

**Town of Belmont**  
**Position Classification and Compensation Plan**  
**July 1, 2006 (FY 07)**

Title Changes through January 1, 2007

**MANAGEMENT SCHEDULE FY 07**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>
Assistant Town Clerk	13	\$ 51,070	\$ 61,284	\$ 71,498
Assistant Town Accountant	13	\$ 51,070	\$ 61,284	\$ 71,498
DPW Business Manager	13	\$ 51,070	\$ 61,284	\$ 71,498
Assistant Health Director	14	\$ 53,690	\$ 64,429	\$ 75,167
Public Safety Operations Manager	14	\$ 53,690	\$ 64,429	\$ 75,167
Highway Operations Manager	15	\$ 56,311	\$ 67,573	\$ 78,835
Information Systems Manager	15	\$ 56,311	\$ 67,573	\$ 78,835
Planning Coordinator	15	\$ 56,311	\$ 67,573	\$ 78,835
Cemetery Superintendent	16	\$ 58,906	\$ 70,687	\$ 82,469
Council on Aging Director	16	\$ 58,906	\$ 70,687	\$ 82,469
Recreation Director	16	\$ 58,906	\$ 70,687	\$ 82,469
Assistant Fire Chief	17	\$ 61,526	\$ 73,832	\$ 86,137
Assistant Police Chief	17	\$ 61,526	\$ 73,832	\$ 86,137
Assistant Town Administrator	17	\$ 61,526	\$ 73,832	\$ 86,137
Assessing Administrator	18	\$ 64,147	\$ 76,976	\$ 89,805
Health Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Library Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Manager, Buildings and Facilities	18	\$ 64,147	\$ 76,976	\$ 89,805
Human Resource Director	18	\$ 64,147	\$ 76,976	\$ 89,805
Town Accountant	18	\$ 64,147	\$ 76,976	\$ 89,805
Highway Division Director	19	\$ 66,767	\$ 80,120	\$ 93,474
Economic Development and Planning Mgr	19	\$ 66,767	\$ 80,121	\$ 93,474
Water Superintendent	21	\$ 72,007	\$ 86,408	\$ 100,810
Director of Community Development	22	\$ 74,603	\$ 89,524	\$ 104,444
DPW Director*	22	\$ 74,603	\$ 89,524	\$ 104,444
Fire Chief*	22	\$ 74,603	\$ 89,524	\$ 104,444
General Manager, Light Department*	22	\$ 74,603	\$ 89,524	\$ 104,444
Police Chief*	22	\$ 74,603	\$ 89,524	\$ 104,444

\*Base Rate (not including educational incentives, differentials and holiday pay)

**UNION ADMINISTRATIVE AND CLERICAL SCHEDULE (SEIU) FY 07**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 21,695.23	\$ 26,033.60	A
Clerk I --Assessors	4	\$ 23,975.88	\$ 28,771.29	A
Library Assistant I	4	\$ 23,975.88	\$ 28,771.28	A
Administrative Secretary	5	\$ 30,008.74	\$ 36,011.52	B

Administrative Secretary	5	\$	26,257.66	\$ 31,510.08	A
Clerk II - Accounts Payable	5	\$	30,008.74	\$ 36,011.52	B
Clerk II--Billing	5	\$	26,257.66	\$ 31,510.08	A
Clerk II - Cashier	5	\$	26,257.66	\$ 31,510.08	A
Clerk II--Dispatch	5	\$	26,257.66	\$ 31,510.08	A
Clerk II--Excise	5	\$	26,257.66	\$ 31,510.08	A
Clerk II--Parking	5	\$	26,257.66	\$ 31,510.08	A
Library Assistant II	5	\$	26,257.66	\$ 31,510.08	A
Library Assistant II--Technical Services	5	\$	26,257.66	\$ 31,510.08	A
Administrative Assistant I	6	\$	28,539.43	\$ 34,246.65	A
Administrative Assistant I	6	\$	32,616.49	\$ 39,139.02	B
Clerk II--Real Estate	6	\$	32,616.49	\$ 39,139.02	B
Recreation Program Coordinator	6	\$	28,539.43	\$ 34,246.65	A
Administrative Assistant II	7	\$	35,224.23	\$ 42,267.96	B
Administrative Assistant II	7	\$	30,821.20	\$ 36,985.44	A
Assessment Technician	7	\$	30,821.20	\$ 36,985.44	A

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Administrative Assistant III	8	\$	33,080.68	\$ 39,696.37	A
Administrative Assistant III	8	\$	37,805.85	\$ 45,367.92	B
Billing Supervisor	8	\$	37,805.85	\$ 45,367.92	B
Circulation Supervisor	8	\$	33,080.68	\$ 39,696.37	A
Office Supervisor	8	\$	33,080.68	\$ 39,696.37	A
Payroll Coordinator	8	\$	33,080.68	\$ 39,696.37	A
Social Worker	8	\$	33,080.68	\$ 39,696.37	A
Transportation Coordinator	8	\$	33,080.68	\$ 39,696.37	A
Recreation Program Supervisor	9	\$	35,362.07	\$ 42,434.48	A
Assistant Director/Council on Aging Prog Coord	11	\$	39,903.70	\$ 47,883.77	A
Foreman	12	\$	48,211.49	\$ 57,853.57	B
Inspection & Enforcement Officer	12	\$	48,211.49	\$ 57,853.57	B
Assistant Assessing Administrator	13	\$	44,466.13	\$ 53,359.13	A
Assistant Town Treasurer/Collector	13	\$	44,466.13	\$ 53,359.13	A
Grounds Superintendent	13	\$	50,818.75	\$ 60,982.50	B
Meter Supervisor	13	\$	50,818.75	\$ 60,982.50	B
Operations Foreman	13	\$	50,818.75	\$ 60,982.50	B
Resident Engineer	13	\$	50,818.76	\$ 60,982.51	B
Shop Foreman	13	\$	50,818.75	\$ 60,982.50	B
Waterworks Construction Supervisor	13	\$	50,818.75	\$ 60,982.50	B
Electrical Insp./Chief Substation Operator	15	\$	56,033.28	\$ 67,240.38	B
Assistant Water Superintendent	16	\$	58,616.02	\$ 70,339.22	B
Line Superintendent	16	\$	58,616.02	\$ 70,339.22	B
Engineer/Operations Manager	18	\$	63,830.54	\$ 76,597.09	B

**NON-UNION STAFF SCHEDULE FY 07**

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$	21,803	\$ 26,162	\$ 30,523	A

Library Assistant	4	\$	24,095 \$	28,914 \$	33,733	A
Accounting/Computer Technician	7	\$	30,974 \$	37,169 \$	43,269	A
COA Volunteer Coordinator	7	\$	30,974 \$	37,169 \$	43,269	A
Animal Control Officer	8	\$	37,993 \$	45,593 \$	53,191	B
Technical Assistant	8	\$	37,993 \$	45,593 \$	53,191	B
Human Resources Assistant	9	\$	35,537 \$	42,644 \$	49,752	A
Senior Center Coordinator	9	\$	35,537 \$	42,644 \$	49,752	A
Public Health Nurse	9	\$	35,538 \$	42,644 \$	49,752	A
Sanitarian	9	\$	40,614 \$	48,737 \$	56,859	B
Tobacco Control Program Coordinator	9	\$	35,538 \$	42,644 \$	49,752	A
Youth Services Coordinator	9	\$	35,538 \$	42,644 \$	49,752	A
Administrative Coordinator	10	\$	37,808 \$	45,370 \$	52,931	A
Information Technology Specialist	10	\$	43,210 \$	51,851 \$	60,494	B
Outreach Worker	10	\$	37,808 \$	45,370 \$	52,931	A
Public Safety Communications Supervisor	11	\$	45,830 \$	54,996 \$	64,161	B
GIS Coordinator	12	\$	48,445 \$	58,140 \$	67,830	B

**UNION LABORER SCHEDULE (AFSCME) FY 07**

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Custodian	3	\$	24,794 \$	29,754	B
Laborer	3	\$	24,794 \$	29,754	B
Building Services Custodian	4	\$	27,401 \$	32,883	B
Driver	4	\$	27,401 \$	32,883	B
Meter Reader/Laborer	4	\$	27,401 \$	32,883	B
HMEO	5	\$	30,009 \$	36,011	B
HMEO/Garage Attendant	5	\$	30,009 \$	36,011	B
Maintenance Craftsperson	6	\$	32,616 \$	39,139	B
SHMEO/Laborer	6	\$	32,616 \$	39,139	B
Stockkeeper/Department Service Worker	6	\$	32,616 \$	39,139	B
Lead Custodian	7	\$	35,224 \$	42,268	B
Lead Custodian/Maintenance Worker	7	\$	35,224 \$	42,268	B
Mason	7	\$	35,224 \$	42,268	B
Mechanic	9	\$	40,414 \$	48,497	B
Working Foreman	10	\$	42,997 \$	51,596	B

**UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.) FY 07**

<u>Position</u>	<u>Classification</u>		<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Children's Librarian	10	\$	37,621.93	\$ 45,146.09	A
Reference Librarian	10	\$	37,621.93	\$ 45,146.09	A
Young Adult/Reference Librarian	10	\$	37,621.93	\$ 45,146.09	A
Library Generalist	11	\$	39,903.70	\$ 47,883.77	A
Chief of Children's Services	13	\$	44,466.13	\$ 53,359.13	A
Tecnology Librarian	13	\$	44,466.13	\$ 53,359.09	A
Coordinator of Public Services	14	\$	46,747.90	\$ 56,096.82	A

Coordinator of Technical Services	14	\$	46,747.90	\$	56,096.82	A
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**NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE FY 07**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Pre-Professional Children's Librarian	9	\$ 35,538	\$ 42,644	A
Pre-Professional Reference Librarian	9	\$ 35,538	\$ 42,644	A

**UNION FIRE SCHEDULE (IAFF, Local 1637) FY 07**

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Firefighter	\$702.52	\$854.74
Lieutenant	\$991.50	\$1,082.74
Captain	\$1,234.32	\$1,288.46

**UNION PATROLMAN SCHEDULE (BPPA)FY 07**

<u>Position</u>	<u>Min Salary</u>	<u>Max Salary</u>
Police Officer	\$ 709.55	\$ 863.28

**UNION POLICE SUPERIORS SCHEDULE FY 07**

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Police Sergeant	\$992.89	\$1,102.98
Police Lieutenant	\$1,161.55	\$1,290.48
Police Captain	\$1,359.00	\$1,509.87

**UNION PUBLIC SAFETY DISPATCH SCHEDULE (IAFF, Local 1637) FY 07**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Public Safety Dispatcher	7	\$ 628.75	\$ 754.51	C

**NON-UNION PUBLIC SAFETY SCHEDULE FY 07**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Parking Control Officer	3	\$21,802.63	\$26,162.48	\$30,523.46	A
Reserve Public Safety Dispatcher	7	\$17.02	\$ -	\$20.43	A
Crossing Guard	1	\$9.47	\$11.35	\$13.24	

**2007 COST OF CLASSIFICATION CHANGES**

<u>Title</u>	<u>Cost</u>	<u>Less Savings</u>	<u>Net Cost</u>
1) DPW Business Manager, Grade 13; previous position vacant	\$52,705.00	\$41,037.00	\$11,668.00
2) Library Generalist - title change from Branch Librarian	\$0.00		\$0.00
3) Community Dev. Director from Gr 21 to Gr. 22 minus Asst Dir position	\$100,157.00	86,520+ 80,000	-\$66,363.00
4) Asst. Health Director, Gr 14 ; previously Sanitarian Gr 9 - left vacant	\$53,690.00	\$46,573.00	\$7,117.00
5) GIS Administrator - <b>new position</b> at Gr. 12; promotion and backfill of old job	\$50,388.00	47,261 - 43,209	\$46,336.00

6) Administrative Coordinator, Bd of Selectmen, Gr. 8 (pd above max.) to Gr.10	\$37,808.00	\$39,224.00	-\$1,416.00
7) Council on Aging Volunteer Coordinator, Gr 7 - <b>previously grant funded</b>	\$17,699.00		\$17,699.00
		emp. red	
8) Clerk II - Accts payable, Treasurers, Gr.4 to Gr. 5	\$0.00	circled	\$0.00
9) Clerk II - Real Estate, Treasurers, Gr 5 to Gr. 6	\$0.00	emp.red circled	\$0.00
10) Clerk II - Cashier, Treasurers, Gr. 4 to Gr. 5	\$1,560.00		\$1,560.00
		<b>Total Cost</b>	\$16,601.00
		<b>Less Cost of New bugeted positions</b>	-\$64,035.00
		=	-\$47,434.00

Meter Supervisor, Light Dept, **separate entity**, Gr 10 to Gr 13 - position not filled