

Title	Average Weekly Hours	Recommended Title	Department	Grade	Current Pay	Survey Average Minimum	Survey Average Maximum	Survey Median Minimum	Survey Median Maximum	Recommended Minimum	Recommended Maximum	Closest Step to Current Pay Rate	Closest pay to current rate	+/-	Weekly Payroll Increase	Union	Current Grade/Step
Board/Committee Clerk			Various	G	\$ 18.00					\$ 15.25	\$ 20.12	10	\$ 18.23	\$ 0.23		NO	
Drop-Off Center Monitor	12.5		Highway	G		\$ 19.05	\$ 21.89	\$ 18.56	\$ 19.48	\$ 15.25	\$ 20.12					YES	
Library Assistant	12.5		Library	G	\$ 15.30	\$ 18.79	\$ 23.04	\$ 17.15	\$ 21.53	\$ 15.25	\$ 20.12	2	\$ 15.56	\$ 0.26	\$ 3.25	YES	Grade 1/Step 5
Election Worker	unknown		Town Clerk	G	\$ 15.00	\$ 18.64	\$ 18.84	\$ 14.05	\$ 18.34	\$ 15.25	\$ 20.12	1	\$ 15.25	\$ 0.25		NO	
Light Equipment Operator/Laborer			Highway	F		\$ 21.20	\$ 26.12	\$ 21.63	\$ 26.29	\$ 18.00	\$ 23.76					YES	
Cemetery Caretaker	stipend		Cemetery	F	\$ 21.55	\$ 20.10	\$ 20.48	\$ 20.10	\$ 20.05	\$ 18.00	\$ 23.76	11	\$ 21.94			NO	
Custodian	20		Library/Select Board	F	\$ 16.22	\$ 20.69	\$ 21.31	\$ 16.54	\$ 20.99	\$ 18.00	\$ 23.76	1	\$ 18.00	\$ 1.78	\$ 35.60	YES	Grade 3/Step 3
Assistant to the Treasurer/Collector	32		Treasurer/Collector	E	\$ 19.29	\$ 21.44	\$ 26.32	\$ 21.37	\$ 26.69	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 1.95	\$ 62.40	YES	Grade 5/Step 4
Accounting Assistant	14		Accounting	E	\$ 20.41	\$ 22.74	\$ 28.81	\$ 22.48	\$ 31.11	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 0.83	\$ 11.62	YES	Grade 8/Step 1
Outreach Coordinator	15		Senior Center	E	\$ 15.89	\$ 23.37	\$ 26.25	\$ 21.38	\$ 26.40	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 5.35	\$ 80.25	YES	Unknown
Administrative Assistant	40		Highway	E	\$ 24.15	\$ 22.25	\$ 28.99	\$ 22.31	\$ 29.77	\$ 21.24	\$ 28.03	8	\$ 24.39	\$ 0.24	\$ 9.60	YES	Grade 7/Step 7
Administrative Assistant	30		Police	E	\$ 19.29	\$ 24.82	\$ 31.42	\$ 23.83	\$ 31.46	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 1.95	\$ 58.50	YES	Grade 5/Step 4
Administrative Assistant	25		Water	E	\$ 19.29	\$ 28.30	\$ 28.21	\$ 26.53	\$ 29.01	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 1.95	\$ 48.75	YES	Grade 5/Step 4
Assistant Senior Center Director	25	Program Coordinator	Senior Center	E	\$ 22.67	\$ -	\$ -	\$ -	\$ 12.86	\$ 21.24	\$ 28.03	5	\$ 22.98	\$ 0.31	\$ 7.75	YES	Unknown
Administrative Assistant	30		Assessor	E	\$ 21.47	\$ 20.33	\$ 25.33	\$ 20.30	\$ 25.73	\$ 21.24	\$ 28.03	2	\$ 21.66	\$ 0.19	\$ 5.70	YES	Grade 7/Step 4
Assistant Librarian for Children's Services	32	Children's Services Librarian	Library	E	\$ 21.48	\$ 27.28	\$ 31.45	\$ 26.72	\$ 29.84	\$ 21.24	\$ 28.03	2	\$ 21.66	\$ 0.18	\$ 5.76	YES	Grade 7/Step 4
Assistant Librarian for Adult Services	32	Adult & Teen Services Librarian	Library	E	\$ 24.15	\$ 27.48	\$ 27.77	\$ 27.99	\$ 25.28	\$ 21.24	\$ 28.03	8	\$ 24.39	\$ 0.24	\$ 7.68	YES	Grade 7/Step 7
Administrative Assistant	7		Board of Health	E	\$ 24.78	\$ 22.01	\$ 27.29	\$ 21.11	\$ 26.69	\$ 21.24	\$ 28.03	9	\$ 24.88	\$ 0.10	\$ 0.70	YES	Unknown
Assistant Town Clerk	19		Town Clerk	E	\$ 19.68	\$ 22.07	\$ 27.40	\$ 22.07	\$ 27.40	\$ 21.24	\$ 28.03	1	\$ 21.24	\$ 1.56	\$ 29.64	YES	Unknown
Water Operator	40		Water	D	\$ 29.77	\$ 24.91	\$ 32.91	\$ 24.91	\$ 33.32	\$ 25.49	\$ 33.63	9	\$ 29.86	\$ 0.09	\$ 3.60	YES	Grade 14/Step 1
Mechanic/Heavy Equipment Operator	40		Highway	D	\$ 31.63	\$ 24.88	\$ 32.28	\$ 26.84	\$ 33.94	\$ 25.49	\$ 33.63	12	\$ 31.69	\$ 0.06	\$ 2.40	YES	Grade 12/Step 6
Foreman	40		Highway	D	\$ 30.59	\$ 28.80	\$ 34.80	\$ 28.44	\$ 35.51	\$ 25.49	\$ 33.63	11	\$ 31.07	\$ 0.48	\$ 19.20	YES	unknown
Executive Assistant to the TA/BOS	32		TA/BOS	D	\$ 30.00	\$ 22.90	\$ 30.15	\$ 22.91	\$ 30.23	\$ 25.49	\$ 33.63	10	\$ 30.46	\$ 0.46	\$ 14.72	NO	n/a
Assistant Treasurer/Collector			Treasurer/Collector	D	Vacant	\$ 23.74	\$ 30.12	\$ 22.48	\$ 29.45	\$ 25.49	\$ 33.63					YES	
Heavy Equipment Operator x2	80		Highway	D	\$ 24.31	\$ 24.14	\$ 28.76	\$ 24.45	\$ 28.84	\$ 25.49	\$ 33.63	1	\$ 25.49	\$ 1.18	\$ 94.40	YES	Grade 10/Step 2
Treasurer/Collector	32		Treasurer/Collector	C	\$ 57.09	\$ 41.94	\$ 42.54	\$ 37.95	\$ 40.70	\$ 30.59	\$ 40.37			Red Circle		NO	
Town Accountant	32		Accounting	C	\$ 39.80	\$ 37.12	\$ 46.29	\$ 38.04	\$ 46.20	\$ 30.59	\$ 40.37	15	\$ 40.37	\$ 0.57	\$ 18.24	NO	
Senior Center Director	32.5		Senior Center	C	\$ 22.67	\$ 31.44	\$ 35.63	\$ 29.40	\$ 34.71	\$ 30.59	\$ 40.37	1	\$ 30.59	\$ 7.92	\$ 257.40	NO	
Library Director	32		Library	C	\$ 27.35	\$ 34.35	\$ 40.66	\$ 34.48	\$ 39.73	\$ 30.59	\$ 40.37	1	\$ 30.59	\$ 3.24	\$ 103.68	NO	
Town Clerk	25		Town Clerk	C	\$ 26.64	\$ 31.19	\$ 37.67	\$ 31.14	\$ 39.07	\$ 30.59	\$ 40.37	1	\$ 30.59	\$ 3.95	\$ 98.75	NO	
Fire Chief	19		Fire	C	\$ 27.30	\$ 22.74	\$ 28.81	\$ 22.48	\$ 31.11	\$ 30.59	\$ 40.37	1	\$ 30.59	Red Circle		NO	
Highway Superintendent	40		Highway	B	\$ 48.30	\$ 37.10	\$ 42.36	\$ 33.35	\$ 41.40	\$ 36.71	\$ 48.42	15	\$ 48.42	\$ 0.12	\$ 4.80	NO	
Water Superintendent	40		Water	B	\$ 37.14	\$ 35.27	\$ 41.54	\$ 35.27	\$ 41.49	\$ 36.71	\$ 48.42	2	\$ 37.44	\$ 0.30	\$ 12.00	NO	
Chief of Police	40		Police	A	\$ 48.84	\$ 45.42	\$ 60.44	\$ 45.69	\$ 62.50	\$ 43.32	\$ 57.19	8	\$ 49.77	Red Circle		NO	

870.5

Police Positions

Title	Recommended Grade	Current Pay	Survey Min Average	Survey Max Average	Survey Med Minimum	Survey Med Maximum	Union
Sergeant	P3	\$42.02	No Data	\$38.41	No Data	\$37.53	NEPBA LOCAL 83B
Officer	P2	\$32.25	\$26.82	\$32.76	\$28.23	\$33.02	NEPBA LOCAL 83A

Estimated Cost to Implement

Based on 1664 hours per year; No NEPBA or stipend positions included; brings staff to minimum of recommended grade	
Union	\$ 25,410.96
Non-Union	\$ 26,600.60
Total	\$ 52,011.56

This cost is just to move everyone to the next closest step within their grade level. This does not account for the 2% increase already included in the departments FY25 budget. I think it would make sense to make this increase part of a separate warrant article and then next year departments would build the rate into their budget plus increasing steps for time served. This would allow us to do the increases across 2 fiscal years while also making employees feel valued with increases for time served.