

				DRAFT COMPENSATION PLAN PROPOSAL - FOR REVIEW NOT FINAL									Additional Funding
Position	G/S	NEW WAGE SCALE	HRS/WK	Weekly/ Monthly	Bi-weekly Payroll	Budgeted Hrs/Wk X 52.2 weeks	Budgeted Salary	Longevity for FY18	NEW DEPT TOTAL	FY18 BUDGETED	Longevity for FY18	FY18 VOTED SALARIES	
EXECUTIVE SECRETARY	G12/S8	53.70	40.00	\$ 2,148.00	\$ 4,296.00	112,125.60	\$ 112,125.60		112,125.60	\$ 97,676.64		\$ 97,676.64	14,448.96
EXECUTIVE SECRETARY								\$ 4,485.02	4,485.02		\$ 3,907.07	\$ 3,907.07	577.95
RECEPTIONIST/ASSISTANT	G8/S5	31.91	40.00	\$ 1,276.40	\$ 2,552.80	66,628.08	\$ 66,628.08		66,628.08	\$ 64,602.72		\$ 64,602.72	2,025.36
CAS	G11/S7	46.75	2.50	\$ 116.88	\$ 233.75	6,100.88	\$ 6,100.88		6,100.88	\$ 5,461.43		\$ 5,461.43	639.45
CAS								\$ 61.00	61.00		\$ 54.61	\$ 54.61	6.39
BOS 3@1500/yr							\$ 4,500.00		4,500.00	\$ 4,500.00		\$ 4,500.00	-
ADMIN ASST - Front Desk C	G4/S3	18.59					\$ 3,500.00		3,500.00	\$ 3,500.00		\$ 3,500.00	-
Town Hall Intern							\$ 3,500.00		3,500.00	\$ 3,500.00		\$ 3,500.00	-
TOWN ACCOUNTANT	G11/S3	40.72	37.50	\$ 1,527.00	\$ 3,054.00	79,709.40	\$ 79,709.40		79,709.40	\$ 73,308.38		\$ 73,308.38	6,401.03
ADMIN ASST - TOWN ACCC	G6/S4	25.01	8.00	\$ 200.08	\$ 400.16	10,444.18	\$ 10,444.18		10,444.18	\$ 10,423.30		\$ 10,423.30	20.88
ASST. ASSESSOR	G11/S5	43.64	38.50	\$ 1,680.14	\$ 3,360.28	87,703.31	\$ 87,703.31		87,703.31	\$ 80,609.07		\$ 80,609.07	7,094.24
ASST. ASSESSOR								\$ 1,754.07	1,754.07		\$ 1,612.18	\$ 1,612.18	141.89
BoS 3@500/yr							\$ 1,500.00		1,500.00	\$ 1,500.00		\$ 1,500.00	-
TEMP EMPLOYEE	G4/S1	17.36	194.00	\$ 3,367.84			\$ 3,367.84		3,367.84	\$ 3,363.96		\$ 3,363.96	3.88
TREASURER	G11/S7	46.75	40.00	\$ 1,870.00	\$ 3,740.00	97,614.00	\$ 97,614.00		97,614.00	\$ 87,382.80		\$ 87,382.80	10,231.20
TREASURER								\$ 1,952.28	1,952.28		\$ 1,747.66	\$ 1,747.66	204.62
TAX COLLECTOR	G11/S5	43.64	37.50	\$ 1,636.50	\$ 3,273.00	85,425.30	\$ 85,425.30		85,425.30	\$ 78,515.33		\$ 78,515.33	6,909.98
ADMIN ASST - HRB	G11/S4	42.15	2.00	\$ 84.30	\$ 168.60	4,400.46	\$ 4,400.46		4,400.46	\$ 4,043.41		\$ 4,043.41	357.05
TOWN CLERK	G11/S4	42.15	21.00	\$ 885.15	\$ 1,770.30	46,204.83	\$ 46,204.83		46,204.83	\$ 42,455.83		\$ 42,455.83	3,749.00
CAS - CONSERVATION	G11/S7	46.75	15.00	\$ 701.25	\$ 1,402.50	36,605.25	\$ 36,605.25		36,605.25	\$ 32,768.55		\$ 32,768.55	3,836.70
CONSERVATION AGENT	G11/S7							\$ 366.05	366.05		\$ 327.69	\$ 327.69	38.36
CONSERVATION AGENT	G11/S7	46.75					\$ 5,000.00		5,000.00	\$ 5,000.00		\$ 5,000.00	-
ADMIN ASST-PLANNING BC	G11/S4	42.15	14.00	\$ 590.10	\$ 1,180.20	30,803.22	\$ 30,803.22		30,803.22	\$ 28,303.88		\$ 28,303.88	2,499.34
CAS - ZONING & SITE REVIE	G11/S7	46.75	17.00	\$ 794.75	\$ 1,589.50	41,485.95	\$ 41,485.95		41,485.95	\$ 37,137.69		\$ 37,137.69	4,348.26
CAS - ZONING & SITE REVIE	G11/S7							\$ 414.86	414.86		\$ 371.38	\$ 371.38	43.48
CAS - COMMUNITY PRESER	G11/S7	46.75	5.00	\$ 233.75	\$ 467.50	12,201.75	\$ 12,201.75		12,201.75	\$ 10,922.85		\$ 10,922.85	1,278.90
CAS - COMMUNITY PRESERVATION								\$ 122.02	122.02		\$ 109.23	\$ 109.23	12.79
ADMIN ASST - HOUSING CC	G6/S4	25.01	5.00	\$ 125.05	\$ 250.10	6,527.61	\$ 6,527.61		6,527.61	\$ 6,514.56		\$ 6,514.56	13.05
Maint Supervisor of Town B	G9/S6	36.65	40.00	\$ 1,466.00	\$ 2,932.00	76,525.20	\$ 76,525.20		76,525.20	\$ 71,597.52		\$ 71,597.52	4,927.68
Maint Supervisor of Town Bldgs								\$ 765.25	765.25		\$ 715.98	\$ 715.98	49.27
CUSTODIAN #2	G5/S8	25.18	13.00	\$ 327.34	\$ 654.68	17,087.15	\$ 17,087.15		17,087.15	\$ 17,053.22		\$ 17,053.22	33.93
CUSTODIAN #2								\$ 170.87	170.87		\$ 170.53	\$ 170.53	0.34

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POLICE CHIEF	INDIVIDUAL		40.00	\$ 2,298.85	\$ 4,597.70	119,999.97	\$ 120,000.00		120,000.00	\$ 130,000.00		\$ 130,000.00	(10,000.00)
POLICE CHIEF	INDIVIDUAL							\$ 3,600.00	3,600.00		\$ 2,512.49	\$ 2,512.49	1,087.51
overtime rate													
POLICE SERGEANT	G11/S4	42.15	40.00	\$ 1,686.00	\$ 3,372.00	88,009.20	\$ 88,009.20		88,009.20	\$ 83,749.68		\$ 83,749.68	38.73 4,259.52
overtime rate		63.23											-
POLICE PATROLMAN #1	G9/S3	33.05	40.00	\$ 1,322.00	\$ 2,644.00	69,008.40	\$ 69,008.40		69,008.40	\$ 76,817.52		\$ 76,817.52	29.9 (7,809.12)
overtime rate		49.58											-
OIC pay - 9% per police contract		0.00											-
POLICE PATROLMAN/DETE	G9/S3	33.05	40.00	\$ 1,322.00	\$ 2,644.00	69,008.40	\$ 69,008.40		69,008.40	\$ 64,665.36		\$ 64,665.36	4,343.04
overtime rate		49.58											-
OIC pay - 9% per police contract		0.00											-
POLICE PATROLMAN #3	G9/S2	31.94	40.00	\$ 1,277.60	\$ 2,555.20	66,690.72	\$ 66,690.72		66,690.72	\$ 62,472.96		\$ 62,472.96	4,217.76
overtime rate		47.91											-
OIC pay - 9% per police contract		0.00											-
SUMMER/SPECIAL (S)	G6/S8		varies			TL OT	\$ 35,000.00		35,000.00	\$ 30,000.00		\$ 30,000.00	5,000.00
SUMMER/SPECIAL (S)	G6/S8		varies			TL ON CALL	\$ 36,500.00		36,500.00	\$ 36,500.00		\$ 36,500.00	-
SUMMER/SPECIAL (S)	G6/S8		varies			TL SUMMER SPECIAL	\$ 50,867.20		50,867.20	\$ 50,867.20		\$ 50,867.20	-
SUMMER/SPECIAL (S)	G6/S5					TL WINTER SPECIAL	\$ 17,996.80		17,996.80	\$ 17,996.80		\$ 17,996.80	-
SUMMER/SPECIAL (S)	G6/S3					TL TRAFFIC	\$ 20,879.40		20,879.40	\$ 20,879.40		\$ 20,879.40	-
SUMMER/SPECIAL (S)	G6/S6					COLL BARGAIN	\$ 4,800.00		4,800.00	\$ 4,800.00		\$ 4,800.00	-
SUMMER/SPECIAL (S)	G6/S4					HOLIDAY	\$ 21,052.14		21,052.14	\$ 21,052.14		\$ 21,052.14	-
SUMMER/SPECIAL (S)	G6/S3					SECURITY	\$ 12,021.80		12,021.80	\$ 10,000.00		\$ 10,000.00	2,021.80
SUMMER/SPECIAL (S)	G6/S1												
SUMMER/SPECIAL (S)	G6/S1												
TRAFFIC OFFICERS (S)	G5/S4												
TRAFFIC OFFICERS (S)	G5/S3												
TRAFFIC OFFICERS (S)	G5/S1												
FIRE CHIEF	INDIVID						\$ 37,370.00	\$ 747.40	38,117.40	\$ 37,370.00	\$ 747.40	\$ 38,117.40	-
ADMINISTRATIVE ASST.	G6/S8	28.71	7.00	\$ 200.97		10,490.63	\$ 10,490.63		10,490.63	\$ 10,483.33		\$ 10,483.33	7.31
							\$ 50.00		50.00	\$ 50.00		\$ 50.00	-
							\$ 15,000.00		15,000.00	\$ 15,000.00		\$ 15,000.00	-
							\$ 21,000.00		21,000.00	\$ 21,000.00		\$ 21,000.00	-
ons							\$ 4,500.00		4,500.00	\$ 4,500.00		\$ 4,500.00	-
BLDG. INSPECTOR	INDIVID	42.25	11.00	\$ 464.75	\$ 929.50	24,259.95	\$ 24,259.95	\$ 970.40	25,230.35	\$ 24,259.95	\$ 970.40	\$ 25,230.35	-
													-
DOG OFFICER	G6/S8	28.71	500.00	\$ 1,196.25			\$ 14,355.00		14,355.00	\$ 14,345.00		\$ 14,345.00	10.00
ASST. DOG OFFICER/D.A.I.							\$ 1,000.00		1,000.00	\$ 1,000.00		\$ 1,000.00	-
ASST. DOG OFFICER/D.A.I.							\$ 1,000.00		1,000.00	\$ 1,000.00		\$ 1,000.00	-
HARBORMASTER	G10/S8	43.58	34.50	1503.51	\$ 3,007.02	78,483.22	\$ 78,483.22		78,483.22	\$ 72,234.10		\$ 72,234.10	6,249.12
HARBORMASTER								\$ 1,569.66	1,569.66		\$ 1,444.68	\$ 1,444.68	124.98

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ADMIN ASST	G6/S8	28.71	6.00	\$ 172.26	\$ 344.52	8,991.97	\$ 8,991.97		8,991.97	\$ 8,985.71		\$ 8,985.71	26.71	6.26
ASST. HARBORMASTER (S)	G6/S8	28.71	40.00		12wks	13,780.80	\$ 35,220.80		35,220.80	\$ 35,139.20		\$ 35,139.20		81.60
ASST. HARBORMASTER (S)	G6/S6	26.80	40.00		20wks	21,440.00			-			\$ -		-
ASST. WHARFINGER (S)	G3/S5	17.48	40.00	\$ 699.20	12wks	8,390.40	\$ 16,497.60		16,497.60	\$ 16,473.60		\$ 16,473.60		24.00
ASST. WHARFINGER (S)	G3/S4	16.89	40.00	\$ 675.60	12wks	8,107.20			-			\$ -		-
SHELLFISH CONSTABLE	G9/S5	35.42	40.00	\$ 1,416.80	\$ 2,833.60	73,956.96	\$ 73,956.96		73,956.96	\$ 69,864.48		\$ 69,864.48		4,092.48
SHELLFISH CONSTABLE								\$ 739.57	739.57			\$ -		739.57
ASST CONSTABLE	G6/S2	23.36	30.00	\$ 700.80	\$ 1,401.60	36,581.76	\$ 36,581.76		36,581.76	\$ 36,503.46		\$ 36,503.46		78.30
SUPERINTENDENT OF STREET	G10/S5	39.31	30.00	\$ 1,179.30	\$ 2,358.60	61,559.46	\$ 61,559.46	\$ 1,231.19	62,790.65	\$ 57,613.14	\$ 1,152.26	\$ 58,765.40		4,025.25
PART-TIME EMPLOYEE	G4/S2	17.97	20.00	\$ 359.40	\$ 718.80	15,094.80	\$ 30,000.00	PT	30,000.00	\$ 30,000.00	PT	\$ 30,000.00		-
PART-TIME EMPLOYEE	G4/S2	17.97	20.00	\$ 359.40	\$ 718.80	15,094.80			-			\$ -		-
CEMETERY SUPERINTENDENT	G7/S2	25.92	261.00				\$ 6,765.12		6,765.12	\$ 8,075.34		\$ 8,075.34		(1,310.22)
CEMETERY ADMIN	G11/S4	42.15	2.00	\$ 84.30	\$ 168.60	4,400.46	\$ 4,400.46		4,400.46	\$ 4,043.41		\$ 4,043.41		357.05
ADMINISTRATOR/INSPECTOR	G8/S8	35.37	35.00	\$ 1,237.95	\$ 2,475.90	64,620.99	\$ 64,620.99		64,620.99	\$ 61,131.42		\$ 61,131.42		3,489.57
LIBRARY DIRECTOR	G11/S8	48.37	38.00	\$ 1,838.06	\$ 3,676.12	95,946.73	\$ 95,946.73		95,946.73	\$ 85,889.88		\$ 85,889.88		10,056.85
LIBRARY DIRECTOR								\$ 959.47	959.47		\$ 858.90	\$ 858.90		100.57
ASSISTANT DIRECTOR/YOUTH	G8/S4	30.82	35.00	\$ 1,078.70	\$ 2,157.40	56,308.14	\$ 56,308.14		56,308.14	\$ 52,672.41		\$ 52,672.41		3,635.73
ASSISTANT LIBRARIAN	G7/S7	30.80	35.00	\$ 1,078.00	\$ 2,156.00	56,271.60	\$ 56,271.60		56,271.60	\$ 54,134.01		\$ 54,134.01	29.92	2,137.59
CIRCULATION ASSISTANT-YOUTH	G5/xx	22.72	varies				\$ 74,537.00	TL CIRC ASST	74,537.00	\$ 74,537.00	TL CIRC ASST	\$ 74,537.00		-
CIRCULATION ASSISTANT-SENIOR	G4/XX	19.93	varies									\$ -		-
BEACH SUPERINTENDENT	G9/S8	39.26	840.00	\$ 32,978.40			\$ 32,978.40		32,978.40	\$ 30,907.00		\$ 30,907.00		2,071.40
ASST. BEACH SUPER	INDIV	28.69	30.00			465.20	\$ 13,722.00		13,722.00	\$ 13,722.00		\$ 13,722.00	28.7	-
LIFEGUARDS (S)	G4/S8	22.09	varies			6,203.90	\$ 114,714.00		114,714.00	\$ 114,714.00		\$ 114,714.00		-
STICKER CLERKS (S)	G4/S3	18.59	40.00	\$ 743.60	16 Wks	11,897.60	\$ 11,897.60		11,897.60	\$ 11,897.60		\$ 11,897.60		-
BEACH GATE GUARD (S)	G4/S5	19.93	varies			854.90	\$ 9,045.00		9,045.00	\$ 9,045.00		\$ 9,045.00		-
PARKING ATTENDENT (S)	G2/S6	15.87	varies			1,164.40	\$ 9,759.42		9,759.42	\$ 9,759.42		\$ 9,759.42		-
ADMIN ASST - HISTORICAL COMMITTEE	G11/S7	46.75	0.50	\$ 23.38	\$ 46.75	1,220.18	\$ 1,220.18		1,220.18	\$ 1,092.29		\$ 1,092.29		127.89
ADMIN ASST - HISTORICAL COMMITTEE								\$ 12.20	12.20		\$ 10.92	\$ 10.92		1.28
AMBULANCE CHIEF	G12/S2	43.68	40.00	\$ 1,747.20	\$ 3,494.40	91,203.84	\$ 91,203.84		91,203.84	\$ 79,448.40		\$ 79,448.40		11,755.44
AMBULANCE ASST CHIEF	G10/S4	37.97	40.00	\$ 1,518.80	\$ 3,037.60	79,281.36	\$ 79,281.36		79,281.36	\$ 72,975.60		\$ 72,975.60		6,305.76
YR Paramedic #1	G9/S2	31.94	40.00	\$ 1,277.60	\$ 2,555.20	66,690.72	\$ 66,690.72		66,690.72	\$ 62,472.96		\$ 62,472.96		4,217.76
YR Paramedic #2	G9/S2	31.94	40.00	\$ 1,277.60	\$ 2,555.20	66,690.72	\$ 66,690.72		66,690.72	\$ 62,472.96		\$ 62,472.96		4,217.76
YR Paramedic #3	G9/S3	33.05	40.00	\$ 1,322.00	\$ 2,644.00	69,008.40	\$ 69,008.40		69,008.40	\$ 64,665.36		\$ 64,665.36		4,343.04
CLERICAL	G6/S7	27.75	20.00	\$ 555.00	\$ 1,110.00	28,971.00	\$ 28,971.00		28,971.00	\$ 28,877.04		\$ 28,877.04		93.96
Nightshift EMT	Stipend	130/NIGHT	365	\$ 47,450.00					-			\$ -		-
Nightshift EMT	Stipend	130/NIGHT	365	\$ 47,450.00			\$ 94,900.00		94,900.00	\$ 94,900.00		\$ 94,900.00		-

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Seasonal DAY EMT-10 hr dk	G6/S6	26.80	70.00	\$ 1,876.00	20 WKS	37,520.00			-			\$ -	-
Seasonal DAY EMT-10 hr dk	G6/S8	28.71	70.00	\$ 2,009.70	20 WKS	40,194.00			-			\$ -	-
Seasonal DAY EMT-10 hr dk	G6/S6	26.80	70.00	\$ 1,876.00	20 WKS	37,520.00	\$ 115,234.00		115,234.00	\$ 114,954.00		\$ 114,954.00	280.00
2-Off Season DAY EMT	G6/S8	110/SHIFT	225DAYS	\$ 770.00	OFFSeason	49,500.00	\$ 49,500.00		49,500.00	\$ 49,500.00		\$ 49,500.00	-
Per Diem Paramedic-2nd /	G8/S5	31.91	50.00	\$ 1,595.50	26.1wks	41,642.55	\$ 48,360.00		48,360.00	\$ 48,360.00		\$ 48,360.00	-
Nightshift Parmedic-cover	Stipend	130/NIGHT					\$ 18,000.00		18,000.00	\$ 18,000.00		\$ 18,000.00	-
Full Time Vaca Coverage	new						\$ 16,060.80		16,060.80	\$ 16,060.80		\$ 16,060.80	-
Special Events							\$ 7,000.00		7,000.00	\$ 7,000.00		\$ 7,000.00	-
Holiday Coverage							\$ 9,000.00		9,000.00	\$ 9,000.00		\$ 9,000.00	-
Overtime							\$ 12,000.00		12,000.00	\$ 12,000.00		\$ 12,000.00	-
Mechanic							\$ 10,000.00		10,000.00	\$ 10,000.00		\$ 10,000.00	-
								LONG					-
							\$ 3,255,198.89	19,921.31	3,275,120.20	3,117,373.40	16,713.37	3,134,785.41	140,334.79