

| <u>Position</u> | <u>Grade</u> | <u>Annualized Range</u> | | | <u>Hourly Rate</u> | | | <u>FLSA</u> |
|--|--------------|-------------------------|-----------------|--------------|--------------------|-----------------|--------------|------------------------|
| | | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Overtime Status</u> |
| Accounting Technician II | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Accounting Technician II/Administrative Tech | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Accreditation Manager | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Administrative Assistant | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Administrative Assistant to the Town Manager | 13 | \$56,503.20 | 76,702.60 | 96,879.38 | 27.1650 | 36.8763 | 46.5766 | N |
| Aquatics Services Manager | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | N |
| Assistant Communications Supervisor | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Assistant Crew Supervisor | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Assistant Golf Course Superintendent | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Associate Administrative Planner | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Budget Manager & Special Projects | 16 | \$64,460.24 | 85,057.96 | 110,523.40 | 30.9905 | 40.8932 | 53.1362 | E |
| Building Inspector I | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Building Inspector II | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Building Maintenance Coordinator | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Building Official | 18 | \$69,764.76 | 91,999.70 | 119,619.34 | 33.5407 | 44.2306 | 57.5093 | E |
| Cemetery Manager | 17 | \$67,111.98 | 88,556.52 | 115,067.68 | 32.2654 | 42.5752 | 55.3210 | E |
| Chief Communications Officer | 19 | \$72,417.80 | 95,309.76 | 124,165.60 | 34.8163 | 45.8220 | 59.6950 | E |
| Chief, Program & Project Manager | 18 | \$69,764.76 | 91,999.70 | 119,619.34 | 33.5407 | 44.2306 | 57.5093 | E |
| Communications Assistant | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Communications Section Manager | 13 | \$56,503.20 | 76,702.60 | 96,879.38 | 27.1650 | 36.8763 | 46.5766 | N |
| Communications Technician I | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Communications Technician II | 8 | \$43,241.12 | 57,057.00 | 74,140.30 | 20.7890 | 27.4312 | 35.6444 | N |
| Community Center Manager | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | N |
| Community Center Supervisor I | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Community Center Supervisor II | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Community Forester | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Community Inspector | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Custodian I | 2 | \$29,033.42 | 39,268.32 | 49,779.34 | 13.9584 | 18.8790 | 23.9324 | N |
| Custodian II | 4 | \$32,631.56 | 43,057.04 | 55,948.62 | 15.6882 | 20.7005 | 26.8984 | N |
| Deputy Director of Finance | 19 | \$72,417.80 | 95,309.76 | 124,165.60 | 34.8163 | 45.8220 | 59.6950 | E |
| Deputy Director of Parks and Recreation | 19 | \$72,417.80 | 95,309.76 | 124,165.60 | 34.8163 | 45.8220 | 59.6950 | E |
| Deputy Director of Public Works | 21 | \$81,608.28 | 110,376.24 | 139,923.42 | 39.2347 | 53.0655 | 67.2709 | E |
| Deputy Town Clerk | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Development Program Planner | 16 | \$64,460.24 | 85,057.96 | 110,523.40 | 30.9905 | 40.8932 | 53.1362 | E |
| Director of Community Development | 24 | \$92,533.48 | 125,661.38 | 158,729.22 | 44.4873 | 60.4141 | 76.3121 | E |
| Director of Finance | 25 | \$95,397.64 | 129,551.76 | 163,642.44 | 45.8642 | 62.2845 | 78.6742 | E |
| Director of Golf | 21 | \$81,608.28 | 110,376.24 | 139,923.42 | 39.2347 | 53.0655 | 67.2709 | E |
| Director of Human Resources | 21 | \$81,608.28 | 110,376.24 | 139,923.42 | 39.2347 | 53.0655 | 67.2709 | E |
| Director of Information Technology | 24 | \$92,533.48 | 125,661.38 | 158,729.22 | 44.4873 | 60.4141 | 76.3121 | E |
| Director of Parks & Recreation | 24 | \$92,533.48 | 125,661.38 | 158,729.22 | 44.4873 | 60.4141 | 76.3121 | E |
| Director of Public Works | 25 | \$95,397.64 | 129,551.76 | 163,642.44 | 45.8642 | 62.2845 | 78.6742 | E |
| Economic Development Manager | 16 | \$64,460.24 | 85,057.96 | 110,523.40 | 30.9905 | 40.8932 | 53.1362 | E |
| Engineer | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Engineering Inspector | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Equipment Operator | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Equipment Operator/Greensworker | 4 | \$32,631.56 | 43,057.04 | 55,948.62 | 15.6882 | 20.7005 | 26.8984 | N |
| Facility Maintenance Mechanic II | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Facility Maintenance Mechanic III | 8 | \$43,241.12 | 57,057.00 | 74,140.30 | 20.7890 | 27.4312 | 35.6444 | N |
| Facility Maintenance Supervisor | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Financial Management Analyst | 13 | \$56,503.20 | 76,702.60 | 96,879.38 | 27.1650 | 36.8763 | 46.5766 | E |
| Fitness Specialist | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Fleet Manager | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| General Services Administrator | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Golf Course Superintendent | 15 | \$61,807.72 | 81,557.32 | 105,973.66 | 29.7153 | 39.2103 | 50.9489 | E |
| Golf Operations Assistant I | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Golf Operations Assistant II | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Golf Professional | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Head Fitness Trainer | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Human Resources Analyst | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Human Resources Technician | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Information Specialist | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |

| <u>Position</u> | <u>Grade</u> | <u>Annualized Range</u> | | | <u>Hourly Rate</u> | | | <u>FLSA</u> |
|--|--------------|-------------------------|-----------------|--------------|--------------------|-----------------|--------------|------------------------|
| | | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Overtime Status</u> |
| Irrigation Technician | 2 | \$29,033.42 | 39,268.32 | 49,779.34 | 13.9584 | 18.8790 | 23.9324 | N |
| Lead Network Engineer | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | N |
| Legal Assistant | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Maintenance/Meter Mechanic | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Marketing Specialist | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Mechanic I | 8 | \$43,241.12 | 57,057.00 | 74,140.30 | 20.7890 | 27.4312 | 35.6444 | N |
| Mechanic II | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Mechanic/Equipment Operator | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Network Administrator | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Network Security Engineer | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | N |
| Office Assistant I | 3 | \$29,978.26 | 39,555.88 | 51,400.44 | 14.4126 | 19.0172 | 24.7118 | N |
| Office Assistant II | 4 | \$32,631.56 | 43,057.04 | 55,948.62 | 15.6882 | 20.7005 | 26.8984 | N |
| Office Assistant III | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Office Assistant III/Administrative Clerk | 8 | \$43,241.12 | 57,057.00 | 74,140.30 | 20.7890 | 27.4312 | 35.6444 | N |
| Operations Coordinator | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Operations Engineer | 15 | \$61,807.72 | 81,557.32 | 105,973.66 | 29.7153 | 39.2103 | 50.9489 | E |
| Paralegal | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Parking Enforcement Official | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Planner I | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Pool Operations Manager | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Preschool Teacher | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Procurement Specialist | 10 | \$48,544.86 | 64,056.20 | 83,233.80 | 23.3389 | 30.7963 | 40.0162 | N |
| Project Engineer I | 15 | \$61,807.72 | 81,557.32 | 105,973.66 | 29.7153 | 39.2103 | 50.9489 | N |
| Project Engineer II | 16 | \$64,460.24 | 85,057.96 | 110,523.40 | 30.9905 | 40.8932 | 53.1362 | E |
| Public Works Superintendent | 18 | \$69,764.76 | 91,999.70 | 119,619.34 | 33.5407 | 44.2306 | 57.5093 | E |
| Purchasing Agent | 13 | \$56,503.20 | 76,702.60 | 96,879.38 | 27.1650 | 36.8763 | 46.5766 | E |
| Records Technician | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Records Technician Supervisor | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Recreation Assistant I | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Recreation Assistant II | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Recreation Program Assistant | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Recreation Program Coordinator | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Recreation Services Supervisor I | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Recreation Services Supervisor II | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Residential Building Inspector | 11 | \$51,198.94 | 67,557.10 | 87,784.84 | 24.6149 | 32.4794 | 42.2042 | N |
| Revenue Supervisor | 13 | \$56,503.20 | 76,702.60 | 96,879.38 | 27.1650 | 36.8763 | 46.5766 | E |
| Right-of-Way Inspection Supervisor | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Right-of-Way Inspector/Utility Marker | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Senior Accounting Technician | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Senior Civil Engineer | 18 | \$69,764.76 | 91,999.70 | 119,619.34 | 33.5407 | 44.2306 | 57.5093 | E |
| Senior Communications Technician | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Senior Planner | 17 | \$67,111.98 | 88,556.52 | 115,067.68 | 32.2654 | 42.5752 | 55.3210 | E |
| Senior Project Planner | 17 | \$67,111.98 | 88,556.52 | 115,067.68 | 32.2654 | 42.5752 | 55.3210 | E |
| Sustainability Program Planner | 15 | \$61,807.72 | 81,557.32 | 105,973.66 | 29.7153 | 39.2103 | 50.9489 | E |
| System Technician | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Systems Manager | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Tennis Center Manager | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Town Clerk | 19 | \$72,417.80 | 95,309.76 | 124,165.60 | 34.8163 | 45.8220 | 59.6950 | E |
| Traffic Control Supervisor/Coordinator | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Traffic Signal Technician | 9 | \$45,893.38 | 60,556.60 | 78,687.44 | 22.0641 | 29.1137 | 37.8305 | N |
| Transportation Program Manager | 17 | \$67,111.98 | 88,556.52 | 115,067.68 | 32.2654 | 42.5752 | 55.3210 | E |
| Utility Equipment Operator I | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Utility Equipment Operator II | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Utility Equipment Operator II/Truck Driver | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Utility Maintenance Worker I | 4 | \$32,631.56 | 43,057.04 | 55,948.62 | 15.6882 | 20.7005 | 26.8984 | N |
| Utility Maintenance Worker II | 6 | \$38,935.82 | 50,056.76 | 65,042.64 | 18.2384 | 24.0658 | 31.2805 | N |
| Utility Manager | 14 | \$59,154.68 | 78,056.16 | 101,425.48 | 28.4397 | 37.5270 | 48.7623 | E |
| Utility Technician | 7 | \$40,588.60 | 53,557.40 | 69,592.38 | 19.5138 | 25.7488 | 33.4579 | N |
| Utility Work Crew Supervisor | 12 | \$53,850.16 | 71,056.44 | 92,331.46 | 25.8895 | 34.1618 | 44.3901 | N |
| Water Meter Reader | 5 | \$35,283.04 | 46,556.38 | 60,495.24 | 16.9630 | 22.3829 | 29.0842 | N |
| Zoning Administrator | 17 | \$67,111.98 | 88,556.52 | 115,067.68 | 32.2654 | 42.5752 | 55.3210 | E |

| <u>Position</u> | <u>Annualized Range</u> | | | <u>Hourly Rate</u> | | | <u>FLSA</u> | |
|-----------------------------------|-------------------------|---------------------|------------------------|---------------------|---------------------|------------------------|---------------------|------------------------|
| | <u>Grade</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Overtime Status</u> |
| <u>Protective Services</u> | | | | | | | | |
| <u>Position</u> | <u>Grade</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | <u>Lower</u> | <u>Midpoint</u> | <u>Upper</u> | |
| Chief of Police | P12 | \$95,397.64 | 129,551.76 | 163,642.44 | 45.8642 | 62.2845 | 78.6742 | E |
| Police Captain | P10 | \$82,164.42 | 108,992.00 | 143,420.68 | 39.5021 | 52.4000 | 68.9523 | E |
| Police Corporal | P04 | \$61,275.76 | 81,282.50 | 106,962.44 | 29.4595 | 39.0781 | 51.4243 | N |
| Police Lieutenant | P08 | \$75,015.72 | 99,508.76 | 130,944.84 | 36.0652 | 47.8408 | 62.9542 | E |
| Police Officer First Class | P02 | \$55,700.58 | 73,887.32 | 97,230.12 | 26.7791 | 35.5227 | 46.7453 | N |
| Police Officer I | P01 | \$53,266.20 | 70,657.34 | 92,979.38 | 25.6087 | 33.9699 | 44.7016 | N |
| Police Sergeant | P05 | \$64,338.04 | 85,345.26 | 112,306.48 | 30.9318 | 41.0314 | 53.9935 | N |
| Senior Police Officer | P03 | \$58,357.52 | 77,411.88 | 101,869.56 | 28.0565 | 37.2172 | 48.9757 | N |
| Senior Police Sergeant | P06 | \$67,555.28 | 89,612.64 | 117,921.96 | 32.4785 | 43.0830 | 56.6932 | N |

Seasonal/Temporary

| | | | | | | | | |
|--|--|--|--|--|---------|--|-------|---|
| Attendant (Cart, Park) | | | | | \$8.00 | | 12.00 | N |
| Community Center Supervisor (seasonal) | | | | | \$14.00 | | 23.00 | N |
| Custodian | | | | | \$11.00 | | 18.00 | N |
| Equipment Operator (seasonal) | | | | | \$23.00 | | 30.00 | N |
| Golf Rec Clerk | | | | | \$9.00 | | 17.00 | N |
| Golf Shop Asst | | | | | \$13.00 | | 21.00 | N |
| Groundswoker I | | | | | \$9.00 | | 16.00 | N |
| Groundswoker II | | | | | \$12.00 | | 19.00 | N |
| Office Assistant (seasonal) | | | | | \$15.00 | | 24.00 | N |
| Rec Instructor 1 | | | | | \$8.00 | | 17.00 | N |
| Rec Instructor 2 | | | | | \$17.00 | | 26.00 | N |
| Rec Instructor 3 | | | | | \$26.00 | | 35.00 | N |
| Recreation Assistant (seasonal) | | | | | \$12.00 | | 21.00 | N |
| Recreation Svcs Supervisor (seasonal) | | | | | \$14.00 | | 23.00 | N |
| Seasonal Laborer | | | | | \$12.00 | | 19.00 | N |
| Special Projects | | | | | \$20.00 | | 75.00 | N |
| Student Intern | | | | | \$10.00 | | 19.00 | N |

Non-Classified Positions

| | |
|---------------------------------------|--------------|
| (salaries determined by Town Council) | |
| Town Attorney | \$157,035.06 |
| Town Manager | \$188,181.50 |

Council, Boards & Commissions

| | |
|------------------------------------|--------------|
| Mayor | \$6,000/year |
| Town Council | \$4,000/year |
| Planning Commission | \$2,100/year |
| Architectural Review Board | \$1,200/year |
| Heritage Preservation Review Board | \$1,200/year |
| Board of Zoning Appeals | \$600/year |