

FY2025 Position Classification Plan

Annualized Range

Hourly Rate

FLSA

Regular Status Positions	Grade	Annualized Range			Hourly Rate			FLSA
		Lower	Midpoint	Upper	Lower	Midpoint	Upper	Overtime Status
Accounting Supervisor	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Accounting Technician	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Administrative Assistant	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Aquatics Services Manager	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Arborist/Landscape Architect	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Asset Manager	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Assistant Communications Supervisor	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Assistant Crew Supervisor	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Assistant Facilities Maintenance Supervisor	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Assistant Golf Course Superintendent	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Assistant Golf Professional	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Assistant Program Manager	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Budget Manager	18	\$ 89,328.20	\$ 127,611.64	\$ 165,895.08	42.9462	61.3517	79.7572	E
Building Official	18	\$ 89,328.20	\$ 127,611.64	\$ 165,895.08	42.9462	61.3517	79.7572	E
Capital Projects Planner/Engineer	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Capital Projects Program Manager	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Cemetery Manager	17	\$ 85,074.34	\$ 121,534.92	\$ 157,995.24	40.9011	58.4302	75.9592	E
Chief Communications Officer	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Chief Deputy Town Clerk	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	E
Chief, Program & Project Manager	18	\$ 89,328.20	\$ 127,611.64	\$ 165,895.08	42.9462	61.3517	79.7572	E
Civil Engineer I	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Civil Engineer II	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Clerk of Boards and Commissions	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	E
Combination Inspector - Commercial	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Combination Inspector - Residential	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Communications Assistant	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Communications Technician I	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Communications Technician II	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Community Center Manager	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Community Center Supervisor	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Community Inspector	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Community Planner	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Crime Analyst	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Deputy Director of Community Development	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Deputy Director of Finance	21	\$ 103,408.50	\$ 147,726.28	\$ 192,044.06	49.7156	71.0223	92.3289	E
Deputy Director of Parks and Recreation	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Deputy Director of Public Works	21	\$ 103,408.50	\$ 147,726.28	\$ 192,044.06	49.7156	71.0223	92.3289	E
Deputy Town Attorney	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Deputy Town Clerk	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	E
Development Program Planner	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Director of Community Development	24	\$ 119,708.42	\$ 171,011.62	\$ 222,315.08	57.5521	82.2171	106.8823	E
Director of Economic Development	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Director of Finance	25	\$ 125,693.36	\$ 179,561.98	\$ 233,430.60	60.4295	86.3279	112.2263	E
Director of Human Resources	23	\$ 114,007.66	\$ 162,868.16	\$ 211,728.66	54.8114	78.3020	101.7926	E
Director of Information Technology	23	\$ 114,007.66	\$ 162,868.16	\$ 211,728.66	54.8114	78.3020	101.7926	E
Director of Parks & Recreation	24	\$ 119,708.42	\$ 171,011.62	\$ 222,315.08	57.5521	82.2171	106.8823	E
Director of Public Works	25	\$ 125,693.36	\$ 179,561.98	\$ 233,430.60	60.4295	86.3279	112.2263	E
Engineering Inspector	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Equipment Operator	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Equipment Operator/Greensworker	4	\$ 45,116.76	\$ 64,452.44	\$ 83,788.12	21.6908	30.9868	40.2828	N
Executive Assistant to the Town Manager	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Facility Maintenance Supervisor	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Facility Maintenance Technician I	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Facility Maintenance Technician II	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Facility Maintenance Technician III	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Field Operations Manager	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Financial Management Analyst	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Fiscal Services Administrator	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Fitness Supervisor	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Fleet Manager	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
FOIA Records Specialist	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
General Manager	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Golf Course Superintendent	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Golf Professional	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Head Fitness Trainer	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Head Lifeguard	4	\$ 45,116.76	\$ 64,452.44	\$ 83,788.12	21.6908	30.9868	40.2828	N
Housing/Neighborhood Improvement Coordinator	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Human Resources Assistant	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N

FY2025 Position Classification Plan

Annualized Range

Hourly Rate

FLSA

Regular Status Positions	Grade	Annualized Range			Hourly Rate			FLSA
		Lower	Midpoint	Upper	Lower	Midpoint	Upper	Overtime Status
Human Resources Generalist	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Human Resources Manager	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Human Resources Specialist	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Information Technology Engineer	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Irrigation Technician	4	\$ 45,116.76	\$ 64,452.44	\$ 83,788.12	21.6908	30.9868	40.2828	N
Lead Planner/Design and Development	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Lead Planner/Long Range	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Legal Assistant	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Legal Assistant to the Town Attorney	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	E
Manager, Information Technology	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Marketing and Communications Specialist	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Mechanic I	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Mechanic II	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Mechanic/Equipment Operator	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Network Administrator	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Office Assistant III	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Office Assistant III/Administrative Clerk	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Operations Integration Manager	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Operations Specialist	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Parking Enforcement Official	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
Payroll Administrator	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Permit Technician	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Personal Trainer	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
Plan Review Coordinator	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Planning Operations Manager	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Pool Operations Manager	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Program Manager	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Project Engineer I	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Project Engineer II	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Property Maintenance Inspector	10	\$ 60,460.66	\$ 86,372.52	\$ 112,284.12	29.0676	41.5252	53.9828	N
Public Information Specialist	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Purchasing Agent	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Purchasing Specialist	8	\$ 54,839.72	\$ 78,342.42	\$ 101,845.12	26.3652	37.6646	48.9640	N
Records Technician	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Records Technician Supervisor	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Recreation Assistant I	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
Recreation Assistant II	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Recreation Program Assistant	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Recreation Program Coordinator	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Recreation Services Manager	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Recreation Services Supervisor I	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Recreation Services Supervisor II	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Revenue Operations Supervisor	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Right-of-Way Inspection Supervisor	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Right-of-Way Inspector/Utility Marker	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Risk Manager	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Safety and Compliance Specialist	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Senior Accountant	13	\$ 69,990.70	\$ 99,986.90	\$ 129,983.10	33.6494	48.0706	62.4919	E
Senior Civil Engineer	18	\$ 89,328.20	\$ 127,611.64	\$ 165,895.08	42.9462	61.3517	79.7572	E
Sign and Signal Technician	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
System Technician	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Systems Administrator	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Systems Analyst	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Systems Manager	14	\$ 73,490.30	\$ 104,986.18	\$ 136,482.06	35.3319	50.4741	65.6164	E
Tax Administration Associate	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Tax Administration Supervisor	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Technical Support Specialist	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Tennis Center Manager	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Town Clerk	19	\$ 93,794.48	\$ 133,992.04	\$ 174,189.60	45.0935	64.4193	83.7450	E
Traffic Control Supervisor/Coordinator	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Traffic Signal Technician	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Transportation Engineer	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Transportation Program Manager	17	\$ 85,074.34	\$ 121,534.92	\$ 157,995.24	40.9011	58.4302	75.9592	E
Unassigned	20	\$ 98,484.10	\$ 140,691.72	\$ 182,899.08	47.3481	67.6403	87.9323	E
Unassigned	22	\$ 108,578.86	\$ 155,112.36	\$ 201,646.38	52.2014	74.5733	96.9454	E
Utility Equipment Operator I	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
Utility Equipment Operator II	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Utility Equipment Operator II/Truck Driver	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N

FY2025 Position Classification Plan

Annualized Range

Hourly Rate

**FLSA
Overtime**

Regular Status Positions

	<u>Grade</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Status</u>
Utility Equipment Operator III	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Utility Maintenance Worker I	4	\$ 45,116.76	\$ 64,452.44	\$ 83,788.12	21.6908	30.9868	40.2828	N
Utility Maintenance Worker II	6	\$ 49,741.12	\$ 71,059.04	\$ 92,376.44	23.9140	34.1630	44.4118	N
Utility Manager	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Utility Technician I	7	\$ 52,228.28	\$ 74,611.94	\$ 96,995.08	25.1098	35.8711	46.6323	N
Utility Technician II	9	\$ 57,581.68	\$ 82,259.32	\$ 106,937.48	27.6835	39.5478	51.4122	N
Utility Work Crew Supervisor	12	\$ 66,658.28	\$ 95,225.52	\$ 123,793.28	32.0472	45.7815	59.5160	N
Water and Sewer Engineer	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Water Bill and Customer Service Supervisor	11	\$ 63,483.68	\$ 90,691.12	\$ 117,898.56	30.5210	43.6015	56.6820	N
Water Meter Reader	5	\$ 47,372.52	\$ 67,675.14	\$ 87,977.50	22.7753	32.5361	42.2969	N
Water Resources Engineer I	15	\$ 77,164.88	\$ 110,235.58	\$ 143,306.28	37.0985	52.9979	68.8972	E
Water Resources Engineer II	16	\$ 81,022.76	\$ 115,747.32	\$ 150,471.62	38.9533	55.6478	72.3421	E
Zoning Administrator	18	\$ 89,328.20	\$ 127,611.64	\$ 165,895.08	42.9462	61.3517	79.7572	E

Protective Services

Chief of Police	P09	\$ 129,464.14	\$ 185,290.56	\$ 240,433.44	62.2424	89.0820	115.5930	E
Police Captain	P08	\$ 112,632.52	\$ 154,618.62	\$ 196,604.20	54.1503	74.3359	94.5213	E
Police Corporal	P04	\$ 83,998.20	\$ 115,312.60	\$ 146,627.00	40.3838	55.4388	70.4937	N
Police Lieutenant	P07	\$ 102,832.86	\$ 141,167.52	\$ 179,501.92	49.4389	67.8690	86.2990	N
Police Officer First Class	P02	\$ 76,355.50	\$ 104,820.56	\$ 133,285.36	36.7094	50.3945	64.0795	N
Police Officer I	P01	\$ 73,018.66	\$ 100,238.58	\$ 127,458.24	35.1051	48.1916	61.2780	N
Police Sergeant	P05	\$ 88,196.16	\$ 121,074.20	\$ 153,952.50	42.4020	58.2087	74.0156	N
Senior Police Officer	P03	\$ 79,997.84	\$ 109,821.40	\$ 139,644.96	38.4605	52.7987	67.1370	N
Senior Police Sergeant	P06	\$ 92,606.28	\$ 127,128.30	\$ 161,650.06	44.5223	61.1194	77.7164	N

(salaries determined by Town Council)

Town Attorney	226,956.60
Town Manager	246,813.58