

2022 Wage Study Recommendations - Adopted October 17, 2022
Classification Plan

Department	Position Title	Current Classification			April 1, 2023 Classification			Percent Change	
		Grade	Minimum	Maximum	Grade	Minimum	Maximum	Minimum	Maximum
Library	Page	1	\$ 12.15	\$ 16.34	1	\$ 12.15	\$ 16.34	0.00%	0.00%
Planning	Minute Taker	1	\$ 12.15	\$ 16.34	1	\$ 12.15	\$ 16.34	0.00%	0.00%
Library	Desk Clerk	1	\$ 12.15	\$ 16.34	2	\$ 13.24	\$ 17.79	8.97%	8.87%
Recreation Revolving	Weekend and Evening Supervisor	2	\$ 13.12	\$ 17.64	2	\$ 13.24	\$ 17.79	0.91%	0.85%
Library	Interlibrary Loan Library Assistant	3	\$ 14.17	\$ 19.03	3	\$ 14.43	\$ 19.41	1.83%	2.00%
Recreation Revolving	Site Supervisor - Before & After Care	3	\$ 14.17	\$ 19.03	3	\$ 14.43	\$ 19.41	1.83%	2.00%
Recreation Revolving	Summer Camp Director	3	\$ 14.17	\$ 19.03	3	\$ 14.43	\$ 19.41	1.83%	2.00%
Transfer Station	Attendant	3	\$ 14.17	\$ 19.03	3	\$ 14.43	\$ 19.41	1.83%	2.00%
Multiple	Custodian	4	\$ 15.30	\$ 20.56	4	\$ 15.73	\$ 21.14	2.81%	2.82%
Fire/EMS	Firefighter Non-Certified	4	\$ 15.30	\$ 20.56	5	\$ 17.15	\$ 23.07	12.09%	12.21%
Highway	Truck Driver/Laborer	5	\$ 16.83	\$ 22.63	5	\$ 17.15	\$ 23.07	1.90%	1.94%
Library	Program and Social Media Specialist	5	\$ 16.83	\$ 22.63	5	\$ 17.15	\$ 23.07	1.90%	1.94%
Multiple	Administrative Assistant I	5	\$ 16.83	\$ 22.63	5	\$ 17.15	\$ 23.07	1.90%	1.94%
Town Clerk	Town Clerk Assistant	5	\$ 16.83	\$ 22.63	5	\$ 17.15	\$ 23.07	1.90%	1.94%
Fire/EMS	Firefighter/EMT Single Certified	5	\$ 16.83	\$ 22.63	6	\$ 18.69	\$ 25.14	11.05%	11.09%
Library	Processor Library Assistant	3	\$ 14.17	\$ 19.03	6	\$ 18.69	\$ 25.14	31.90%	32.11%
Fire/EMS	Firefighter/EMT Dual Certified - Basic	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Multiple	Administrative Assistant II	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Police	Administrative Assistant II (NEPBA)	6	\$ 18.51	\$ 24.85	7	\$ 20.37	\$ 26.83	10.05%	7.97%
Recreation Revolving	Program Coordinator	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Tax	Deputy Tax Collector/Finance Officer	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Town Clerk	Deputy Town Clerk	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Transfer Station	Lead Attendant	6	\$ 18.51	\$ 24.89	7	\$ 20.37	\$ 27.41	10.05%	10.12%
Fire/EMS	Firefighter/EMT Dual Certified - Advanced	7	\$ 19.99	\$ 26.89	8	\$ 22.20	\$ 29.86	11.06%	11.04%
General Assistance	Welfare Caseworker	7	\$ 19.99	\$ 26.89	8	\$ 22.20	\$ 29.86	11.06%	11.04%
Highway	Truck Driver/Laborer/Equipment Operator	7	\$ 19.99	\$ 26.89	8	\$ 22.20	\$ 29.86	11.06%	11.04%
Library	Assistant Director/Children's Librarian	7	\$ 19.99	\$ 26.89	8	\$ 22.20	\$ 29.86	11.06%	11.04%
Fire/EMS	Firefighter/EMT Dual Certified - Paramedic	8	\$ 21.59	\$ 29.04	9	\$ 24.20	\$ 32.55	12.09%	12.09%
Building	Deputy Building Insp./Code Enf. Officer	9	\$ 23.75	\$ 31.94	9	\$ 24.20	\$ 32.55	1.89%	1.91%
Highway	Mechanic	9	\$ 23.75	\$ 31.94	9	\$ 24.20	\$ 32.55	1.89%	1.91%
Police	Officer (NEPBA)	8	\$ 21.59	\$ 28.98	9	\$ 24.20	\$ 31.88	12.09%	10.01%
Recreation	Assistant Recreation Director	8	\$ 21.59	\$ 29.04	9	\$ 24.20	\$ 32.55	12.09%	12.09%
Highway	Highway Asst. Transfer Station Administrator	8	\$ 21.59	\$ 29.04	9	\$ 24.20	\$ 32.55	12.09%	12.09%
Executive	Municipal Office Administrator	9	\$ 23.75	\$ 31.94	10	\$ 26.38	\$ 35.48	11.07%	11.08%
Financial Administration	Finance Administrator	9	\$ 23.75	\$ 31.94	10	\$ 26.38	\$ 35.48	11.07%	11.08%
Financial Administration	Human Resources Administrator	9	\$ 23.75	\$ 31.94	10	\$ 26.38	\$ 35.48	11.07%	11.08%
Highway	Working Foreman	9	\$ 23.75	\$ 31.94	10	\$ 26.38	\$ 35.48	11.07%	11.08%
Library	Library Director	10	\$ 26.13	\$ 35.16	10	\$ 26.38	\$ 35.48	0.96%	0.91%
Tax	Tax Collector	9	\$ 23.75	\$ 31.94	10	\$ 26.38	\$ 35.48	11.07%	11.08%
Police	Detective Sergeant (NEPBA)	10	\$ 26.13	\$ 35.08	11	\$ 28.75	\$ 37.88	10.03%	7.98%
Police	Sergeant (NEPBA)	10	\$ 26.13	\$ 35.08	11	\$ 28.75	\$ 37.88	10.03%	7.98%
Recreation	Recreation Director	10	\$ 26.13	\$ 35.16	11	\$ 28.75	\$ 38.66	10.03%	9.95%
Town Clerk	Town Clerk	10	\$ 26.13	\$ 35.16	11	\$ 28.75	\$ 38.66	10.03%	9.95%
Police	Lieutenant (NEPBA)	12	\$ 30.48	\$ 40.92	12	\$ 31.34	\$ 41.29	2.82%	0.90%
Building	Building Insp./Code Enf. Officer	11	\$ 28.22	\$ 37.96	13	\$ 34.16	\$ 45.95	21.05%	21.05%
Planning	Planner	11	\$ 28.22	\$ 37.96	13	\$ 34.16	\$ 45.95	21.05%	21.05%
Highway	Road Agent	13	\$ 32.92	\$ 44.26	14	\$ 37.23	\$ 50.06	13.09%	13.10%
Police	Deputy Police Chief	13	\$ 32.92	\$ 44.26	14	\$ 37.23	\$ 50.06	13.09%	13.10%
Fire/EMS	Fire Chief	14	\$ 35.55	\$ 47.82	15	\$ 40.58	\$ 54.59	14.15%	14.16%
Police	Police Chief	Employment Agreement			Employment Agreement			Avg. Min.	8.80%
Executive	Town Administrator	Employment Agreement			Employment Agreement			Avg. Max.	8.62%