#### **MEMORANDUM**

TO: All Department and Division Heads FROM: Brandon L. Robertson, Town Manager

DATE: June 15, 2023

SUBJECT: Classification and Pay Plan FY 2023-2024

Enclosed please find the Classification and Pay Plans for FY 2023-2024. The Plan incorporates the following categories of employees:

#### A. Non-Organized

- 1. Non-Exempt: Hourly rates are in accordance with the established Pay Plan. Overtime is paid after 40 hours in one week. There are two salary schedules; Hired Prior to 7/1/96 and Hired On/After 7/1/1996.
- 2. Exempt: Biweekly pay rates are set equal to one twenty-sixth of the annual pay rates. Exempt positions are not eligible for overtime pay.
- C. Organized Personnel (Police, Dispatchers, and Public Works Union): Hourly pay rates are in accordance with Collective Bargaining Agreements.
- D. Seasonal, Intern and Temporary (Hourly Basis)

Step increases are predicated upon satisfactory performance of duties. If a Department Head feels that an employee's attitude, work skills or productivity is unsatisfactory, a step increase may be delayed, pending performance improvement.

Requests for delays in step increase should be communicated to the Human Resources Department. In such cases, a Performance Improvement Plan (PIP) will be created by the Department Head in conjunction with the employee and reviewed by the Director of Human Resources. The PIP will state the specific performances areas requiring improvement and establish a time by which improvement must be achieved.

# TOWN OF AVON, CONNECTICUT

# CLASSIFICATION AND PAY PLANS

(PART II - COMPREHENSIVE PERSONNEL PLAN)

For the Fiscal Year Beginning July 1, 2023

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# NON-ORGANIZED, NON-EXEMPT POSITION LISTING

Position	Pay Crade
Accounts Clerk	Grade 6
Administrative Analyst	8
Administrative Clerk I	1
Administrative Clerk II	3
Administrative Clerk II  Administrative Coordinator (Rec/Fire/Police Dept)	8
Administrative Coordinator (Rec/File/Folice Dept)  Administrative Secretary I	6
Administrative Secretary II	7
Animal Control Officer	8
Assessment Technician	8
Assistant Assessor	10
Assistant Building Official	10
Assistant Collector of Revenue	8
Assistant Town Clerk I	6
Assistant Town Clerk I	8
Building Office Technician	8
CAD/GIS Manager	11
Deputy Fire Marshal	8
Executive Secretary	10
Fire Inspector	8
IT Technician (Police)	10
Landfill Assistant	10
Library Assistant	4
Library Specialist	6
Library Technical Assistant	6
Library Technician	5
Planning Aide	8
Police Records Aide	6
Police Records Support & Systems Coordinator	11
Public Works Foreman (B&G/Roadways/Fleet Operations)	11
Public Works Inspector	10
Recreation Program Specialist	6
Recycling Coordinator	6
Revenue Clerk	6
Senior Accounts Clerk	7
Senior Administrative Analyst	9
Senior Administrative Analyst/Procurement	9
Senior Administrative Coordinator	9
Senior Center Coordinator	8
Senior Staff Accountant	9
Social Services Assistant	4
Superintendent of Sanitary Sewer Collections	12
Youth Services Coordinator	8

# ${\bf NON\text{-}ORGANIZED, NON\text{-}EXEMPT~PAY~PLAN\text{-}HIRED~PRIOR~TO~7/1/1996}$

# FY 2023/2024 3 employees remain on this schedule

Pay Grade	Step	Hourly Rate	Annual Wages @ 37.5 hours/week
8	Max	39.1846	76,410
10	Max	44.9718	87,695
11	Max	48.0026	93,605

# NON-ORGANIZED, NON-EXEMPT PAY PLAN- HIRED AFTER 7/1/1996 FY 2023/2024

Pay Grade	Step	Hourly Rate	Annual Wages @ 37.5 hours/week
1	1	19.7267	38,467
	2	20.2197	39,428
	3	20.7254	40,415
	4	21.2433	41,424
	5	21.7747	42,461
2	1	20.9096	40,774
	2	21.4324	41,793
	3	21.9682	42,838
	B. A. B. A. B. A. B. A. B. A. B. B. A. B.	22.5174	43,909
	5	23.0803	45,007
3	1	22.1641	43,220
	0 2	22.7176	44,299
	3	23.2857	45,407
	4	23.8682	46,543
	5	24.4652	47,707
4	1	23.4939	45,813
	2	24.0812	46,958
	3	24.6827	48,131
	4	25.3002	49,335
	5	25.9327	50,569
5	1	26.3131	51,311
	2	26.9707	52,593
	3	27.6452	53,908
	4	28.3397	55,262
	5	29.0443	56,636

Day Crada	Char		Annual Wages @
Pay Grade	Step	Hourly Rate	37.5 hours/week
6	1	27.8917	54,389
	2	28.5887	55,748
	3   4	29.3038	57,142
		30.0365	58,571
	. 5	30.7874	60,035
	1	29.5654	57,653
	2	30.3049	59,095
	3	31.0621	60,571
	4	31.8389	62,086
	5	32.6349	63,638
		32.0349	05,056
8 8	1	33.7043	65,723
	2	34.5471	67,367
	3	35.4106	69,051
	4	36.2956	70,776
	5	37.2032	72,546
		37.2002	72,510
9	1	36.0636	70,324
	2	36.9649	72,082
	3	37.8897	73,885
	4	38.8365	75,731
	5	39.8076	77,625
10	1	38.5816	75,234
	2	39.5529	77,128
	3	40.5417	79,056
	4	41.5551	81,032
	5	42.5939	83,058
11	1	41.2900	80,516
	2	42.3220	82,528
	3	43.3802	84,591
	4	44.4645	86,706
	5	45.5764	88,874
12	1	46.2271	90,143
	2	47.3828	92,396
	3	48.5674	94,706
	4	49.7816	97,074
	5	51.0261	99,501

# NON-ORGANIZED, EXEMPT PAY PLAN FY 2023/2024

Cred L Drarian  Grade II  Sequence Control Manager (Librarian)  Children's & Teen Services Manager (Librarian)  Children's & Teen Services Manager (Librarian)  Comman Resources Generalist  Comman Resources Generalist  Cred HI  Sequency & Technical Services Manager (Librarian)  Feedmology & Technical Services Manager (Librarian)  Feedmolo	F Y 2023/2024	Minimu	m Maximun
Serder II Sequence Librarian Sende II Sequentian All Services Manager (Librarian) Circulation and Outreach Manager (Librarian) Circulation and Outreach Manager (Librarian) Circulation Resources Generalist Reference and Adulf Services Manager (Librarian) Circulation Resources Director & Services Manager (Librarian) Circulation Resources Director & Services Director	Grade I		
Grade II Sed.,984 S89,51  Sed.,984 S89,5	Ceen Librarian	as produced as	
Circulation and Outreach Manager (Librarian) Children's & Teen Services Manager (Librarian) Tiuman Resources Generalist Tiuman Resources Generalist Rechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Focial Services Director *  Strade III  S70,239 S97,97 Valunting and Community Development Specialist Form Clerk Form	Reference Librarian		The state of the s
Circulation and Outreach Manager (Librarian) Children's & Teen Services Manager (Librarian) Tiuman Resources Generalist Tiuman Resources Generalist Rechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Fechnology & Technical Services Manager (Librarian) Focial Services Director *  Strade III  S70,239 S97,97 Valunting and Community Development Specialist Form Clerk Form	Grade II	\$64.98	4 \$89.51
furnan Resources Generalist Reference and Adult Services Manager (Librarian) Feebnology & Technical Services Manager (Librarian) Forder III  Stroke II	Circulation and Outreach Manager (Librarian)		
Reference and Adult Services Manager (Librarian) Feetinology & Technical Services Manager (Librarian) Frade III  S70,239  S97,97  Police Records Manager fooial Services Director *  Strade IV  Planning and Community Development Specialist Fown Clerk  Sornde V  S73,702  \$103,11  Sornde V  S77,292  \$108,13  Sassistant Town Engineer Building Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director  Comman Resources Director  Planning Synthesis Services Director  Collector of Revenue Director of Revenue Director Sussistant Town Manager Assistant Town Manager  Assistant Town Manager  Sassistant Town Manager  Sassistant Public Works Director  Collect Lieutenant  Sornde VII  S97,454  \$136,39  S147,15  Finance Director  Forde IX  Finance Director  Forde IX  Finance Director  Forde IX  Finance Director  Forde X  S118,163  \$141,35  S164,33  S164,33  S164,33  S164,33  S164,33  S166 of Police  Cown Manager  Determined by Town Council	Children's & Teen Services Manager (Librarian)		
Fechnology & Technical Services Manager (Labrarian)  Srade III S70,239 \$97,97  Police Records Manager  Social Services Director *  Grade IV \$73,702 \$103,11  Planning and Community Development Specialist  Frown Clerk  Srade V \$77,292 \$108,13  Free Marshall & Emergency Management Director Information Technology Specialist  Recreation and Parks Director Frown Accountant  Strade VI \$83,431 \$116,97  Sassistant Town Manager (Public Works)  Srade VII \$90,150 \$126,23  Sassistant Town Manager (Public Works)  Srade VII \$90,150 \$126,23  Sassistant Town Manager (Public Works)  Srade VII \$97,454 \$136,39  Planning and Community Development Director  Strade VII \$97,454 \$136,39  Planning and Community Development Director  Strade IX \$105,091 \$147,15  France Director  Fown Engineer  Strade X \$118,163 \$161,83  Strade X \$118,163 \$161,83  Strade X \$118,163 \$161,83  Stown Manager  Determined by Town Council	Human Resources Generalist		
Seride III S70,239 S97,97  Police Records Manager Social Services Director *  Strade IV S73,702 S103,11  Planning and Community Development Specialist Town Clerk  Sande V S77,292 S108,13  Assistant Town Engineer Sudding Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Town Accountant  Sande VI S83,431 S116,97  Sassesor * Collector of Revenue Diperations Manager (Public Works)  Sande VII S90,150 S126,23  Sarde VIII S90,150 S126,23  Sarde VIII S90,150 S126,23  Sarde VIII S97,454 S136,29  Planning and Community Development Director Public Works Director Public Works Director Public Works Director Fown Engineer Sarde X S118,163 S161,83  S161,83  S161,83  Store of Police  Cown Manager Determined by Town Council	Reference and Adult Services Manager (Librarian)		# 1
Tolice Records Manager Social Services Director * Strade IV Planning and Community Development Specialist Town Clerk  Grade V Sassitant Town Engineer Sudding Official Sirving Management Director Information Technology Specialist Recreation and Parks Director Town Accountant  Grade VI Sassessor * Collector of Revenue Deparations Manager (Public Works)  Strade VII Sassitant Town Manager Sassitant Public Works Director Tuman Resources Director Police Lieutenant  Grade VIII Sp7,454 S136,39 S147,15 Sinance Director Planning and Community Development Director Grade IX Sinance Director Public Works Director Town Manager Sassitant Public Works Director Strade VIII Sp7,454 S136,39 S147,15 S136,39 S147,15 Sinance Director Town Engineer Strade X S118,163 S161,83 S161,83 S161,63 S161,67 Strade X S118,163 S161,83 S161,67 Strade X S166 of Police Town Manager	Fechnology & Technical Services Manager (Librarian)		
Social Services Director *  Strade IV  Planning and Community Development Specialist Flown Clerk  Strade V  Assistant Town Engineer Sudding Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Flown Accountant  Strade VI  Sassessor * Collector of Revenue Departions Manager (Public Works)  Strade VII  Assistant Town Manager Assistant Public Works Director Furnan Resources Director Folice Lieutenant  Strade VIII  Sp7,454  S136,39  S147,15  Funde IX  Strade IX  S105,091  S147,15  Funde IX  Strade IX  S105,091  S147,15  Funder Grade X  S118,163  S161,83  S161,83  S161,83  S161,83  Stown Manager  Determined by Town Council	Grade III	\$70,23	9 \$97,97
Strade IV S73,702 \$103,11  Planning and Community Development Specialist Forw Clerk \$77,292 \$108,13  Sassisant Town Engineer  Studing Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Town Accountant  Strade VI \$83,431 \$116,97  Sassistant Town Manager (Public Works)  Strade VII \$90,150 \$126,23  Marshall Wassistant Town Manager  Assistant Town Manager  Assistant Public Works Director  Julianan Resources Director  Planning and Community Development Director  Planning and Community Developm	Police Records Manager	THE COLUMN TWO IS NOT	
Planning and Community Development Specialist Fown Clerk  Srade V Srade V Sasistant Town Engineer Studding Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Fown Accountant  Srade VI Sassasor * Collector of Revenue Operations Manager (Public Works)  Srade VII Specialist Synde VIII S	Social Services Director *		Tall appearms
Planning and Community Development Specialist Fown Clerk  Srade V Srade V Sasistant Town Engineer Studding Official Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Fown Accountant  Srade VI Sassasor * Collector of Revenue Operations Manager (Public Works)  Srade VII Specialist Synde VIII S	Grade IV	\$73.70	2 \$103.11
Town Clerk  Grade V  Strate V  Strate V  Strate VI  Strate VI  Strate VI  Strate VII  Strate VIII  Strate			Z
Assistant Town Engineer  Building Official  Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director  Flown Accountant  Strade VI  Sessor *  Collector of Revenue  Deparations Manager (Public Works)  Strade VII  Sessiant Town Manager  Assistant Public Works Director  Human Resources Director  Police Lieutenant  Strade VIII  Service Lieutenant  Service Lieute	Town Clerk		
Assistant Town Engineer  Building Official  Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director  Flown Accountant  Strade VI  Sessor *  Collector of Revenue  Deparations Manager (Public Works)  Strade VII  Sessiant Town Manager  Assistant Public Works Director  Human Resources Director  Police Lieutenant  Strade VIII  Service Lieutenant  Service Lieute			day bear or to be to
Suiding Official  Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director  Fown Accountant  Finde VI S83,431 S116,97  Assessor * Collector of Revenue Deparations Manager (Public Works)  Finde VII S90,150 S126,23  Assistant Town Manager Assistant Public Works Director  Fundan Resources Director  Folice Lieutenant  Finde VIII S97,454 S136,39  Finance Director  Planning and Community Development Director  Finde IX Finance Director  Public Works Director  Fown Engineer  Finde X S118,163 S161,83  Chief of Police  Flown Manager  Determined by Town Council		\$77,29	2 \$108,13
Fire Marshall & Emergency Management Director Information Technology Specialist Recreation and Parks Director Fown Accountant  Grade VI Sassessor + Collector of Revenue Operations Manager (Public Works)  Grade VII Sassistant Town Manager Assistant Public Works Director Human Resources Director Volice Lieutenant  Grade VIII Sy7,454 S136,39 Johrary Director Planning and Community Development Director Clanning and Community Development Director Strade IX Finance Director Public Works Director Public Works Director  Planning and Community Development Director  Grade IX Sinance Director Public Works Director  Public Works Director  Fown Engineer  Grade X S118,163 S161,83 S161,83 Chief of Police  Fown Manager  Determined by Town Council			
Information Technology Specialist Recreation and Parks Director Town Accountant  Grade VI Assessor * Collector of Revenue Operations Manager (Public Works)  Grade VII Spo,150 S126,23 Assistant Town Manager Assistant Public Works Director Human Resources Director Police Lieutenant  Grade VIII S97,454 S136,39 Johrary Director Planning and Community Development Director Grade IX Sinance Director Public Works Director Public Works Director Public Works Director  Planning and Community Development Director Grade IX Sinance Director Public Works Director Flown Engineer  Grade X S118,163 S161,83 Chief of Police  Cown Manager  Determined by Town Council			
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Seride VI S83,431 S116,97 Assessor * Collector of Revenue Operations Manager (Public Works)  Strade VI S90,150 S126,23 Assistant Town Manager Assistant Public Works Director Human Resources Director Police Lieutenant  Strade VII S97,454 S136,39 Albierry Director Planning and Community Development Director Strade IX S105,091 S147,15 Finance Director Public Works Director Public Works Director Cown Engineer  Strade X S118,163 S161,83 Chief of Police Flown Manager  Determined by Town Council	Recreation and Parks Director	Personne	
Assessor * Collector of Revenue Operations Manager (Public Works)  Grade VII \$90,150 \$126,23  Assistant Town Manager Assistant Public Works Director Human Resources Director Police Lieutenant  Grade VIII \$97,454 \$136,39  Aborary Director Planning and Community Development Director  Grade IX \$105,091 \$147,15  Finance Director Public Works Director Pown Engineer  Grade X \$118,163 \$161,83  Chief of Police  Town Manager Determined by Town Council	Town Accountant	- Consideration	
Assessor * Collector of Revenue Operations Manager (Public Works)  Grade VII \$90,150 \$126,23  Assistant Town Manager Assistant Public Works Director Human Resources Director Police Lieutenant  Grade VIII \$97,454 \$136,39  Aborary Director Planning and Community Development Director  Grade IX \$105,091 \$147,15  Finance Director Public Works Director Pown Engineer  Grade X \$118,163 \$161,83  Chief of Police  Town Manager Determined by Town Council	Grade VI	\$83.43	1 \$116.97
Collector of Revenue  Departions Manager (Public Works)  Grade VII  Assistant Town Manager  Assistant Public Works Director  duman Resources Director  Police Lieutenant  Grade VII  S97,454  \$136,39  Allorary Director  Planning and Community Development Director  Public Works Director  Public Works Director  Public Works Director  Pown Engineer  Grade X  \$118,163  \$161,83  \$161,83  Chief of Police  Cown Manager  Determined by Town Council			
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Assistant Town Manager Assistant Public Works Director  duman Resources Director  Police Lieutenant  Strade VIII S97,454 \$136,39  Cibrary Director  Planning and Community Development Director  Grade IX \$105,091 \$147,15  Finance Director  Public Works Director  Fown Engineer  Strade X \$118,163 \$161,83  Chief of Police  Town Manager Determined by Town Council	Operations Manager (Public Works)		
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Assistant Public Works Director  duman Resources Director  Police Lieutenant  Grade VIII \$97,454 \$136,39  Abrary Director  Planning and Community Development Director  Grade IX \$105,091 \$147,15  Finance Director  Public Works Director  Cown Engineer  Grade X \$118,163 \$161,83  Chief of Police  Cown Manager Determined by Town Council		\$90,15	\$126,230
Human Resources Director  Police Lieutenant  Grade VIII \$97,454 \$136,39  Chibrary Director  Planning and Community Development Director  Grade IX \$105,091 \$147,15  Finance Director  Public Works Director  Cown Engineer  Grade X \$118,163 \$161,83  Chief of Police  Cown Manager Determined by Town Council			
Grade VIII \$97,454 \$136,39  Distract Director  Planning and Community Development Director  Grade IX \$105,091 \$147,15  Prinance Director  Public Works Director  Cown Engineer  Grade X \$118,163 \$161,83  Chief of Police  Cown Manager Determined by Town Council	Human Resources Director		
Clanning and Community Development Director  Planning and Community Development Director  Strade IX  Sinance Director  Public Works Director  Cown Engineer  Strade X  Sinance Director  Strade X  Sinance Director  Cown Manager  Determined by Town Council	Police Lieutenant		
Clanning and Community Development Director  Planning and Community Development Director  Strade IX  Sinance Director  Public Works Director  Cown Engineer  Strade X  Sinance Director  Strade X  Sinance Director  Cown Manager  Determined by Town Council		507.45	4 812620
Planning and Community Development Director  Grade IX \$105,091 \$147,15 Finance Director Public Works Director Fown Engineer  Grade X \$118,163 \$161,83 Chief of Police  Fown Manager Determined by Town Council		397,43	4 3130,391
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Finance Director Public Works Director Fown Engineer  Grade X Chief of Police Fown Manager  Determined by Town Council			
Public Works Director Fown Engineer  Grade X \$118,163 \$161,83 Chief of Police  Fown Manager Determined by Town Council	Grade IX	\$105,09	1 \$147,15
Cown Engineer  Strade X \$118,163 \$161,83 Chief of Police  Cown Manager Determined by Town Council			
Grade X \$118,163 \$161,83 Chief of Police  Cown Manager Determined by Town Council			
Chief of Police  Cown Manager  Determined by Town Council		VII Avigales pa fa papa anticata a	Ja Zaradywa ya ya kataka kata at
Cown Manager Determined by Town Council	Grade X	\$118,16	3 \$161,83
	Chief of Police		
Part-Time Employee	Town Manager	Determined by	Town Council
	t Part-Tima Emplayan		

### POLICE AND DISPATCHERS PAY PLANS

# POLICE BASE SALARY & EDUCATION INCENTIVE PAY JULY 1, 2023 - JUNE 30, 2024 40 hours/week

PATROL BASE SALARY	Hourly	37.1678	38.8236	40,1990	41.8149	43,4986	45,2447	47.0490
	Annual	77,309	80,753	83,614	86,975	90,477	94,109	97,862
+ 1,125 (Associates Degree)	Hourly	37.7087	39.3644	40.7399	42.3558	44.0394	45.7856	47.5899
	Annual	78,434	81,878	84,739	88,100	91,602	95,234	98,987
+2,450 (Bachelors or higher)	Hourly	38.3457	40.0014	41.3769	42.9928	44.6764	46.4226	48.2269
	Annual	79,759	83,203	86,064	89,425	92,927	96,559	100,312
DETECTIVE BASE SALARY	Hourly	39.4216	40.0654	43.0240	44.3173	46.0861	47.9457	49.8813
	Annual	81,997	83,336	89,490	92,180	95,859	99,727	103,753
+ 1,300 (Associates Degree)	Hourly	40.0466	40.6904	43,6490	44.9423	46.7111	48.5707	50.5063
	Annual	83,297	84,636	90,790	93,480	97,159	101,027	105,053
+2,600 (Bachelors or higher)	Hourly	40.6716	41.3154	44.2740	45,5673	47.3361	49.1957	51.1313
	Annual	84,597	85,936	92,090	94,780	98,459	102,327	106,353
SERGEANT BASE SALARY	Hourly	44.3173	46.2553	47.9457	49.8813	51.8697	53.9476	56.1125
	Annual	92,180	96,211	99,727	103,753	107,889	112,211	116,714
+ 1,460 (Associates Degree)	Hourly	45.0192	46.9572	48.6476	50.5832	52.5716	54.6495	56.8144
	Annual	93,640	97,671	101,187	105,213	109,349	113,671	118,174
+ 2,925 (Bachelors or higher)	Hourly	45.7236	47.6615	49.3519	51.2875	53.2760	55.3538	57.5188
	Annual	95,105	99,136	102,652	106,678	110,814	115,136	119,639

### COMMUNICATIONS DISPATCHER

# JULY 1, 2023 - JUNE 30, 2024 40 hours/week

		New Hire Training	Step A	Step B	Step C	Step D	Step E
Communications Dispatcher	Hourly	28.1519	29.5406	31.0112	32.596	34.2136	35,9292
	Annual	58,555	61,444	64,503	67,799	71,164	74,732

## PUBLIC WORKS PAY PLAN JULY 1, 2023 - JUNE 30, 2024 40 hours/week

		Step A	Step B	Step C	Step D	Step E	Step F
Maintainer I	Hourly	27.4894	harring Teachers	lar and any Property	harman ga Tarra ar na	a, years gar Terrakeraal	germaniga Pangara da 1
	Annual	57,178	59,143	61,323	63,728	66,040	68,399
Maintainer II	Hourly	29.4891	30.5646	31.7502	32.8841	34.2588	35.7361
	Annual	61,337	63,574	66,040	68,399	71,258	74,331
Maintainer III	Hourly	31.7501	32.8830	34.2415	35.7362	37.1789	38.7600
	Annual	66,040	68,397	71,222	74,331	77,332	80,621
Mechanic I	Hourly	30.2803	31.5441	32.8830	34.2415	35.7362	
	Annual	62,983	65,612	68,397	71,222	74,331	***************************************
Mechanic II	Hourly	32.8841	34.1849	35.7362	37.2472	38.7600	COTO - el tub colonidona
· ·	Annual	68,399	71,105	74,331	77,474	80,621	described to the second of the
Mechanic III	Hourly	35.8690	37.2471	38.7600	40.5287	42.2993	
	Annual	74,608	77,474	80,621	84,300	87,982	

Crew Leader: \$1.50 per hour pay differential

Acting Public Works Foreman: \$2.00 per hour pay differential \*\*

<sup>\*\*</sup> Becomes effective if the Town appoints an Acting Public Works Foreman to cover a planned or unplanned extended absence of a Public Works Foreman for more than one (1) day.

#### PUBLIC WORKS SEASONAL/LIBRARY PAGE/STUDENT INTERNSHIP PAY PLANS

#### PUBLIC WORKS SEASONAL

July 1, 2023 - June 30, 2024

1<sup>st</sup> Year \$17.00/hour 2<sup>nd</sup> Year \$17.50/hour 3<sup>rd</sup> Year \$18.00/hour 4<sup>th</sup> Year \$18.50/hour 5<sup>th</sup> Year \$19.00/hour

Seasonal Laborer/Maintenance Assistant Over 18 years of Age \*\*\*
Public Works Skilled Buildings Maintainer: Grade 1/Step 1 Non-Union, Non-Exempt Pay Plan
Public Works Skilled Maintainer I: Union Wage

\*\*\* Experience in Dept. of Public Works related area will be evaluated and recommended for higher pay.

#### LIBRARY PAGE and SEASONAL

July 1, 2023 - June 30, 2024: Minimum Wage effective June 1, 2023 - \$15.00

#### STUDENT INTERNSHIP

July 1, 2023 - June 30, 2024: Minimum Wage

Special Project Intern

### RECREATION AND PARKS SEASONAL PAY PLAN

# JUNE 1, 2023 – JUNE 30, 2024 HOURLY RATES OF PAY

YEARS/STEPS	1	2	3	4	5
AQUATICS	•				
Aquatics Director	27.25	27.50	27.75	28.00	28.25
Assistant Aquatics Director	23.50	23.75	24.00	24.25	24.50
Certified Lifeguard Trainer	25.00	25.25	25.50	25.75	26.00
Head Lifeguard	18.00	18.25	18.50	18.75	19.00
Lifeguard 01, 09	16.25	16.50	16.75	17.00	17.25
WSI Swim Instructor	18.50	18.75	19.00	19.25	19.50
WSI Swim Instructor Aid	15.50	15.75	16.00	16.25	16.50
Head Coach Swim Team	19.00	19.25	19.50	19.75	20.00
Assistant Coach Swim Team	17.00	17.25	17.50	17.75	18.00
Gate Attendant	15.50	15.75	16.00	16.25	16.50
RECREATIONAL PROGRAMS		<u> </u>			
Camp Director 01, 09	22.00	22.25	22.50	22.75	23.00
Assistant Director 01, 09	18.75	19.00	19.25	19.50	19.75
Head Leader 01, 09	16.75	17.00	17.25	17.50	17.75
Recreation Leader 01, 09	15.75	16.00	16.25	16.50	16.75
Support Recreation Leader 01, 09	15.75	16.00	16.25	16.50	16.75
Special Needs Para 01, 09	21.50	22.00	22.50	23.00	23.50
Gym Supervisor, Facility Attendant, Program					
Supervisors, 01, 09	16.25	16.50	16.75	17.00	17.25
Office Assistant, Special Needs Aide	16.25	16.50	16.75	17.00	17.25
Program Instructor Level 1	25.00	25.50	26.00	26.50	27.00
Program Instructor Level 2	30.00	30.50	31.00	31.50	32.00
Program Instructor Level 3	36.00	36.50	37.00	37.50	38.00

**Includes ECI effective 1/1/24**