

# ARTICLE 10: OLNEY (former) AND MAXIMUS (new) PLANS

Source: Belmont Annual Town Report

## OLNEY PLAN

Town of Belmont

Position Classification and Compensation Plan

June 30, 2000

### MANAGEMENT SCHEDULE

<u>Position</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Director of Veteran Services	12	\$39,385	\$47,917
Assistant Health Director	12	39,385	47,917
Assistant Town Clerk	12	39,385	47,917
Planning Coordinator	12	39,385	47,917
Cemetery Superintendent	16	49,722	60,494
Director of Recreation	16	49,722	60,494
Data Processing Manager	16	49,722	60,494
Manager of Buildings and Facilities	17	52,704	64,123
Director of Elder Affairs	18	55,867	67,971
Administrative Assistant/Personnel Director	18	55,867	67,971
Public Safety Communications Director	18	55,867	67,971*
Director of Health	18	55,867	67,971
Assessing Administrator	18	55,867	67,971
Water Superintendent	18	55,867	67,971
Assistant Fire Chief	18	55,867	67,971*
Finance Officer/Town Accountant	19	59,219	72,049
Library Director	19	59,219	72,049
Director of Community Development	21	66,539	80,955
Highway Superintendent	21	66,539	80,955
Manager, Light Department	21	66,539	80,955
Fire Chief	22	70,533	85,814*
Police Chief	22	70,533	85,814*

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

### UNION ADMINISTRATIVE & CLERICAL SCHEDULE (NAGE)

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Clerk I	A	4	\$18,508	\$22,517
Clerk II	A	5	19,667	23,927
Library Assistant I	A	5	19,667	23,927
Senior Clerk I	A	6	20,869	25,390
Library Assistant II	A	6	20,869	25,390
Clerk III	A	7	22,161	26,962
Secretary I	A	7	22,161	26,962
Senior Clerk II	A	7	22,161	26,962
Library Assistant III	A	7	22,161	26,962
Secretary II	A	8	23,542	28,642
Senior Clerk	A	8	23,542	28,642
Chief Clerk	A	9	25,013	30,432
Circulation Librarian	A	9	25,013	30,432
Administrative Assistant	A	9	25,013	30,432
Secretary III	A	9	25,013	30,432
Office Supervisor	A	9	25,013	30,432
Secretary III	B	9	25,013	30,432
Assessors Senior Clerk	A	10	28,584	34,777
Social Worker	A	10	26,571	32,328
	A	10	26,571	32,328

A = based on 35-hour work week

B = based on 40-hour work week

### UNION ADMINISTRATIVE & CLERICAL SCHEDULE (NAGE) (Continued)

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Transportation Coordinator	A	10	\$26,571	\$32,328
Treasurers Chief Clerk	A	10	26,571	32,328
Administrative Assistant (Highway)	B	10	30,366	36,945
Administrative Assistant, Police, Community Dev. Recreation, Fire	A	10	26,571	32,328
Personnel Assistant	A	11	28,218	34,332
Meter Superintendent, Electric Light	B	12	39,385	47,917
Assistant Assessing Administrator	A	13	36,528	44,442
Assistant Treasurer/Tax Collector	A	13	36,528	44,442
Foreman	B	13	41,747	50,792
Office Manager	B	13	41,747	50,792
Inspection and Enforcement Officer	A	14	38,721	47,110
Maintenance Shop Foreman	B	14	44,251	53,838
Operations Foreman	B	14	44,251	53,838
Maintenance Superintendent	B	14	44,251	53,838
Distribution Superintendent/Chief Station Operator and Assistant Inspector of Wires	B	16	49,722	60,494
Assistant Water Superintendent	B	16	49,722	60,494
Assistant Director of Community Development	A	17	46,118	56,109
Assistant Highway Superintendent	B	17	52,704	64,123
Assistant Light Manager/Inspector of Wires	B	17	52,704	64,123

### NON-UNION ADMINISTRATIVE & CLERICAL SCHEDULE

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Senior Clerk, I, Finance	A	6	\$20,869	\$25,390
Library Assistant II	A	6	20,869	25,390
Clerk III, Assessors	A	7	22,161	26,962
Secretary I, Community Development	A	7	22,161	26,962
Secretary II, Administration, Cemetery, Council on Aging	A	8	23,542	28,642
Chief Clerk, Treasurer	A	8	23,542	28,642
Homemaker Coordinator	A	9	25,013	30,432

### UNION LABOR SERVICE SCHEDULE (AFSCME)

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Laborer	B	5	\$22,475	\$27,344
Custodian	B	5	22,475	27,344
Motor Equipment Operator	B	5	22,475	27,344
Garage Attendant	B	5	22,475	27,344
Meter Reader, Water	B	6	23,851	29,019
Motor Equipment Maintenance Man	B	6	23,851	29,019
Heavy Motor Equipment Operator	B	7	25,327	30,814
Stockman	B	7	25,327	30,814
Welder	B	8	26,906	32,735
Maintenance Craftsman	B	8	26,906	32,735
Pipe Layer	B	8	26,906	32,735
Special Motor Equipment Operator	B	8	26,906	32,735
Mechanic	B	9	28,584	34,777
Head Custodian	B	9	28,584	34,777
Mason	B	9	28,584	34,777
Head Custodian, Library	B	10	30,366	36,945
Water System Inspector	B	10	30,366	36,945
Working Foreman	B	10	30,366	36,945
Working Foreman, Cemetery	B	11	32,251	39,238

A = based on 35-hour work week

B = based on 40-hour work week

**Note: Two years between Olney plan (FY00) and implemented Maximus plan (FY02), in which the Town implemented 3% cost of living adjustments in each of the two years.**

**NON-UNION LABOR SERVICE SCHEDULE**

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Beldibus Driver	B	4	\$21,153	\$25,736
Custodian, Community Development, Library	B	5	22,475	27,344
Animal Control Officer	B	7	25,327	30,814
Special Heavy Equipment Operator, Cemetery	B	8	26,906	32,735
Sanitarian	A	10	26,571	32,328

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

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Custodian	B	E-5	\$22,905	\$27,892
Meter Reader	B	E-6	24,318	29,569
Line Laborer I	B	E-6	24,318	29,569
Stock person	B	E-7	25,818	31,401
Apprentice Line Worker	B	E-8	27,429	33,343
Clerk	A	E-8	24,006	29,175
Line Laborer II	B	E-8	27,429	33,343
Substation Operator	B	E-8	27,429	33,343
Apprentice Line Worker/Signal	B	E-8	27,429	33,343
Apprentice Line Worker	B	E-8	27,429	33,343
Dispatcher Installer	B	E-9	29,150	35,439
Meter Specialist	B	E-9	29,150	35,439
Secretary	A	E-9	25,498	31,013
Second Class Line Worker	B	E-10	30,938	37,646
Signal Line Worker	B	E-10	30,938	37,646
Lead Line Laborer	B	E-11	32,857	39,985
Crew Chief/Electrician	B	E-12	35,130	42,721
First Class Line Worker	B	E-13	36,697	44,994
Lead Line Worker	B	E-14	39,654	48,260

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

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Children's Librarian	A	10	\$26,571	\$32,329
Reference Librarian	A	11	28,219	34,332
Branch Librarian	A	12	34,406	41,927
Young Adult/ Reference Librarian	A	12	34,406	41,927
Technology Librarian	A	13	36,528	44,444
Chief of Children's Services	A	13	36,528	44,444
Coordinator of Public Services	A	15	41,043	49,935
Coordinator of Technical Services	A	15	41,043	49,935

**NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE**

<u>Position</u>	<u>Schedule</u>	<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Librarian	A	10	\$26,571	\$32,329

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

<u>Position</u>	<u>Base Minimum</u>	<u>Base Maximum</u>
Firefighter	\$669.36/wk	\$707.82/wk
Lieutenant	—	821.07/wk
Captain	—	977.07/wk

A = based on 35-hour work week  
 B = based on 40-hour work week

**UNION POLICE SCHEDULE (IBPO, Locals 449 & 521)**

<u>Position</u>	<u>Base Minimum</u>	<u>Base Maximum</u>
Police Officer	\$ 558.15/wk	\$ 644.10/wk
Police Sergeant	813.33/wk	894.66/wk
Police Lieutenant	951.59/wk	1,046.75/wk
Police Captain	1,113.37/wk	1,224.70/wk

**UNION PUBLIC SAFETY SCHEDULE**

<u>Position</u>	<u>Base Minimum</u>	<u>Base Maximum</u>
Public Safety Communications Dispatcher	\$557.61/wk	\$678.41/wk
Public Safety Communications Supervisor		819.21/wk

**NON-UNION PUBLIC SAFETY SCHEDULE**

<u>Position</u>	<u>Base Minimum</u>	<u>Base Maximum</u>
Parking Control Officer		\$12.73/hr
Reserve Public Safety Communications Dispatcher	\$13.74/hr	16.72/hr
Traffic Supervisor		10.01/hr
Technical Assistant Schedule B Grade II	32,251	39,238

A = based on 35-hour work week  
 B = based on 40-hour work week

## MAXIMUS PLAN

### Town of Belmont

#### Position Classification and Compensation Plan

July 1, 2001

#### MANAGEMENT SCHEDULE

Position	Classification	Min Salary	Mid Salary	Max Salary
Assistant Town Clerk	13	\$ 45,590	\$ 54,708	\$ 63,826
Information Systems Manager	13	\$ 45,590	\$ 54,708	\$ 63,826
Planning Coordinator	15	\$ 50,268	\$ 60,322	\$ 70,375
Assistant to the Town Administrator	15	\$ 50,268	\$ 60,322	\$ 70,375
Youth Services Director	15	\$ 50,268	\$ 60,322	\$ 70,375
Cemetery Superintendent	16	\$ 52,585	\$ 63,102	\$ 73,619
Council on Aging Director	16	\$ 52,585	\$ 63,102	\$ 73,619
Recreation Director	16	\$ 52,585	\$ 63,102	\$ 73,619
Assistant Fire Chief	17	\$ 54,924	\$ 65,909	\$ 76,894
Public Safety Communications Director	17	\$ 54,924	\$ 65,909	\$ 76,894
Assessing Administrator	18	\$ 57,263	\$ 68,716	\$ 80,168
Health Director	18	\$ 57,263	\$ 68,716	\$ 80,168
Library Director	18	\$ 57,263	\$ 68,716	\$ 80,168
Manager, Buildings and Facilities	18	\$ 57,263	\$ 68,716	\$ 80,168
Personnel Director	18	\$ 57,263	\$ 68,716	\$ 80,168
Town Accountant	18	\$ 57,263	\$ 68,716	\$ 80,168
Director of Community Development	21	\$ 64,280	\$ 77,136	\$ 89,992
Highway Superintendent	21	\$ 64,280	\$ 77,136	\$ 89,992
Water Superintendent	21	\$ 64,280	\$ 77,136	\$ 89,992
Fire Chief*	22	\$ 66,597	\$ 79,917	\$ 93,236
General Manager, Light Department*	22	\$ 66,597	\$ 79,917	\$ 93,236
Police Chief*	22	\$ 66,597	\$ 79,917	\$ 93,236

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

#### UNION ADMINISTRATIVE & CLERICAL SCHEDULE (NAGE)

Position	Classification	Min Salary	Max Salary	Schedule
Office Assistant	3	\$ 19,463	\$ 23,355	A
Clerk I--Accounts Payable	4	\$ 21,509	\$ 25,811	A
Clerk I--Assessors	4	\$ 21,509	\$ 25,811	A
Clerk I--Cashier	4	\$ 21,509	\$ 25,811	A
Library Assistant I	4	\$ 21,509	\$ 25,811	A
Administrative Secretary	5	\$ 23,556	\$ 28,268	A
Clerk II--Billing	5	\$ 23,556	\$ 28,268	A
Clerk II--Dispatch	5	\$ 23,556	\$ 28,268	A
Clerk II--Excise	5	\$ 23,556	\$ 28,268	A
Clerk II--Parking	5	\$ 23,556	\$ 28,268	A
Clerk II--Real Estate	5	\$ 23,556	\$ 28,268	A
Library Assistant II	5	\$ 23,556	\$ 28,268	A
Library Assistant II--Technical Services	5	\$ 23,556	\$ 28,268	A
Administrative Assistant I	6	\$ 25,603	\$ 30,723	A
Recreation Program Coordinator	6	\$ 25,603	\$ 30,723	A
Administrative Assistant II	7	\$ 31,600	\$ 37,919	B

A = based on 35-hour work week  
 B = based on 40-hour work week  
 C = based on 37.5-hour work week

## MAXIMUS PLAN

Position	Classification	Min Salary	Max Salary	Schedule
Administrative Assistant II	7	\$ 27,650	\$ 33,180	A
Assessment Technician	7	\$ 27,650	\$ 33,180	A
Payroll Technician	7	\$ 27,650	\$ 33,180	A
Billing Supervisor	8	\$ 33,916	\$ 40,700	B
Circulation Supervisor	8	\$ 29,677	\$ 35,612	A
Office Supervisor	8	\$ 29,677	\$ 35,612	A
Personnel Assistant/Benefits Coordinator	8	\$ 29,677	\$ 35,612	A
Recreation Program Supervisor	8	\$ 29,677	\$ 35,612	A
Social Worker	8	\$ 29,677	\$ 35,612	A
Transportation Coordinator	8	\$ 29,677	\$ 35,612	A
Senior Center Coordinator	9	\$ 31,724	\$ 38,068	A
Meter Supervisor	10	\$ 38,573	\$ 46,287	B
Assistant Director/Council on Aging Prog Coord	11	\$ 35,798	\$ 42,957	A
Foreman	12	\$ 43,251	\$ 51,901	B
Inspection & Enforcement Officer	12	\$ 43,251	\$ 51,901	B
Parks and Facilities Supervisor	12	\$ 43,251	\$ 51,901	B
Assistant Assessing Administrator	13	\$ 39,891	\$ 47,869	A
Assistant Town Treasurer/Collector	13	\$ 39,891	\$ 47,869	A
Operations Foreman	13	\$ 45,590	\$ 54,708	B
Shop Foreman	13	\$ 45,590	\$ 54,708	B
Waterworks Construction Supervisor	13	\$ 45,590	\$ 54,708	B
Electrical Insp./Chief Substation Operator	15	\$ 50,268	\$ 60,322	B
Assistant Director of Community Development	16	\$ 52,585	\$ 63,102	B
Assistant Highway Superintendent	16	\$ 52,585	\$ 63,102	B
Assistant Water Superintendent	16	\$ 52,585	\$ 63,102	B
Line Superintendent	16	\$ 52,585	\$ 63,102	B
Engineer/Operations Manager	18	\$ 57,263	\$ 68,716	B

#### NON-MANAGEMENT/NON-UNION SCHEDULE

Position	Classification	Min Salary	Mid Salary	Max Salary	Schedule
Office Assistant	3	\$ 19,463	\$ 23,355	\$ 27,248	A
Driver	4	\$ 21,509	\$ 25,811	\$ 30,113	A
Accounting/Computer Technician	7	\$ 27,650	\$ 33,180	\$ 38,709	A
Staff Accountant	7	\$ 27,650	\$ 33,180	\$ 38,709	A
Animal Control Officer	8	\$ 33,916	\$ 40,700	\$ 47,483	B
Technical Assistant	8	\$ 33,916	\$ 40,700	\$ 47,483	B
Public Health Nurse	9	\$ 31,724	\$ 38,068	\$ 44,413	A
Sanitarian	9	\$ 31,724	\$ 38,068	\$ 44,413	A
Tobacco Control Program Coordinator	9	\$ 31,724	\$ 38,068	\$ 44,413	A
Network Administrator	10	\$ 38,573	\$ 46,287	\$ 54,002	B
Outreach Worker	10	\$ 33,751	\$ 40,501	\$ 47,251	A
Public Safety Communications Supervisor	11	\$ 40,912	\$ 49,094	\$ 57,276	B

A = based on 35-hour work week  
 B = based on 40-hour work week  
 C = based on 37.5-hour work week

## MAXIMUS PLAN

### UNION LABOR SERVICE SCHEDULE (AFSCME)

Position	Classification	Min Salary	Max Salary	Schedule
Custodian	3	\$ 22,243	\$ 26,692	B
Laborer	3	\$ 22,243	\$ 26,692	B
Meter Reader/Laborer	4	\$ 24,582	\$ 29,499	B
HMEO	5	\$ 26,921	\$ 32,306	B
HMEO/Garage Attendant	5	\$ 26,921	\$ 32,306	B
Maintenance Craftsperson	6	\$ 29,260	\$ 35,112	B
SHMEO/Laborer	6	\$ 29,260	\$ 35,112	B
Stockkeeper/Department Service Worker	6	\$ 29,260	\$ 35,112	B
Lead Custodian	7	\$ 31,600	\$ 37,919	B
Lead Custodian/Maintenance Worker	7	\$ 31,600	\$ 37,919	B
Mason	7	\$ 31,600	\$ 37,919	B
Mechanic	9	\$ 36,256	\$ 43,507	B
Working Foreman	10	\$ 38,573	\$ 46,287	B

### UNION ELECTRICAL WORKERS' SCHEDULE (IBEW)

Position	Classification	Min Salary	Max Salary	Schedule
Apprentice Line Laborer	4	\$ 24,582	\$ 29,499	B
Meter Reader	4	\$ 24,582	\$ 29,499	B
Administrative Secretary	5	\$ 23,556	\$ 28,268	A
Line Laborer	5	\$ 26,921	\$ 32,306	B
Stockperson/Dispatcher	5	\$ 26,921	\$ 32,306	B
Meter Specialist	6	\$ 29,260	\$ 35,112	B
Substation Operator	7	\$ 31,600	\$ 37,919	B
Apprentice Line Worker	8	\$ 33,916	\$ 40,700	B
Signal Line Worker	8	\$ 33,916	\$ 40,700	B
Lead Line Laborer	10	\$ 38,573	\$ 46,287	B
Second Class Line Worker	10	\$ 38,573	\$ 46,287	B
Signal Crew Chief/Electrician	10	\$ 38,573	\$ 46,287	B
First Class Line Worker	12	\$ 43,251	\$ 51,901	B
Lead Line Worker	13	\$ 45,590	\$ 54,708	B

### UNION PROFESSIONAL LIBRARIANS SCHEDULE (Professional Librarians Assn.)

Position	Classification	Min Salary	Max Salary	Schedule
Children's Librarian	10	\$ 33,751	\$ 40,501	A
Reference Librarian	10	\$ 33,751	\$ 40,501	A
Young Adult/Reference Librarian	10	\$ 33,751	\$ 40,501	A
Branch Librarian	11	\$ 35,798	\$ 42,957	A
Technology Librarian	11	\$ 35,798	\$ 42,957	A
Chief of Children's Services	13	\$ 39,891	\$ 47,869	A
Coordinator of Public Services	14	\$ 41,938	\$ 50,325	A
Coordinator of Technical Services	14	\$ 41,938	\$ 50,325	A

### NON-UNION PROFESSIONAL LIBRARIANS SCHEDULE

Position	Classification	Min Salary	Max Salary	Schedule
Pre-Professional Children's Librarian	9	\$ 31,724	\$ 38,068	A
Pre-Professional Reference Librarian	9	\$ 31,724	\$ 38,068	A

A = based on 35-hour work week  
 B = based on 40-hour work week  
 C = based on 37.5-hour work week

## MAXIMUS PLAN

### UNION FIRE SCHEDULE (IAFF, Local 1637)

Position	Base Min	Base Max
Firefighter	\$ 33,100	\$ 40,272
Lieutenant	\$ 46,715	\$ 48,818
Captain		\$ 58,093

### UNION POLICE SCHEDULE (APBPO and IBPO, Local 521)

Position	Base Min	Base Max
Police Officer	\$ 33,100	\$ 40,272
Police Sergeant	\$ 46,318	\$ 50,944
Police Lieutenant	\$ 54,186	\$ 59,604
Police Captain	\$ 63,398	\$ 69,737

### UNION PUBLIC SAFETY DISPATCH SCHEDULE (IAFF, Local 1637)

Position	Classification	Min Salary	Max Salary	Schedule
Public Safety Dispatcher	7	\$ 29,625	\$ 35,549	C

### NON-UNION PUBLIC SAFETY SCHEDULE

Position	Classification	Min Salary	Mid Salary	Max Salary	Schedule
Parking Control Officer	3	\$ 19,463	\$ 23,355	\$ 27,248	A
Reserve Public Safety Dispatcher	7	\$15.19/hr		\$18.23/hr	
Crossing Guard	1	\$8.45/hr	\$10.14/hr	\$11.83/hr	

A = based on 35-hour work week  
 B = based on 40-hour work week  
 C = based on 37.5-hour work week