

EXHIBIT A- Salary Ranges/Schedule

Revised 7/7/21

Management Employees Effective July 1, 2020 (2% COLA)	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 7,663.76	\$ 8,046.95	\$ 8,449.30	\$ 8,871.76
Deputy Town Clerk/Assistant to the Town Manager	\$ 10,003.13	\$ 10,503.29	\$ 11,028.45	\$ 11,579.87
Planning & Building Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.45	\$ 11,579.87
Finance Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.45	\$ 11,579.87
Public Works Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.45	\$ 11,579.87
Chief Building Official /Public Works Manager	\$ 8,992.11	\$ 9,441.72	\$ 9,913.80	\$ 10,409.49
Assistant Planner	\$ 5,614.18	\$ 5,894.89	\$ 6,189.63	\$ 6,499.12
Associate Planner	\$ 6,146.77	\$ 6,454.11	\$ 6,776.81	\$ 7,115.65
Senior Planner	\$ 7,685.73	\$ 8,070.02	\$ 8,473.52	\$ 8,897.19
Principal Planner	\$ 8,546.22	\$ 8,973.53	\$ 9,422.21	\$ 9,893.32
Marketing and Communications Specialist	\$ 6,737.84	\$ 7,074.73	\$ 7,428.47	\$ 7,799.89
Events & Volunteer Coordinator	\$ 5,219.47	\$ 5,480.44	\$ 5,754.47	\$ 6,042.19
Accountant I	\$ 5,818.76	\$ 6,109.70	\$ 6,415.18	\$ 6,735.94
Accountant II	\$ 6,735.95	\$ 7,072.75	\$ 7,426.38	\$ 7,797.70
Recreation and Community Services Manager	\$ 7,071.66	\$ 7,425.24	\$ 7,796.51	\$ 8,186.33
Management Analyst	\$ 6,737.84	\$ 7,074.73	\$ 7,428.47	\$ 7,799.89

Management Employees Effective July 1, 2021 (2.5% COLA)	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 7,855.35	\$ 8,248.12	\$ 8,660.53	\$ 9,093.55
Deputy Town Clerk/Assistant to the Town Manager	\$ 10,253.21	\$ 10,765.87	\$ 11,304.16	\$ 11,869.37
Planning & Building Director	\$ 10,253.21	\$ 10,765.87	\$ 11,304.16	\$ 11,869.37
Finance Director	\$ 10,253.21	\$ 10,765.87	\$ 11,304.16	\$ 11,869.37
Public Works Director	\$ 10,253.21	\$ 10,765.87	\$ 11,304.16	\$ 11,869.37
Chief Building Official /Public Works Manager	\$ 9,216.91	\$ 9,677.76	\$ 10,161.65	\$ 10,669.73
Assistant Planner	\$ 5,754.53	\$ 6,042.26	\$ 6,344.37	\$ 6,661.59
Associate Planner	\$ 6,300.44	\$ 6,615.46	\$ 6,946.23	\$ 7,293.55
Senior Planner	\$ 7,877.87	\$ 8,271.77	\$ 8,685.36	\$ 9,119.62
Principal Planner	\$ 8,759.88	\$ 9,197.87	\$ 9,657.76	\$ 10,140.65
Marketing and Communications Specialist	\$ 6,906.29	\$ 7,251.60	\$ 7,614.18	\$ 7,994.89
Events & Volunteer Coordinator	\$ 5,349.96	\$ 5,617.45	\$ 5,898.33	\$ 6,193.24
Accountant I	\$ 5,964.23	\$ 6,262.44	\$ 6,575.56	\$ 6,904.34
Accountant II	\$ 6,904.35	\$ 7,249.57	\$ 7,612.04	\$ 7,992.65
Recreation and Community Services Manager	\$ 7,248.45	\$ 7,610.87	\$ 7,991.42	\$ 8,390.99
Management Analyst	\$ 6,906.29	\$ 7,251.60	\$ 7,614.18	\$ 7,994.89

Confidential Employees * Effective July 1, 2020 (3% COLA)	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 5,540.71	\$ 5,817.75	\$ 6,108.63	\$ 6,414.06	\$ 6,734.77	\$ 7,071.51

Confidential Employees * Effective July 1, 2021 (3% COLA)	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 5,706.93	\$ 5,992.28	\$ 6,291.89	\$ 6,606.49	\$ 6,936.81	\$ 7,283.65

*This position receives the same COLA/Adjustments as SEIU

HISTORICAL DATA ON COLA/SALARY ADJUSTMENTS FOR SEIU AND MANAGEMENT EMPLOYEES

SEIU (Non-Management)

Effective Date	Salary	
	Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	5.0%	2% cola; 3% salary increase to offset employees paying additional share of employee retirement after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
7/1/2014	2.0%	cola ; eliminated 2 floating holidays
7/1/2015	0.0%	no cola
1/1/2016	5.0%	created additonal step F for everyone; those not eligible (2) for step incr receive 4%-5% bonus
1/1/2017	2.0%	cola/salary range adjustment
1/1/2018	2.0%	cola/salary range adjustment
7/1/2018	5.0%	cola/salary range adjustment
7/1/2019	4.0%	cola/salary range adjustment
7/1/2020	3.0%	cola/salary range adjustment
7/1/2021	3.0%	Proposed cola/salary range adjustment
Effective %		
Total Incr	23.0%	7/1/2009 to 7/1/2021
Avg/yr	1.9%	12 yrs

Management

Effective Date	Salary	
	Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	4.5%	1.5% cola; 3% salary incr. to offset employee paying added share of retirement costs after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
1/1/2014	1.5%	cola
7/1/2015	2.0%	cola
7/1/2016	0.0%	no cola
1/1/2017	2.0%	cola
1/1/2018	2.0%	cola
7/1/2018	4.0%	cola/salary range adjustment
7/1/2019	3.0%	cola/salary range adjustment
7/1/2020	2.0%	cola/salary range adjustment
7/1/2021	2.5%	Proposed cola/salary range adjustment
Effective %		
Total Incr	15.5%	7/1/2009 to 7/1/2021
Avg. yr	1.3%	12 yrs

revised 7/7/21