   | \$81,589  | \$99,947  | \$126,463 |
| Information Technology                    | Information Technology Manager               | M13   | \$89,340  | \$109,442 | \$138,478 |
| Information Technology                    | Information Technology Director              | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Inspections                               | Permit Specialist                            | M06   | \$48,427  | \$59,323  | \$75,062  |
| Inspections                               | Senior Program Support Specialist            | M06   | \$48,427  | \$59,323  | \$75,062  |
| Inspections                               | Building Code Official I                     | M08   | \$57,535  | \$70,481  | \$89,180  |
| Inspections                               | Plans Examiner                               | M08   | \$57,535  | \$70,481  | \$89,180  |
| Inspections                               | Building Code Official II                    | M10   | \$68,358  | \$83,739  | \$105,955 |
| Inspections                               | Building Code Official III                   | M11   | \$74,511  | \$91,276  | \$115,492 |
| Inspections                               | Senior Plans Examiner                        | M11   | \$74,511  | \$91,276  | \$115,492 |
| Inspections                               | Building Code Supervisor                     | M12   | \$81,589  | \$99,947  | \$126,463 |
| Inspections                               | Plans and Permits Supervisor                 | M12   | \$81,589  | \$99,947  | \$126,463 |
| Inspections                               | Inspections & Permits Director               | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Legal Services                            | Legal Assistant                              | M07   | \$52,785  | \$64,662  | \$81,817  |
| Legal Services                            | Assistant Town Attorney                      | M14   | \$97,828  | \$119,839 | \$151,633 |
| Legal Services                            | Deputy Town Attorney                         | M16   | \$117,298 | \$143,689 | \$181,811 |
| MULTIPLE                                  | Senior Program Support Specialist            | M06   | \$48,427  | \$59,323  | \$75,062  |
| MULTIPLE                                  | GIS Specialist                               | M09   | \$62,714  | \$76,824  | \$97,206  |
| Parks, Recreation, and Cultural Resources | Parks Attendant                              | M04   | \$40,760  | \$49,931  | \$63,178  |
| Parks, Recreation, and Cultural Resources | Facility Attendant                           | M04   | \$40,760  | \$49,931  | \$63,178  |
| Parks, Recreation, and Cultural Resources | Athletics & Grounds Worker                   | M04   | \$40,760  | \$49,931  | \$63,178  |
| Parks, Recreation, and Cultural Resources | Athletic and Grounds Technician              | M05   | \$44,429  | \$54,425  | \$68,864  |
| Parks, Recreation, and Cultural Resources | Parks Operations Worker                      | M05   | \$44,429  | \$54,425  | \$68,864  |
| Parks, Recreation, and Cultural Resources | Recreation Customer Service Specialist       | M06   | \$48,427  | \$59,323  | \$75,062  |
| Parks, Recreation, and Cultural Resources | Executive Assistant                          | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Athletics & Grounds Team Leader              | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Cultural Arts Marketing and Event Specialist | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Parks Operations Team Leader                 | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Marketing & Programs Coordinator             | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Camp Director (PT30)                         | M07   | \$52,785  | \$64,662  | \$81,817  |
| Parks, Recreation, and Cultural Resources | Volunteer Coordinator                        | M07   | \$52,785  | \$64,662  | \$81,817  |

| Department                                | Position Title                                      | Grade | Minimum   | Market    | Maximum   |
|---|---|-------|-----------|-----------|-----------|
| Parks, Recreation, and Cultural Resources | Parks & Greenways Planning Tech                     | M08   | \$57,535  | \$70,481  | \$89,180  |
| Parks, Recreation, and Cultural Resources | Cultural Arts Specialist                            | M08   | \$57,535  | \$70,481  | \$89,180  |
| Parks, Recreation, and Cultural Resources | Recreation Program Specialist                       | M08   | \$57,535  | \$70,481  | \$89,180  |
| Parks, Recreation, and Cultural Resources | Special Events Coordinator                          | M09   | \$62,714  | \$76,824  | \$97,206  |
| Parks, Recreation, and Cultural Resources | Athletics & Grounds Supervisor                      | M09   | \$62,714  | \$76,824  | \$97,206  |
| Parks, Recreation, and Cultural Resources | Recreation Program Supervisor                       | M09   | \$62,714  | \$76,824  | \$97,206  |
| Parks, Recreation, and Cultural Resources | Parks Operations Supervisor                         | M10   | \$68,358  | \$83,739  | \$105,955 |
| Parks, Recreation, and Cultural Resources | PRCR Center Manager (Community, Senior, Cultural    | M11   | \$74,511  | \$91,276  | \$115,492 |
| Parks, Recreation, and Cultural Resources | Park Manager  | M12   | \$81,589  | \$99,947  | \$126,463 |
| Parks, Recreation, and Cultural Resources | Parks Operations Manager                            | M12   | \$81,589  | \$99,947  | \$126,463 |
| Parks, Recreation, and Cultural Resources | Parks Planning & Project Manager                    | M12   | \$81,589  | \$99,947  | \$126,463 |
| Parks, Recreation, and Cultural Resources | Recreation Program Manager                          | M12   | \$81,589  | \$99,947  | \$126,463 |
| Parks, Recreation, and Cultural Resources | Assistant Parks, Recreation, and Cultural Resources | M15   | \$107,121 | \$131,223 | \$166,037 |
| Parks, Recreation, and Cultural Resources | Parks, Rec and CR Director                          | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Planning                                  | Planning Technician                                 | M08   | \$57,535  | \$70,481  | \$89,180  |
| Planning                                  | GIS Technician                                      | M08   | \$57,535  | \$70,481  | \$89,180  |
| Planning                                  | Zoning Compliance Officer                           | M08   | \$57,535  | \$70,481  | \$89,180  |
| Planning                                  | Lead Planning Technician                            | M09   | \$62,714  | \$76,824  | \$97,206  |
| Planning                                  | GIS Specialist                                      | M09   | \$62,714  | \$76,824  | \$97,206  |
| Planning                                  | Senior Zoning Compliance Officer                    | M09   | \$62,714  | \$76,824  | \$97,206  |
| Planning                                  | Planner I   | M09   | \$62,714  | \$76,824  | \$97,206  |
| Planning                                  | GIS Analyst   | M10   | \$68,358  | \$83,739  | \$105,955 |
| Planning                                  | Planner II  | M10   | \$68,358  | \$83,739  | \$105,955 |
| Planning                                  | Sr Zoning Compl. Officer-Lndscpg                    | M10   | \$68,358  | \$83,739  | \$105,955 |
| Planning                                  | Sr. GIS Analyst                                     | M11   | \$74,511  | \$91,276  | \$115,492 |
| Planning                                  | Zoning Compliance Supervisor                        | M11   | \$74,511  | \$91,276  | \$115,492 |
| Planning                                  | Senior Planner                                      | M12   | \$81,589  | \$99,947  | \$126,463 |
| Planning                                  | Sr. Planner - Long Range Transit                    | M12   | \$81,589  | \$99,947  | \$126,463 |
| Planning                                  | Planning Manager                                    | M13   | \$89,340  | \$109,442 | \$138,478 |
| Planning                                  | Long Range Planning Manager                         | M13   | \$89,340  | \$109,442 | \$138,478 |
| Planning                                  | Planning Director                                   | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Police                                    | Police Records Technician                           | M05   | \$44,429  | \$54,425  | \$68,864  |
| Police                                    | Evidence Tech/Quartermaster                         | M06   | \$48,427  | \$59,323  | \$75,062  |

| Department   | Position Title                    | Grade | Minimum   | Market    | Maximum   |
|--------------|-----------------------------------|-------|-----------|-----------|-----------|
| Police       | Telecommunicator I                | M06   | \$48,427  | \$59,323  | \$75,062  |
| Police       | Telecommunicator II               | M06   | \$48,427  | \$59,323  | \$75,062  |
| Police       | Executive Assistant               | M07   | \$52,785  | \$64,662  | \$81,817  |
| Police       | Communications Shift Supervisor   | M07   | \$52,785  | \$64,662  | \$81,817  |
| Police       | Senior Telecommunicator           | M07   | \$52,785  | \$64,662  | \$81,817  |
| Police       | Accreditation Specialist          | M08   | \$57,535  | \$70,481  | \$89,180  |
| Police       | Police Records Supervisor         | M08   | \$57,535  | \$70,481  | \$89,180  |
| Police       | Police Crisis Counselor           | M08   | \$57,535  | \$70,481  | \$89,180  |
| Police       | Crime Analyst                     | M08   | \$57,535  | \$70,481  | \$89,180  |
| Police       | Victim Advocate                   | M08   | \$57,535  | \$70,481  | \$89,180  |
| Police       | Digital Forensics Technician      | M09   | \$62,714  | \$76,824  | \$97,206  |
| Police       | Compliance Specialist             | M10   | \$68,358  | \$83,739  | \$105,955 |
| Police       | Compliance Manager                | M12   | \$81,589  | \$99,947  | \$126,463 |
| Police       | Communications Center Manager     | M12   | \$81,589  | \$99,947  | \$126,463 |
| Police       | Deputy Police Chief               | M16   | \$117,298 | \$143,689 | \$181,811 |
| Police       | Police Officer I                  | P200  | \$60,090  | \$73,610  | \$93,139  |
| Police       | Police Officer II                 | P201  | \$62,090  | \$76,061  | \$96,240  |
| Police       | Master Police Officer             | P202  | \$66,091  | \$80,962  | \$102,441 |
| Police       | Senior Police Officer             | P203  | \$68,789  | \$84,267  | \$106,623 |
| Police       | Police Corporal                   | P204  | \$73,479  | \$90,012  | \$113,893 |
| Police       | Police Sergeant                   | P205  | \$79,362  | \$97,219  | \$123,012 |
| Police       | Police Lieutenant                 | P206  | \$88,480  | \$108,388 | \$137,144 |
| Police       | Police Captain                    | P207  | \$96,229  | \$117,880 | \$149,155 |
| Police       | Police Chief                      | SL303 | \$135,889 | \$166,464 | \$210,628 |
| Public Works | General Maintenance Worker        | M04   | \$40,760  | \$49,931  | \$63,178  |
| Public Works | Street Signs Worker               | M04   | \$40,760  | \$49,931  | \$63,178  |
| Public Works | Street Maintenance Worker         | M04   | \$40,760  | \$49,931  | \$63,178  |
| Public Works | Senior Street Maintenance Worker  | M05   | \$44,429  | \$54,425  | \$68,864  |
| Public Works | Solid Waste Equipment Operator    | M05   | \$44,429  | \$54,425  | \$68,864  |
| Public Works | Program Support Specialist        | M05   | \$44,429  | \$54,425  | \$68,864  |
| Public Works | Facility Maintenance Mechanic     | M06   | \$48,427  | \$59,323  | \$75,062  |
| Public Works | Senior Program Support Specialist | M06   | \$48,427  | \$59,323  | \$75,062  |
| Public Works | Street Signs Technician           | M06   | \$48,427  | \$59,323  | \$75,062  |

| Department                      | Position Title                                | Grade | Minimum   | Market    | Maximum   |
|---------------------------------|---|-------|-----------|-----------|-----------|
| Public Works                    | Fleet Services Mechanic I/II                  | M06   | \$48,427  | \$59,323  | \$75,062  |
| Public Works                    | Senior Fleet Services Mechanic                | M07   | \$52,785  | \$64,662  | \$81,817  |
| Public Works                    | Fleet Crew Leader                             | M07   | \$52,785  | \$64,662  | \$81,817  |
| Public Works                    | Street Maintenance Field Crew Supervisor      | M07   | \$52,785  | \$64,662  | \$81,817  |
| Public Works                    | Senior Facility Maint. Mechanic               | M07   | \$52,785  | \$64,662  | \$81,817  |
| Public Works                    | Solid Waste Field Crew Supv.                  | M07   | \$52,785  | \$64,662  | \$81,817  |
| Public Works                    | Grounds Maintenance Supervisor                | M08   | \$57,535  | \$70,481  | \$89,180  |
| Public Works                    | PW Data Operations Specialist                 | M08   | \$57,535  | \$70,481  | \$89,180  |
| Public Works                    | Solid Waste Supervisor                        | M10   | \$68,358  | \$83,739  | \$105,955 |
| Public Works                    | Facility Services Supervisor                  | M10   | \$68,358  | \$83,739  | \$105,955 |
| Public Works                    | Fleet Services Supervisor                     | M10   | \$68,358  | \$83,739  | \$105,955 |
| Public Works                    | Streets Operations Supervisor                 | M10   | \$68,358  | \$83,739  | \$105,955 |
| Public Works                    | PW Data Operations Analyst                    | M10   | \$68,358  | \$83,739  | \$105,955 |
| Public Works                    | Facilities & Grounds Manager                  | M11   | \$74,511  | \$91,276  | \$115,492 |
| Public Works                    | Public Works Operations Manager               | M12   | \$81,589  | \$99,947  | \$126,463 |
| Public Works                    | Fleet Services Manager                        | M13   | \$89,340  | \$109,442 | \$138,478 |
| Public Works                    | Public Works Director                         | SL301 | \$118,903 | \$145,656 | \$184,299 |
| Town Clerk                      | Legislative Assistant                         | M07   | \$52,785  | \$64,662  | \$81,817  |
| Town Clerk                      | Deputy Town Clerk                             | M09   | \$62,714  | \$76,824  | \$97,206  |
| Town Clerk                      | Legislative Policy and Procedures Coordinator | TBD   |           |           |           |
| Town Clerk                      | Town Clerk                                    | SL300 | \$110,410 | \$135,252 | \$171,135 |
| Transportation & Infrastructure | Development Technician                        | M06   | \$48,427  | \$59,323  | \$75,062  |
| Transportation & Infrastructure | Development Specialist                        | M09   | \$62,714  | \$76,824  | \$97,206  |
| Transportation & Infrastructure | Infrastructure Inspector                      | M09   | \$62,714  | \$76,824  | \$97,206  |
| Transportation & Infrastructure | Engineering Projects Coordinator              | M10   | \$68,358  | \$83,739  | \$105,955 |
| Transportation & Infrastructure | Senior Infrastructure Inspector               | M10   | \$68,358  | \$83,739  | \$105,955 |
| Transportation & Infrastructure | Engineering Specialist                        | M10   | \$68,358  | \$83,739  | \$105,955 |
| Transportation & Infrastructure | Utilities Acquisition Specialist              | M11   | \$74,511  | \$91,276  | \$115,492 |
| Transportation & Infrastructure | Professional Engineer/Traffic Engineer        | M12   | \$81,589  | \$99,947  | \$126,463 |
| Transportation & Infrastructure | Development Services Manager                  | M12   | \$81,589  | \$99,947  | \$126,463 |
| Transportation & Infrastructure | Infrastructure Field Svs Manager              | M12   | \$81,589  | \$99,947  | \$126,463 |
| Transportation & Infrastructure | Senior Capital Projects manager               | M13   | \$89,340  | \$109,442 | \$138,478 |
| Transportation & Infrastructure | Transportation Engineering Mgr                | M14   | \$97,828  | \$119,839 | \$151,633 |

| Department                      | Position Title                                    | Grade | Minimum   | Market    | Maximum   |
|---------------------------------|---|-------|-----------|-----------|-----------|
| Transportation & Infrastructure | Traffic Engineering Manager                       | M14   | \$97,828  | \$119,839 | \$151,633 |
| Transportation & Infrastructure | Transportation & Infrastructure Development Direc | SL302 | \$127,396 | \$156,060 | \$197,464 |
| Water Resources                 | Grounds Maintenance Technician                    | M04   | \$40,760  | \$49,931  | \$63,178  |
| Water Resources                 | Meter Technician                                  | M05   | \$44,429  | \$54,425  | \$68,864  |
| Water Resources                 | Utility Maintenance Worker                        | M05   | \$44,429  | \$54,425  | \$68,864  |
| Water Resources                 | Grounds Maintenance Team Lead                     | M06   | \$48,427  | \$59,323  | \$75,062  |
| Water Resources                 | Senior Meter Technician                           | M06   | \$48,427  | \$59,323  | \$75,062  |
| Water Resources                 | Senior Utility Maintenance Worker                 | M06   | \$48,427  | \$59,323  | \$75,062  |
| Water Resources                 | Utility Technician                                | M06   | \$48,427  | \$59,323  | \$75,062  |
| Water Resources                 | Heavy Equipment Operator                          | M07   | \$52,785  | \$64,662  | \$81,817  |
| Water Resources                 | Pump Maintenance Mechanic                         | M07   | \$52,785  | \$64,662  | \$81,817  |
| Water Resources                 | Senior Laboratory Analyst                         | M07   | \$52,785  | \$64,662  | \$81,817  |
| Water Resources                 | WRF Operator/Mechanic I/II                        | M07   | \$52,785  | \$64,662  | \$81,817  |
| Water Resources                 | WRF Operator/ Mechanic III                        | M08   | \$57,535  | \$70,481  | \$89,180  |
| Water Resources                 | Water Resources Program Coordinator               | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Water Field Crew Supervisor                       | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Utility Field Crew Supervisor                     | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Stormwater Specialist                             | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Stormwater Utility Coordinator                    | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Meter Services Supervisor                         | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | WRF Operator/ Mechanic IV                         | M09   | \$62,714  | \$76,824  | \$97,206  |
| Water Resources                 | Stormwater Specialist II                          | M10   | \$68,358  | \$83,739  | \$105,955 |
| Water Resources                 | Collections System Supervisor                     | M10   | \$68,358  | \$83,739  | \$105,955 |
| Water Resources                 | Laboratory Supervisor                             | M10   | \$68,358  | \$83,739  | \$105,955 |
| Water Resources                 | Utility Maintenance Supervisor                    | M10   | \$68,358  | \$83,739  | \$105,955 |
| Water Resources                 | Pump Maintenance Supervisor                       | M10   | \$68,358  | \$83,739  | \$105,955 |
| Water Resources                 | Capital Projects Inspector                        | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | WRF Supervisor                                    | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | Utilities Specialist                              | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | Water Quality Supervisor                          | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | Utility Engineer Intern                           | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | Water Resources Specialist                        | M11   | \$74,511  | \$91,276  | \$115,492 |
| Water Resources                 | Stormwater Field Svs Supv                         | M12   | \$81,589  | \$99,947  | \$126,463 |



| Department      | Position Title                | Grade | Minimum   | Market    | Maximum   |
|-----------------|-------------------------------|-------|-----------|-----------|-----------|
| Water Resources | Stormwater Engineer           | M12   | \$81,589  | \$99,947  | \$126,463 |
| Water Resources | Senior Engineer               | M13   | \$89,340  | \$109,442 | \$138,478 |
| Water Resources | Utilities Operations Manager  | M13   | \$89,340  | \$109,442 | \$138,478 |
| Water Resources | WRF Manager                   | M13   | \$89,340  | \$109,442 | \$138,478 |
| Water Resources | Stormwater Engineering Mgr    | M14   | \$97,828  | \$119,839 | \$151,633 |
| Water Resources | Utilities Engineering Manager | M14   | \$97,828  | \$119,839 | \$151,633 |
| Water Resources | Water Resources Director      | SL303 | \$135,889 | \$166,464 | \$210,628 |