

<u>Position</u>	<u>Grade</u>	<u>Annualized Range</u>			<u>Hourly Rate</u>			<u>FLSA</u>
		<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Overtime Status</u>
Accounting Technician II	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Accounting Technician II/Administrative Tech	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Administrative Assistant	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Administrative Assistant to the Town Manager	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	N
Aquatics Services Manager	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	N
Assistant Communications Supervisor	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Assistant Crew Supervisor	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Assistant Golf Course Superintendent	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Associate Administrative Planner	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Budget Manager & Special Projects	16	\$65,265.98	86,121.10	111,904.78	31.3779	41.4044	53.8004	E
Building Inspector I	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Building Inspector II	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Building Maintenance Coordinator	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Building Official	18	\$70,636.80	93,149.68	121,114.76	33.9600	44.7835	58.2282	E
Cemetery Manager	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E
Chief Communications Officer	19	\$73,323.12	96,501.08	125,717.80	35.2515	46.3948	60.4412	E
Chief, Program & Project Manager	18	\$70,636.80	93,149.68	121,114.76	33.9600	44.7835	58.2282	E
Communications Assistant	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Communications Technician I	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Communications Technician II	8	\$43,781.66	57,770.18	75,067.20	21.0489	27.7741	36.0900	N
Community Center Manager	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	N
Community Center Supervisor I	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Community Center Supervisor II	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Community Development Operations Manager	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Community Forester	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Community Inspector	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Custodian I	2	\$29,396.38	39,759.20	50,401.78	14.1329	19.1150	24.2316	N
Custodian II	4	\$33,039.24	43,595.24	56,648.02	15.8843	20.9593	27.2346	N
Deputy Director of Finance	20	\$76,007.62	100,481.16	130,494.78	36.5421	48.3082	62.7379	E
Deputy Director of Parks and Recreation	19	\$73,323.12	96,501.08	125,717.80	35.2515	46.3948	60.4412	E
Deputy Director of Public Works	21	\$82,628.26	111,755.80	141,672.44	39.7251	53.7288	68.1118	E
Deputy Town Clerk	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Development Planner/Community Design	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	N
Development Program Planner	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E
Director of Community Development	24	\$93,690.22	127,232.04	160,713.28	45.0434	61.1693	77.2660	E
Director of Finance	25	\$96,590.00	131,171.30	165,687.86	46.4375	63.0631	79.6576	E
Director of Golf	21	\$82,628.26	111,755.80	141,672.44	39.7251	53.7288	68.1118	E
Director of Human Resources	21	\$82,628.26	111,755.80	141,672.44	39.7251	53.7288	68.1118	E
Director of Information Technology	23	\$88,269.48	114,748.92	145,465.58	42.4372	55.1678	69.9354	E
Director of Parks & Recreation	24	\$93,690.22	127,232.04	160,713.28	45.0434	61.1693	77.2660	E
Director of Public Works	25	\$96,590.00	131,171.30	165,687.86	46.4375	63.0631	79.6576	E
Economic Development Manager	16	\$65,265.98	86,121.10	111,904.78	31.3779	41.4044	53.8004	E
Engineer	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Engineering Inspector	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Equipment Operator	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Equipment Operator/Greensworker	4	\$33,039.24	43,595.24	56,648.02	15.8843	20.9593	27.2346	N
Facility Maintenance Mechanic II	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Facility Maintenance Mechanic III	8	\$43,781.66	57,770.18	75,067.20	21.0489	27.7741	36.0900	N
Facility Maintenance Supervisor	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Financial Management Analyst	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	E
Fitness Supervisor	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Fleet Manager	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
General Services Administrator	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Golf Course Superintendent	15	\$62,580.44	82,576.78	107,298.36	30.0867	39.7004	51.5858	E
Golf Operations Assistant I	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Golf Operations Assistant II	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Golf Professional	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Head Fitness Trainer	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N
Head Lifeguard	4	\$33,039.24	43,595.24	56,648.02	15.8843	20.9593	27.2346	N
Housing/Neighborhood Improvement Coordinator	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N

<u>Position</u>	<u>Grade</u>	<u>Annualized Range</u>			<u>Hourly Rate</u>			<u>FLSA</u>
		<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Overtime Status</u>
Human Resources Analyst	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Human Resources Technician	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Irrigation Technician	2	\$29,396.38	39,759.20	50,401.78	14.1329	19.1150	24.2316	N
Laborer	3	\$30,352.92	40,050.14	52,043.16	14.5928	19.2549	25.0207	N
Lead Network Engineer	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	N
Legal Assistant	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Maintenance/Meter Mechanic	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Marketing Specialist	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Mechanic I	8	\$43,781.66	57,770.18	75,067.20	21.0489	27.7741	36.0900	N
Mechanic II	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Mechanic/Equipment Operator	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Network Administrator	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Network Security Engineer	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	N
Office Assistant I	3	\$30,352.92	40,050.14	52,043.16	14.5928	19.2549	25.0207	N
Office Assistant II	4	\$33,039.24	43,595.24	56,648.02	15.8843	20.9593	27.2346	N
Office Assistant III	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Office Assistant III/Administrative Clerk	8	\$43,781.66	57,770.18	75,067.20	21.0489	27.7741	36.0900	N
Operations Coordinator	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Operations Engineer	15	\$62,580.44	82,576.78	107,298.36	30.0867	39.7004	51.5858	E
Paralegal	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Parking Enforcement Official	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Personal Trainer	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Planner I	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Pool Operations Manager	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Preschool Teacher	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Procurement Specialist	10	\$49,151.70	64,857.00	84,274.06	23.6306	31.1813	40.5164	N
Program Manager	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	E
Project Engineer I	15	\$62,580.44	82,576.78	107,298.36	30.0867	39.7004	51.5858	N
Project Engineer II	16	\$65,265.98	86,121.10	111,904.78	31.3779	41.4044	53.8004	E
Public Information Specialist	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Public Safety Operations Manager	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	N
Public Works Superintendent	18	\$70,636.80	93,149.68	121,114.76	33.9600	44.7835	58.2282	E
Purchasing Agent	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	E
Records Technician	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Recreation Assistant I	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Recreation Assistant II	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N
Recreation Program Assistant	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N
Recreation Program Coordinator	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Recreation Services Supervisor I	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Recreation Services Supervisor II	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Residential Building Inspector	11	\$51,839.06	68,401.58	88,882.04	24.9226	32.8854	42.7318	N
Revenue Supervisor	13	\$57,209.62	77,661.48	98,090.20	27.5046	37.3373	47.1588	E
Right-of-Way Inspection Supervisor	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Right-of-Way Inspector/Utility Marker	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Senior Accounting Technician	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Senior Civil Engineer	18	\$70,636.80	93,149.68	121,114.76	33.9600	44.7835	58.2282	E
Senior Communications Technician	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Senior General Ledger Accountant	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Senior Planner	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E
Senior Project Planner	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E
Sustainability Program Planner	15	\$62,580.44	82,576.78	107,298.36	30.0867	39.7004	51.5858	E
System Technician	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Systems Manager	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Tennis Center Manager	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Town Clerk	19	\$73,323.12	96,501.08	125,717.80	35.2515	46.3948	60.4412	E
Traffic Control Supervisor/Coordinator	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Traffic Signal Technician	9	\$46,466.94	61,313.46	79,671.02	22.3399	29.4776	38.3034	N
Transportation Program Manager	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E
Utility Equipment Operator I	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Utility Equipment Operator II	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N

<u>Position</u>	<u>Grade</u>	<u>Annualized Range</u>			<u>Hourly Rate</u>			<u>FLSA</u>
		<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Overtime Status</u>
Utility Equipment Operator II/Truck Driver	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N
Utility Maintenance Worker I	4	\$33,039.24	43,595.24	56,648.02	15.8843	20.9593	27.2346	N
Utility Maintenance Worker II	6	\$38,410.06	50,682.58	65,855.66	18.4664	24.3666	31.6614	N
Utility Manager	14	\$59,894.12	79,031.94	102,693.24	28.7952	37.9961	49.3718	E
Utility Technician	7	\$41,096.12	54,227.16	70,462.34	19.7577	26.0707	33.8761	N
Utility Work Crew Supervisor	12	\$54,523.30	71,944.60	93,485.60	26.2131	34.5888	44.9450	N
Water Meter Reader	5	\$35,724.00	47,138.52	61,251.32	17.1750	22.6627	29.4478	N
Zoning Administrator	17	\$67,951.00	89,663.34	116,506.00	32.6687	43.1074	56.0125	E

Protective Services

Chief of Police	P12	\$96,590.00	131,171.30	165,687.86	46.4375	63.0631	79.6576	E
Police Captain	P10	\$83,191.42	110,354.40	145,213.64	39.9959	53.0550	69.8142	E
Police Corporal	P04	\$62,041.72	82,298.58	108,299.62	29.8277	39.5666	52.0671	N
Police Lieutenant	P08	\$75,953.28	100,752.60	132,581.54	36.5160	48.4388	63.7411	N
Police Officer First Class	P02	\$56,396.60	74,810.84	98,445.62	27.1138	35.9667	47.3296	N
Police Officer I	P01	\$53,931.80	71,540.56	94,141.58	25.9288	34.3945	45.2604	N
Police Sergeant	P05	\$65,142.22	86,412.04	113,710.22	31.3184	41.5443	54.6684	N
Senior Police Officer	P03	\$59,087.08	78,379.34	103,142.78	28.4072	37.6824	49.5879	N
Senior Police Sergeant	P06	\$68,399.76	90,732.72	119,395.90	32.8845	43.6215	57.4019	N

<u>Position</u>	<u>Grade</u>	<u>Annualized Range</u>			<u>Hourly Rate</u>			<u>FLSA Overtime Status</u>
		<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	

Non-Regular Status Positions

Temporary employment means status of persons hired to perform a seasonal or temporary job.

Part time flexible means status of persons hired to perform part-time work on a limited and variable schedule.

Hourly rates for positions with a non-regular status are determined by comparable market rates as well as individual qualifications and certifications. All non-regular status positions are non-exempt under the Fair Labor Standards Act and do not receive town sponsored benefits.

<u>Position</u>	<u>Status</u>
Camp Staff	Temporary
Community Center Supervisor	Part time flexible
Custodian	Part time flexible
Equipment Operator	Temporary
Event Staff	Part time flexible
Fitness Instructor	Part time flexible
Golf Cart Attendant	Temporary
Golf Recreation Clerk	Temporary
Golf Shop Assistant	Temporary
Groundswoker	Part time flexible
Gymnastics Instructor	Part time flexible
Hac Administrator	Part time flexible
Hac Assistant Coach	Part time flexible
Head Lifeguard	Part time flexible
Intern	Part time flexible
Kid Care Attendant	Part time flexible
Life Interest Instructor	Part time flexible
Lifeguard	Part time flexible
Marketing Staff	Part time flexible
Martial Arts Instructor	Part time flexible
Nature Programs	Temporary
Office Assistant	Part time flexible
Performing Arts Instructor	Part time flexible
Personal Trainer	Part time flexible
Pool Operator/Lifeguard	Part time flexible
Preschool	Part time flexible
Recreation Assistant	Part time flexible
Recreation Services Supervisor	Part time flexible
Seasonal Laborer	Part time flexible
Special Projects	Part time flexible
Sports Instructor	Part time flexible
Swim Instructor	Part time flexible
Teen Camp Staff	Temporary
Tennis Center Attendant	Part time flexible
Tennis Instructor Indoor	Part time flexible
Tennis Instructor Outdoor	Part time flexible
Water Aerobics	Part time flexible
Wellness Instructor	Part time flexible

Non-Classified Positions

(salaries determined by Town Council)

Town Attorney	\$164,886.80
Town Manager	\$177,500.18

Council, Boards & Commissions

Mayor	\$6,000/year
Town Council	\$4,000/year
Planning Commission	\$2,100/year
Architectural Review Board	\$1,200/year
Heritage Preservation Review Board	\$1,200/year
Board of Zoning Appeals	\$600/year