

## Appendix A

### New Base Salary Schedule for July 1, 2021 w/o 2%

UNIT A							
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	0-2	3-4	5-6	7-8	9-10	11-16	17+
Clerk or Laborer	\$17.32	\$18.45	\$19.35	\$20.31	\$21.30	\$22.33	\$23.42
Senior Clerk	\$19.80	\$20.75	\$21.70	\$22.61	\$23.70	\$24.88	\$26.12
Groundskeeper	\$21.68	\$22.34	\$23.54	\$23.86	\$24.78	\$26.01	\$27.32

\*All salaries were increased to account for the removal of the uniform allotments. Uniform pay will now be done as a stipend. Salary bands with the uniform pay were kept and non uniform bands were increased to make up for the change.

Unit A positions: Steps 1 - 5 are two years. After completion of two years, you move up a step.

UNIT B						
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3	4-6	7-9	10-12	13-19	20+
Assistant Assessor	\$25.79	\$27.66	\$29.52	\$32.42	\$34.68	\$37.11
Group A	\$22.06	\$23.93	\$25.79	\$27.60	\$29.49	\$31.56
Group B	\$22.85	\$24.72	\$26.58	\$28.40	\$30.28	\$32.36
Group C	\$21.98	\$23.86	\$25.71	\$27.53	\$29.45	\$31.51
Cemetery Superintendent			\$29.10	\$31.61	\$33.81	\$36.19
Custodian/Groundskeeper	\$21.92	\$23.44	\$25.06	\$26.81	\$28.66	\$30.67
Assistant Treasurer/Collector				\$30.57	\$32.70	\$35.00

Unit B positions: Steps 1-4 are three years. After completion of three years, you move up a step

<b>Group A</b> includes Administrative Assistant for: Parks & Recreation, Town Accountant, Planning Board, Board of Health and Conservation, and Building Commissioner; Vital Records Specialist
<b>Group B</b> includes Assistant Town Clerk, Assistant Department Heads, Council on Aging Director
<b>Group C</b> includes Program Coordinator, Parks & Rec; Childcare Administrator, Parks & Rec; Public Works Specialist, Highway

License Differential
<i>CDL License Differential: \$0.75/hour for holders of CDL License</i>
<i>Hydraulic License Differential: \$0.75/hour for holders of Hydraulic License</i>
<i>Pesticide License Differential: \$0.75/hour. This applies to Cemetery Department Employees only.</i>
<b>Maximum of two of the above stipends is allowed.</b>

**Appendix A**  
**Base Salary Schedule for July 1, 2021 w/ 2%**

<b>UNIT A</b>							
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	0-2	3-4	5-6	7-8	9-10	11-16	17+
Clerk or Laborer	\$17.67	\$18.82	\$19.74	\$20.72	\$21.73	\$22.78	\$23.89
Senior Clerk	\$20.20	\$21.17	\$22.13	\$23.06	\$24.17	\$25.38	\$26.64
Groundskeeper	\$22.11	\$22.79	\$24.01	\$24.34	\$25.28	\$26.53	\$27.87

Unit A positions: Steps 1 - 5 are two years. After completion of two years, you move up a step.

<b>UNIT B</b>						
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3	4-6	7-9	10-12	13-19	20+
Assistant Assessor	\$26.31	\$28.21	\$30.11	\$33.07	\$35.37	\$37.85
Group A	\$22.50	\$24.41	\$26.31	\$28.15	\$30.08	\$32.19
Group B	\$23.31	\$25.21	\$27.11	\$28.97	\$30.89	\$33.01
Group C	\$22.42	\$24.34	\$26.22	\$28.08	\$30.04	\$32.14
Cemetery Superintendent			\$29.68	\$32.24	\$34.49	\$36.91
Custodian/Groundskeeper	\$22.36	\$23.91	\$25.56	\$27.35	\$29.23	\$31.28
Assistant Treasurer/Collector				\$31.18	\$33.35	\$35.70

Unit B positions: Steps 1-4 are three years. After completion of three years, you move up a step

<b>Group A</b> includes <u>Administrative Assistant for</u> : Parks & Recreation, Town Accountant, Planning Board, Board of Health and Conservation, and Building Commissioner; Vital Records Specialist
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## Appendix A

### Base Salary Schedule for July 1, 2022 w/ 2%

UNIT A							
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	0-2	3-4	5-6	7-8	9-10	11-16	17+
Clerk or Laborer	\$18.02	\$19.20	\$20.13	\$21.13	\$22.16	\$23.23	\$24.37
Senior Clerk	\$20.60	\$21.59	\$22.58	\$23.52	\$24.66	\$25.89	\$27.18
Groundskeeper	\$22.56	\$23.24	\$24.49	\$24.82	\$25.78	\$27.06	\$28.42

Unit A positions: Steps 1 - 5 are two years. After completion of two years, you move up a step.

UNIT B						
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3	4-6	7-9	10-12	13-19	20+
Assistant Assessor	\$26.83	\$28.78	\$30.71	\$33.73	\$36.08	\$38.61
Group A	\$22.95	\$24.90	\$26.83	\$28.72	\$30.68	\$32.83
Group B	\$23.77	\$25.72	\$27.65	\$29.55	\$31.50	\$33.67
Group C	\$22.87	\$24.82	\$26.75	\$28.64	\$30.64	\$32.78
Cemetery Superintendent			\$30.28	\$32.89	\$35.18	\$37.65
Custodian/Groundskeeper	\$22.81	\$24.39	\$26.07	\$27.89	\$29.82	\$31.91
Assistant Treasurer/Collector				\$31.81	\$34.02	\$36.41

Unit B positions: Steps 1-4 are three years. After completion of three years, you move up a step

<b>Group A</b> includes <u>Administrative Assistant for</u> : Parks & Recreation, Town Accountant, Planning Board, Board of Health and Conservation, and Building Commissioner; Vital Records Specialist
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Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	0-2	3-4	5-6	7-8	9-10	11-16	17+
Clerk or Laborer	\$18.38	\$19.58	\$20.53	\$21.55	\$22.60	\$23.70	\$24.85
Senior Clerk	\$21.01	\$22.02	\$23.03	\$23.99	\$25.15	\$26.40	\$27.72
Groundskeeper	\$23.01	\$23.71	\$24.98	\$25.32	\$26.30	\$27.60	\$28.99

Unit A positions: Steps 1 - 5 are two years. After completion of two years, you move up a step.

UNIT B						
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3	4-6	7-9	10-12	13-19	20+
Assistant Assessor	\$27.37	\$29.35	\$31.33	\$34.40	\$36.80	\$39.38
Group A	\$23.41	\$25.39	\$27.37	\$29.29	\$31.30	\$33.49
Group B	\$24.25	\$26.23	\$28.21	\$30.14	\$32.13	\$34.34
Group C	\$23.33	\$25.32	\$27.28	\$29.22	\$31.25	\$33.44
Cemetery Superintendent			\$30.88	\$33.54	\$35.88	\$38.41
Custodian/Groundskeeper	\$23.26	\$24.87	\$26.59	\$28.45	\$30.41	\$32.55
Assistant Treasurer/Collector				\$32.44	\$34.70	\$37.14

Unit B positions: Steps 1-4 are three years. After completion of three years, you move up a step

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