

APPENDIX C Wage and Salary Classification Plan for Elected and Non-Union Employees for FY20

		Elected and Appointed Officials	Annually
GRADE A	Deputy Director of Operation & Maintenance	Board of Assessor, Member	\$750
	Director of Planning (PEP)	Board of Health, Chair	\$1,000
GRADE C	EMS Chief (Part-time)	Board of Health, Member	\$700
	Deputy Fire Chief (40 hrs)	Board of Selectmen, Chair	\$3,000
	Library Director	Board of Selectmen, Member	\$2,000
	Town Clerk	Capital Outlay Committee, Chair	\$300
	Treasurer / Collector	Capital Outlay Committee, Member	\$150
GRADE D	Assistant TA / Human Resource Coordinator	Conservation Commission, Chair	\$1,000
	Assistant Deputy Fire Chief (40 hrs)	Conservation Commission, Member	\$800
	Building Commissioner / Inspector (Part-time)	Finance Committee, Chair	\$300
	Conservation Agent (Part-time)	Finance Committee, Member	\$150
	Emergency Management Director	Library Trustee, Chair	\$300
GRADE F	Health Agent (Part-time)	Library Trustee, Member	\$150
	Library Assistant Director	North Carver Water District, Chair	\$300
GRADE G	Deputy EMS Chief (Part-time)	North Carver Water District, Member	\$150
	Children's Librarian	Planning Board, Chair	\$1,000
GRADE H	Procurement / Purchasing Coordinator	Planning Board, Member	\$800
	Police Administrative Assistant	Redevelopment Authority, Chair	\$300
GRADE I	Council on Aging Site Manager and Cook	Redevelopment Authority, Member	\$150
	Veteran's Agent (Part-time)	Town Moderator	\$250
	Fire Dispatch (40 hrs)	Zoning Board of Appeals, Chair	\$300
GRADE J	Council on Aging Transportation Coordinator	Zoning Board of Appeals, Member	\$150
	Animal Control Officer (Part-time)		
	TA / Selectmen's Assistant		
GRADE K	Veteran's Clerk (Part-time)		
	Fire Dispatch (Part-time)		
	Police Records Clerk (part-time)		
	Animal Control Assistant (Part-time)		
	Council on Aging Activities Coordinator		
GRADE L	Council on Aging Outreach Worker		
	GATRA Drivers (Part-time)		
GRADE M	Maintenance Custodian (Part-time)		
	Assistant Reference Librarian		
GRADE N	Circulation Aide		
	Summer Laborers		
GRADE P	Lifeguards		
	Election Workers Wardens		
	Temporary/Seasonal Recreation Instructor		
	Election Workers Clerks		

CONTRACTS per MGL:

Town Administrator / Chief Financial Officer
Finance Director / Town Accountant
Fire Chief
Police Chief
Library Director - Grade C
Dir. of Operations & Maintenance (S/T contract)

Annual Contracts

Plumbing and Gas Inspector
Inspector of Wires
Sealer of Weights and Measures

APPENDIX B

FY20 Wage and Salary Pay Scale (includes a 2% COLA - 3rd Increase in 12 years)

Grade	Step	1st - step	2nd - step	3rd - step	4th - step	5th - step	6th - step	7th - step	8th - step	9th - step	10th - step	11th - step	12th - step
P	Hourly									\$ 12.13	\$ 12.37	\$ 12.62	\$ 12.87
	35 hr/wk									\$ 424.56	\$ 433.05	\$ 441.71	\$ 450.54
	Annual									\$ 22,076.95	\$ 22,518.48	\$ 22,968.85	\$ 23,428.23
gray figures are eliminated as of 1/1/20 per state legislation													
O	Hourly			\$ 12.08	\$ 12.32	\$ 12.57	\$ 12.82	\$ 13.08	\$ 13.34	\$ 13.60	\$ 13.88	\$ 14.15	\$ 14.15
	35 hr/wk			\$ 422.80	\$ 431.25	\$ 439.88	\$ 448.68	\$ 457.65	\$ 466.80	\$ 476.14	\$ 485.66	\$ 495.38	\$ 495.38
	Annual			\$ 21,985.50	\$ 22,425.21	\$ 22,873.71	\$ 23,331.18	\$ 23,797.81	\$ 24,273.76	\$ 24,759.24	\$ 25,254.42	\$ 25,759.51	\$ 25,759.51
N	Hourly	\$ 12.73	\$ 12.98	\$ 13.24	\$ 13.51	\$ 13.78	\$ 14.05	\$ 14.34	\$ 14.62	\$ 14.91	\$ 15.21	\$ 15.52	\$ 15.83
	35 hr/wk	\$ 445.54	\$ 454.45	\$ 463.54	\$ 472.81	\$ 482.26	\$ 491.91	\$ 501.75	\$ 511.78	\$ 522.02	\$ 532.46	\$ 543.11	\$ 553.97
	Annual	\$ 23,167.87	\$ 23,631.23	\$ 24,103.85	\$ 24,585.93	\$ 25,077.65	\$ 25,579.20	\$ 26,090.79	\$ 26,612.60	\$ 27,144.85	\$ 27,687.75	\$ 28,241.51	\$ 28,806.34
M	Hourly	\$ 13.49	\$ 13.76	\$ 14.04	\$ 14.32	\$ 14.61	\$ 14.90	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45	\$ 16.78
	35 hr/wk	\$ 472.31	\$ 481.76	\$ 491.39	\$ 501.22	\$ 511.24	\$ 521.47	\$ 531.90	\$ 542.54	\$ 553.39	\$ 564.46	\$ 575.74	\$ 587.26
	Annual	\$ 24,560.17	\$ 25,051.98	\$ 25,552.40	\$ 26,063.45	\$ 26,584.72	\$ 27,116.41	\$ 27,658.74	\$ 28,211.92	\$ 28,776.16	\$ 29,351.68	\$ 29,938.71	\$ 30,537.49
L	Hourly	\$ 15.52	\$ 15.83	\$ 16.15	\$ 16.47	\$ 16.80	\$ 17.14	\$ 17.48	\$ 17.83	\$ 18.19	\$ 18.55	\$ 18.92	\$ 19.30
	35 hr/wk	\$ 543.35	\$ 554.22	\$ 565.31	\$ 576.61	\$ 588.14	\$ 599.91	\$ 611.90	\$ 624.14	\$ 636.63	\$ 649.36	\$ 662.35	\$ 675.59
	Annual	\$ 28,254.41	\$ 28,819.50	\$ 29,395.89	\$ 29,983.80	\$ 30,583.48	\$ 31,195.15	\$ 31,819.05	\$ 32,455.43	\$ 33,104.54	\$ 33,766.63	\$ 34,441.97	\$ 35,130.81
K	Hourly	\$ 17.07	\$ 17.42	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.01	\$ 20.41	\$ 20.81	\$ 21.23
	35 hr/wk	\$ 597.62	\$ 609.57	\$ 621.76	\$ 634.20	\$ 646.88	\$ 659.82	\$ 673.01	\$ 686.48	\$ 700.20	\$ 714.21	\$ 728.49	\$ 743.06
	Annual	\$ 31,076.14	\$ 31,697.66	\$ 32,331.61	\$ 32,978.24	\$ 33,637.81	\$ 34,310.57	\$ 34,996.78	\$ 35,696.71	\$ 36,410.65	\$ 37,138.86	\$ 37,881.64	\$ 38,639.27
J	Hourly	\$ 18.59	\$ 18.97	\$ 19.35	\$ 19.73	\$ 20.13	\$ 20.53	\$ 20.94	\$ 21.36	\$ 21.79	\$ 22.22	\$ 22.67	\$ 23.12
	35 hr/wk	\$ 650.79	\$ 663.81	\$ 677.09	\$ 690.63	\$ 704.44	\$ 718.53	\$ 732.90	\$ 747.56	\$ 762.51	\$ 777.76	\$ 793.31	\$ 809.18
	Annual	\$ 33,841.26	\$ 34,518.09	\$ 35,208.45	\$ 35,912.62	\$ 36,630.87	\$ 37,363.49	\$ 38,110.76	\$ 38,872.97	\$ 39,650.43	\$ 40,443.44	\$ 41,252.31	\$ 42,077.36
I	Hourly	\$ 20.93	\$ 21.35	\$ 21.78	\$ 22.21	\$ 22.66	\$ 23.11	\$ 23.57	\$ 24.04	\$ 24.52	\$ 25.01	\$ 25.51	\$ 26.02
	35 hr/wk	\$ 732.56	\$ 747.22	\$ 762.16	\$ 777.40	\$ 792.95	\$ 808.81	\$ 824.99	\$ 841.49	\$ 858.32	\$ 875.48	\$ 892.99	\$ 910.85
	Annual	\$ 38,093.33	\$ 38,855.19	\$ 39,632.30	\$ 40,424.94	\$ 41,233.44	\$ 42,058.11	\$ 42,899.27	\$ 43,757.26	\$ 44,632.41	\$ 45,525.05	\$ 46,435.55	\$ 47,364.27
H	Hourly	\$ 21.86	\$ 22.30	\$ 22.74	\$ 23.20	\$ 23.66	\$ 24.13	\$ 24.62	\$ 25.11	\$ 25.61	\$ 26.12	\$ 26.65	\$ 27.18
	35 hr/wk	\$ 765.05	\$ 780.35	\$ 795.96	\$ 811.88	\$ 828.12	\$ 844.68	\$ 861.57	\$ 878.80	\$ 896.38	\$ 914.31	\$ 932.59	\$ 951.24
	Annual	\$ 39,782.65	\$ 40,578.31	\$ 41,389.87	\$ 42,217.67	\$ 43,062.02	\$ 43,923.26	\$ 44,801.73	\$ 45,697.76	\$ 46,611.72	\$ 47,543.95	\$ 48,494.83	\$ 49,464.73
G	Hourly	\$ 23.45	\$ 23.92	\$ 24.40	\$ 24.89	\$ 25.38	\$ 25.89	\$ 26.41	\$ 26.94	\$ 27.48	\$ 28.02	\$ 28.59	\$ 29.16
	35 hr/wk	\$ 820.74	\$ 837.16	\$ 853.90	\$ 870.98	\$ 888.40	\$ 906.17	\$ 924.29	\$ 942.78	\$ 961.63	\$ 980.86	\$ 1,000.48	\$ 1,020.49
	Annual	\$ 42,678.64	\$ 43,532.21	\$ 44,402.85	\$ 45,290.91	\$ 46,196.73	\$ 47,120.66	\$ 48,063.08	\$ 49,024.34	\$ 50,004.82	\$ 51,004.92	\$ 52,025.02	\$ 53,065.52
F	Hourly	\$ 26.38	\$ 26.90	\$ 27.44	\$ 27.99	\$ 28.55	\$ 29.12	\$ 29.71	\$ 30.30	\$ 30.91	\$ 31.52	\$ 32.15	\$ 32.80
	35 hr/wk	\$ 923.20	\$ 941.67	\$ 960.50	\$ 979.71	\$ 999.30	\$ 1,019.29	\$ 1,039.68	\$ 1,060.47	\$ 1,081.68	\$ 1,103.31	\$ 1,125.38	\$ 1,147.89
	Annual	\$ 48,006.50	\$ 48,966.63	\$ 49,945.97	\$ 50,944.89	\$ 51,963.78	\$ 53,003.06	\$ 54,063.12	\$ 55,144.38	\$ 56,247.27	\$ 57,372.22	\$ 58,519.66	\$ 59,690.05
E	Hourly	\$ 29.68	\$ 30.28	\$ 30.88	\$ 31.50	\$ 32.13	\$ 32.77	\$ 33.43	\$ 34.10	\$ 34.78	\$ 35.47	\$ 36.18	\$ 36.91
	35 hr/wk	\$ 1,038.87	\$ 1,059.65	\$ 1,080.84	\$ 1,102.46	\$ 1,124.51	\$ 1,147.00	\$ 1,169.94	\$ 1,193.34	\$ 1,217.20	\$ 1,241.55	\$ 1,266.38	\$ 1,291.70
	Annual	\$ 54,021.24	\$ 55,101.66	\$ 56,203.70	\$ 57,327.77	\$ 58,474.33	\$ 59,643.81	\$ 60,836.69	\$ 62,053.42	\$ 63,294.49	\$ 64,560.38	\$ 65,851.59	\$ 67,168.62
D	Hourly	\$ 33.38	\$ 34.05	\$ 34.73	\$ 35.43	\$ 36.14	\$ 36.86	\$ 37.60	\$ 38.35	\$ 39.12	\$ 39.90	\$ 40.70	\$ 41.51
	35 hr/wk	\$ 1,168.46	\$ 1,191.83	\$ 1,215.67	\$ 1,239.98	\$ 1,264.78	\$ 1,290.08	\$ 1,315.88	\$ 1,342.19	\$ 1,368.04	\$ 1,394.42	\$ 1,421.35	\$ 1,448.83
	Annual	\$ 60,759.97	\$ 61,975.17	\$ 63,214.67	\$ 64,478.97	\$ 65,768.55	\$ 67,083.92	\$ 68,425.60	\$ 69,794.11	\$ 71,189.99	\$ 72,613.79	\$ 74,066.07	\$ 75,547.39
C	Hourly	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74	\$ 41.56	\$ 42.39	\$ 43.24	\$ 44.10	\$ 44.98	\$ 45.88	\$ 46.80	\$ 47.74
	35 hr/wk	\$ 1,343.75	\$ 1,370.62	\$ 1,398.04	\$ 1,426.00	\$ 1,454.52	\$ 1,483.61	\$ 1,513.28	\$ 1,543.54	\$ 1,574.41	\$ 1,605.90	\$ 1,638.02	\$ 1,670.78
	Annual	\$ 69,874.90	\$ 71,272.39	\$ 72,697.84	\$ 74,151.80	\$ 75,634.83	\$ 77,147.53	\$ 78,690.48	\$ 80,264.29	\$ 81,869.58	\$ 83,506.97	\$ 85,177.11	\$ 86,880.65
B	Hourly	\$ 41.28	\$ 42.10	\$ 42.95	\$ 43.81	\$ 44.68	\$ 45.58	\$ 46.49	\$ 47.42	\$ 48.37	\$ 49.33	\$ 50.32	\$ 51.33
	35 hr/wk	\$ 1,444.78	\$ 1,473.67	\$ 1,503.15	\$ 1,533.21	\$ 1,563.88	\$ 1,595.15	\$ 1,627.06	\$ 1,659.60	\$ 1,692.79	\$ 1,726.64	\$ 1,761.18	\$ 1,796.40
	Annual	\$ 75,128.51	\$ 76,631.08	\$ 78,163.70	\$ 79,726.97	\$ 81,321.51	\$ 82,947.94	\$ 84,606.90	\$ 86,299.04	\$ 88,025.02	\$ 89,785.52	\$ 91,581.23	\$ 93,412.86
A	Hourly	\$ 44.37	\$ 45.26	\$ 46.16	\$ 47.09	\$ 48.03	\$ 48.99	\$ 49.97	\$ 50.97	\$ 51.99	\$ 53.03	\$ 54.09	\$ 55.17
	35 hr/wk	\$ 1,552.95	\$ 1,584.01	\$ 1,615.69	\$ 1,648.00	\$ 1,680.96	\$ 1,714.58	\$ 1,748.87	\$ 1,783.85	\$ 1,819.53	\$ 1,855.92	\$ 1,893.04	\$ 1,930.90
	Annual	\$ 80,753.40	\$ 82,368.47	\$ 84,015.84	\$ 85,696.15	\$ 87,410.08	\$ 89,158.28	\$ 90,941.44	\$ 92,760.27	\$ 94,615.48	\$ 96,507.79	\$ 98,437.94	\$ 100,406.70