

**Town of Belmont**  
**Position Classification and Compensation Plan**  
**July 1, 2003 (FY 04)**

Title Changes through January 1, 2004

**MANAGEMENT SCHEDULE FY 04**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>
Assistant Town Clerk	13	\$ 47,427	\$ 56,913	\$ 66,398
Information Systems Manager	15	\$ 52,294	\$ 62,753	\$ 73,211
Planning Coordinator	15	\$ 52,294	\$ 62,753	\$ 73,211
Youth Services Director	15	\$ 52,294	\$ 62,753	\$ 73,211
Cemetery Superintendent	16	\$ 54,704	\$ 65,645	\$ 76,586
Council on Aging Director	16	\$ 54,704	\$ 65,645	\$ 76,586
Recreation Director	16	\$ 54,704	\$ 65,645	\$ 76,586
Assistant Fire Chief	17	\$ 57,137	\$ 68,565	\$ 79,993
Public Safety Communications Director	17	\$ 57,137	\$ 68,565	\$ 79,993
Assistant Town Administrator	17	\$ 57,137	\$ 68,565	\$ 79,993
Assessing Administrator	18	\$ 59,571	\$ 71,485	\$ 83,399
Health Director	18	\$ 59,571	\$ 71,485	\$ 83,399
Library Director	18	\$ 59,571	\$ 71,485	\$ 83,399
Manager, Buildings and Facilities	18	\$ 59,571	\$ 71,485	\$ 83,399
Human Resource Director	18	\$ 59,571	\$ 71,485	\$ 83,399
Town Accountant	18	\$ 59,571	\$ 71,485	\$ 83,399
Director of Community Development	21	\$ 66,870	\$ 80,245	\$ 93,619
Highway Superintendent	21	\$ 66,870	\$ 80,245	\$ 93,619
Water Superintendent	21	\$ 66,870	\$ 80,245	\$ 93,619
DPW Director*	22	\$ 69,281	\$ 83,138	\$ 96,993
Fire Chief*	22	\$ 69,281	\$ 83,138	\$ 96,993
General Manager, Light Department*	22	\$ 69,281	\$ 83,138	\$ 96,993
Police Chief*	22	\$ 69,281	\$ 83,138	\$ 96,993

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

**UNION ADMINISTRATIVE & CLERICAL SCHEDULE (NAGE) FY 03**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$20,046.89	\$ 24,055.65	A
Clerk I--Accounts Payable	4	\$22,154.27	\$ 26,585.33	A
Clerk I --Assessors	4	\$22,154.27	\$ 26,585.33	A
Clerk I--Cashier	4	\$22,154.27	\$ 26,585.33	A
Library Assistant I	4	\$22,154.27	\$ 26,585.33	A
Administrative Secretary	5	\$27,728.77	\$ 33,275.47	B
Administrative Secretary	5	\$24,262.68	\$ 29,116.04	A
Clerk II--Billing	5	\$24,262.68	\$ 29,116.04	A
Clerk II--Dispatch	5	\$24,262.68	\$ 29,116.04	A
Clerk II--Excise	5	\$24,262.68	\$ 29,116.04	A
Clerk II--Parking	5	\$24,262.68	\$ 29,116.04	A
Clerk II--Real Estate	5	\$24,262.68	\$ 29,116.04	A
Library Assistant II	5	\$24,262.68	\$ 29,116.04	A
Library Assistant II--Technical Services	5	\$24,262.68	\$ 29,116.04	A
Administrative Assistant I	6	\$26,371.09	\$ 31,644.69	A

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Administrative Assistant I	6	\$30,138.39	\$ 36,165.36	B
Recreation Program Coordinator	6	\$26,371.09	\$ 31,644.69	A
Administrative Assistant II	7	\$32,548.00	\$ 39,056.57	B
Administrative Assistant II	7	\$28,479.50	\$ 34,175.40	A
Assessment Technician	7	\$28,479.50	\$ 34,175.40	A
Payroll Technician	7	\$28,479.50	\$ 34,175.40	A
Administrative Assistant III	8	\$34,933.48	\$ 41,921.00	B
Billing Supervisor	8	\$34,933.48	\$ 41,921.00	B
Circulation Supervisor	8	\$30,567.31	\$ 36,680.36	A
Office Supervisor	8	\$30,567.31	\$ 36,680.36	A
Personnel Assistant/Benefits Coordinator	8	\$30,567.31	\$ 36,680.36	A
Recreation Program Supervisor	8	\$30,567.31	\$ 36,680.36	A
Social Worker	8	\$30,567.31	\$ 36,680.36	A
Transportation Coordinator	8	\$30,567.31	\$ 36,680.36	A
Meter Supervisor	10	\$39,730.19	\$ 47,675.61	B
Assistant Director/Council on Aging Prog Coord	11	\$36,871.94	\$ 44,245.71	A
Foreman	12	\$44,548.53	\$ 53,458.03	B
Inspection & Enforcement Officer	12	\$44,548.53	\$ 53,458.03	B
Parks and Facilities Supervisor	12	\$44,548.53	\$ 53,458.03	B
Assistant Assessing Administrator	13	\$41,087.73	\$ 49,305.07	A
Assistant Town Treasurer/Collector	13	\$41,087.73	\$ 49,305.07	A
Operations Foreman	13	\$46,957.70	\$ 56,349.24	B
Shop Foreman	13	\$46,957.70	\$ 56,349.24	B
Waterworks Construction Supervisor	13	\$46,957.70	\$ 56,349.24	B
Electrical Insp./Chief Substation Operator	15	\$51,776.04	\$ 62,131.66	B
Assistant Director of Community Development	16	\$54,162.55	\$ 64,995.06	B
Assistant Highway Superintendent	16	\$54,162.55	\$ 64,995.06	B
Assistant Water Superintendent	16	\$54,162.55	\$ 64,995.06	B
Line Superintendent	16	\$54,162.55	\$ 64,995.06	B
Engineer/Operations Manager	18	\$58,980.89	\$ 70,777.48	B

#### **NON-UNION STAFF SCHEDULE FY 04**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Office Assistant	3	\$ 20,247	\$24,296	\$28,346	A
Driver	4	\$ 22,376	\$26,851	\$31,327	A
Accounting/Computer Technician	7	\$ 28,764	\$34,517	\$40,269	A
Staff Accountant	7	\$ 28,764	\$34,517	\$40,269	A
Animal Control Officer	8	\$ 35,283	\$42,340	\$49,397	B
Technical Assistant	8	\$ 35,283	\$42,340	\$49,397	B
Human Resources Assistant	9	\$ 33,002	\$39,602	\$46,203	A
Senior Center Coordinator	9	\$ 33,002	\$39,602	\$46,203	A
Public Health Nurse	9	\$ 33,002	\$39,602	\$46,203	A
Sanitarian	9	\$ 33,002	\$39,602	\$46,203	A
Tobacco Control Program Coordinator	9	\$ 33,002	\$39,602	\$46,203	A
Network Administrator	10	\$ 40,127	\$48,152	\$56,178	B
Outreach Worker	10	\$ 35,111	\$42,133	\$49,155	A
Public Safety Communications Supervisor	11	\$ 42,561	\$51,072	\$59,584	B

**UNION LABORER SCHEDULE (AFSCME) FY 04**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Custodian	3	23,139.39	27,767.69	B
Laborer	3	23,139.39	27,767.69	B
Meter Reader/Laborer	4	25,572.65	30,687.81	B
HMEO	5	28,005.92	33,607.93	B
HMEO/Garage Attendant	5	28,005.92	33,607.93	B
Maintenance Craftsperson	6	30,439.18	36,527.01	B
SHMEO/Laborer	6	30,439.18	36,527.01	B
Stockkeeper/Department Service Worker	6	30,439.18	36,527.01	B
Lead Custodian	7	32,873.48	39,447.14	B
Lead Custodian/Maintenance Worker	7	32,873.48	39,447.14	B
Mason	7	32,873.48	39,447.14	B
Mechanic	9	37,717.12	45,260.33	B
Working Foreman	10	40,127.49	48,152.37	B

**UNION ELECTRICAL WORKERS' SCHEDULE (IBEW) FY 03**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Apprentice Line Laborer	4	\$25,319.46	\$ 30,383.97	B
Meter Reader	4	\$25,319.46	\$ 30,383.97	B
Administrative Secretary	5	\$24,262.68	\$ 29,116.04	A
Line Laborer	5	\$27,728.63	\$ 33,275.18	B
Stockperson/Dispatcher	5	\$27,728.63	\$ 33,275.18	B
Meter Specialist	6	\$30,137.80	\$ 36,165.36	B
Substation Operator	7	\$32,548.00	\$ 39,056.57	B
Apprentice Line Worker	8	\$34,933.48	\$ 41,921.00	B
Signal Line Worker	8	\$34,933.48	\$ 41,921.00	B
Lead Line Laborer	10	\$39,730.19	\$ 47,675.61	B
Second Class Line Worker	10	\$39,730.19	\$ 47,675.61	B
Signal Crew Chief/Electrician	10	\$39,730.19	\$ 47,675.61	B
First Class Line Worker	12	\$44,548.53	\$ 53,458.03	B
Lead Line Worker	13	\$46,957.70	\$ 56,349.24	B

**UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.) FY 03**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Children's Librarian	10	\$34,763.53	\$ 41,716.03	A
Reference Librarian	10	\$34,763.53	\$ 41,716.03	A
Young Adult/Reference Librarian	10	\$34,763.53	\$ 41,716.03	A
Branch Librarian	11	\$36,871.94	\$ 44,245.71	A
Technology Librarian	11	\$36,871.94	\$ 44,245.71	A
Chief of Children's Services	13	\$41,087.73	\$ 49,305.07	A
Coordinator of Public Services	14	\$43,196.14	\$ 51,834.75	A
Coordinator of Technical Services	14	\$43,196.14	\$ 51,834.75	A

**NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE FY 04**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Pre-Professional Children's Librarian	9	33,002.48	39,602.14	A
Pre-Professional Reference Librarian	9	33,002.48	39,602.14	A

**UNION FIRE SCHEDULE (IAFF, Local 1637) FY 04**

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Firefighter	\$ 34,093	\$ 41,480
Lieutenant	\$ 48,117	\$ 52,472
Captain	\$ 59,836	\$ 62,442

**UNION POLICE SCHEDULE (APBPO) FY 04**

<u>Position</u>	<u>Base Min</u>	<u>Base Max</u>
Police Officer	34,433.93	41,894.80

**UNION POLICE SCHEDULE (IBPO, Local 521) FY 03**

Police Sergeant	\$ 47,707	\$ 52,472
Police Lieutenant	\$ 55,812	\$ 61,393
Police Captain	\$ 65,299	\$ 71,829

**UNION PUBLIC SAFETY DISPATCH SCHEDULE (IAFF, Local 1637) FY 03**

<u>Position</u>	<u>Classification</u>	<u>Min Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Public Safety Dispatcher	7	\$ 30,513	\$ 36,616	C

**NON-UNION PUBLIC SAFETY SCHEDULE FY 04**

	<u>Classification</u>	<u>Min Salary</u>	<u>Mid Salary</u>	<u>Max Salary</u>	<u>Schedule</u>
Parking Control Officer	3	\$ 20,247	\$ 24,296	\$ 28,346	A
Reserve Public Safety Dispatcher	7	\$15.81/hr		\$18.97/hr	
Crossing Guard	1	\$8.79/hr	\$10.54/hr	\$12.30/hr	