

**Article 36**  
**Consolidated Personnel Bylaw Amendments**  
**2024 Annual Town Meeting**

The proposed amendments to the Consolidated Personnel Bylaw 1-64 consists of the following:

1. Classification of the following positions in Section 1-64-340, Schedule A of the Personnel Bylaw: Health & Human Services Director, Shared Services Coordinator, Community Outreach Worker, Regional Epidemiologist, Regional Public Health Nurse, Social Worker, Sanitarian and Assistant Library Director
2. Adoption of the General Compensation scale in Section 1-64-350, Schedule B of the Personnel Bylaw. The proposed change represents a 2% increase in compensation rates for non-union municipal employee positions effective July 1, 2024. The proposed increase is consistent with the average increase of the Town's collective bargaining units for FY2025 as required by the Personnel Bylaw.
3. Adoption of the Miscellaneous Compensation scale in Section 1-64-360, Schedule D of the Personnel Bylaw. Sets the pay rates/ranges for non-merit based seasonal staff.

1-64-340      **Schedule A.**

**Classification of Positions by Occupational Groups  
and Assignment to Compensation Grades**

<b>Grade</b>	<b>Position Title</b>
1	Board Secretary Cable Access Television Assistant Custodian Food Service Coordinator Library Assistant
2	Department Assistant Hazardous Materials Assistant Light Equipment Operator
3	Assistant Tax Collector Assistant Town Clerk Administrative Assistant (various departments) Circulation Desk Supervisor Program Coordinator Production Coordinator Assessor's Assistant Assistant Town Accountant
4	Data Collector Outreach Coordinator Heavy Equipment Operator Water & Sewer Maintenance Worker Counselor Librarian Recreation Program Supervisor Animal Control Officer Community Outreach Worker
5	Veteran's Agent Assistant Treasurer/Collector Executive Assistant Conservation Agent Health Agent Highway Supervisor Mechanic Cable Access Director Local Inspector Inspector Assistant MIS/GIS Director Shared Services Coordinator

Regional Epidemiologist  
Regional Public Health Nurse  
Social Worker  
Sanitarian  
Assistant Library Director

6 Town Clerk  
Recreation Director  
Family & Youth Services Director  
Water/Sewer Operations Manager  
Senior Center Director

7 Treasurer/Collector  
Police Lieutenant  
Planning Director  
MIS/GIS Director  
Library Director  
Human Resources Director  
Health Director  
Health & Human Services Director  
Town Engineer  
Water/Sewer Superintendent  
Facilities Manager  
Highway Superintendent  
Building Inspector/Zoning Enforcement Officer  
Principal Assessor  
Town Accountant

8 Assistant Town Administrator  
Deputy Fire Chief  
Assistant DPW Director

9 Finance Director  
Director of Public Works  
Fire Chief  
Police Chief

**1-64-350 Schedule B**

**General Compensation Effective July 1, 2024 (FY2025)**

**Effective July 1, 2024—June 30, 2025**

<b>GRADE</b>	<b>Hourly MINIMUM</b>	<b>Hourly MAXIMUM</b>	<b>Annual MINIMUM</b>	<b>Annual MAXIMUM</b>
<b>1</b>	\$22.58	\$29.36	\$46,975.01	\$61,067.51
<b>2</b>	\$25.29	\$32.87	\$52,603.14	\$68,379.66
<b>3</b>	\$28.33	\$36.83	\$58,918.19	\$76,600.29
<b>4</b>	\$31.72	\$41.24	\$65,986.59	\$85,773.71
<b>5</b>	\$37.43	\$48.66	\$77,863.30	\$101,217.85
<b>6</b>	\$41.93	\$54.51	\$87,213.98	\$113,382.61
<b>7</b>	\$46.96	\$61.04	\$97,672.57	\$126,965.48
<b>8</b>	\$49.77	\$64.71	\$103,522.29	\$134,587.83
<b>9</b>	\$55.75	\$72.47	\$115,952.94	\$150,741.03

## 1-64-360 Schedule D

### Miscellaneous Compensation

#### Merit-Based<sup>1</sup> - Eligible for General Salary/Wage Adjustment

Substitute Librarian	Minimum: \$26.84	Maximum: \$34.87/hour
Substitute Library Assistant	Minimum: \$21.88	Maximum: \$28.46/hour
Call Inspector	Minimum: \$29.69	Maximum: \$38.58/hour
Call Firefighter Trainee	Minimum: \$20.19	Maximum: \$26.28/hour
Call Firefighter	Minimum: \$22.37	Maximum: \$29.09/hour
Call Firefighter/EMT or Paramedic	Minimum: \$24.77	Maximum: \$32.19/hour
Special Police Officer	Minimum: \$19.70	Maximum: \$33.17/hour

#### Non Merit-Based – Pay rates/ranges adjusted as market conditions warrant

Assistant Dog Officer	Per call: \$4/phone call, \$20/call-out; \$30/kennel call	
Part-time Dispatcher	Rates per Union Contract	
Library Page	Minimum: \$15.00	Maximum: \$17.25/hour
Seasonal Staff A	Minimum: \$15.00	Maximum: \$25.00/hour
Seasonal Staff B	Minimum: \$25.00	Maximum: \$60.00/hour
Senior Center Van Driver	Minimum: \$17.00	Maximum: \$25.00/hour

#### Stipends:

Inspector of Animals	\$5,000 - \$6,000 per year
Emergency Preparedness Director	\$5,000 - \$6,000 per year
Sealer of Weights/Inspector of Measures	\$3,000 - \$4,000 per year
Assistant to the Emergency Preparedness Director	\$500 per year
Emergency Shelter Coordinator	\$500 per year

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<sup>1</sup> Assuming satisfactory performance and minimum level of pay achieved.