

McNally

PERSONNEL, WAGE and SALARY  
ADMINISTRATION BY-LAWS  
with AMENDMENTS

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CHAPTER 10  
Sections 1-19



The By-Laws of the  
Inhabitants of Watertown  
With Amendments  
April 1, 1955

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1955

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# ADJOURNED ANNUAL MEETING

April 13, 1949

## Article 26

On motion duly made and seconded, it was

**VOTED:** Pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws to amend the By-Laws of the Town by adding thereto Chapter 10, Section 1-14 inclusive to be titled "Personnel, Wage and Salary Administration," as follows:

## CHAPTER 10

### Personnel, Wage and Salary Administration

A By-Law governing the adoption of the Classification and Compensation plans for positions in the Town service.

#### **SECTION 1—Compensation of Officers and Employees.**

Subject to the provisions of this by-law the salary or compensation of employees of the Town shall be established.

#### **SECTION 2—Adoption of Classification Plan.**

That the classification and standardization of all positions in the town service as contemplated and adopted by the Civil Service Commission, with such amendments or changes as may be made thereto, be and the same are hereby adopted as the classification plan for all positions in the town service. The titles of the classes of positions named shall forthwith become the official titles of every positions allocated to the respective classes and shall be used on all payrolls, budget estimates and official records and reports relating to such positions.

#### **SECTION 3—Adoption of Compensation Plan.**

That the salary and wage schedules for the respective classes of positions as arranged under appropriate services of the classification plan and set forth in the following sections, with such amendments as may be made thereto from time to time by the Town Meeting, be and the same are hereby adopted and shall constitute the "COMPENSATION PLAN." Said "COMPENSATION PLAN" establishing the standard salary schedules is, in words, letters, and numerals, as hereafter follows.

#### **SECTION 4—Salary Schedules for Positions in the Administrative and Clerical Service:**

"That the following salary schedules for positions in the Administrative and Clerical Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Standard Basic Salary Intermediate Range			Maximum After 3rd Year
	Minimum	After 1st Year	After 2nd Year	
<b>GRADE 3-A</b>				
Junior Clerk .....	2,000	2,120	2,240	2,360
Junior Clerk-Typist .....	2,000	2,120	2,240	2,360
Junior Clerk-Stenographer .....	2,000	2,120	2,240	2,360
Clerk-Cashier .....	2,000	2,120	2,240	2,360

<b>GRADE 3-B</b>				
Senior-Clerk-Typist-Billing Machine Operator .....	2,200	2,300	2,400	2,460
Transcribing Machine Operator .....	2,200	2,300	2,400	2,460

<b>GRADE 4</b>				
Senior Clerk .....	2,360	2,480	2,600	2,720
Senior Clerk-Typist .....	2,360	2,480	2,600	2,720
Senior Clerk-Stenographer .....	2,360	2,480	2,600	2,720
Telephone Operator .....	2,360	2,480	2,600	2,720

<b>GRADE 5-A</b>				
Permanent Assistant Registrar .....	2,720	2,840	2,960	3,080

<b>GRADE 6</b>				
Principal Clerk .....	2,860	2,980	3,100	3,220
Principal Clerk-Typist .....	2,860	2,980	3,100	3,220
Principal Clerk-Stenographer .....	2,860	2,980	3,100	3,220
Confidential Secretary to Selectmen .....	2,860	2,980	3,100	3,220

	Minimum	After	After	After	Maximum
		1st Year	2nd Year	3rd Year	After 4th Year
<b>GRADE 10</b>					
Purchasing Agent .....	4,000	4,300	4,600	4,900	5,050

**SECTION 5—Salary Schedules for Positions in the Agriculture (Including Conservation) Service:**

“That the following salary schedules for positions in the Agriculture (including Conservation) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After	After	After	Maximum
		1st Year	2nd Year	3rd Year	After 4th Year
<b>GRADE 8</b>					
Forestry Foreman .....	3,220	3,400	3,580	3,760	3,940

**SECTION 6—Salary Schedules for Positions in the Custodian (including Domestic) Service:**

“That the following salary schedules for positions in the Custodian (including Domestic) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Standard Basic Salary Intermediate Range				Maximum
	Minimum	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
<b>GRADE 2</b>					
Institution House Worker	1,700	1,800	1,900	2,000	2,100
Matron-Infirmiry .....	1,700	1,800	1,900	2,000	2,100
Janitress .....	1,700	1,800	1,900	2,000	2,100

	Minimum	After	After	Maximum	
		1st Year	2nd Year	After 3rd Year	
<b>GRADE 5</b>					
Junior Building Custodian .....	2,620	2,740	2,860	2,980	

<b>GRADE 6</b>					
Senior Building Custodian .....	2,860	2,980	3,100	3,220	

**SECTION 7—Salary Schedules for Positions in the Library Service:**

“That the following salary schedules for positions in the Library Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After	After	After	Maximum
		1st Year	2nd Year	3rd Year	After 4th Year
<b>GRADE 3</b>					
Library Assistant .....	1,780	1,900	2,020	2,140	2,260

	Minimum	After	After	Maximum	
		1st Year	2nd Year	After 3rd Year	
<b>GRADE 4</b>					
Sub-Professional Library Technician .....	2,240	2,360	2,480	2,600	2,720

	Minimum	After	After	Maximum	
		1st Year	2nd Year	After 3rd Year	
<b>GRADE 5-A</b>					
1st Asst. Circulation Department Main Library .....	2,720	2,840	2,960	3,080	
1st Asst. Circulation Department East Branch .....	2,720	2,840	2,960	3,080	
1st Asst. Children's Department North Branch Children's Librarian .....	2,720	2,840	2,960	3,080	
East Branch Asst. (Work with Juniors) .....	2,720	2,840	2,960	3,080	

	Minimum	After	After	After	Maximum
		1st Year	2nd Year	3rd Year	After 4th Year
<b>GRADE 6-B</b>					
Junior Department Heads North Branch Librarian .....	2,820	2,940	3,060	3,180	3,300

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
West Branch Librarian	2,820	2,940	3,060	3,180	3,300
East Branch Asst. Librarian .....	2,820	2,940	3,060	3,180	3,300
East Branch Children's Librarian .....	2,820	2,940	3,060	3,180	3,300
Assistant Catalog Librarian .....	2,820	2,940	3,060	3,180	3,300
Young Adult's Librarian .....	2,820	2,940	3,060	3,180	3,300

**GRADE 7**

Senior Department Heads					
East Branch Librarian Supervisor Work with Children .....	2,880	3,060	3,240	3,420	3,600
Catalog Librarian .....	2,880	3,060	3,240	3,420	3,600
Circulation Librarian ..	2,880	3,060	3,240	3,420	3,600
Reference Librarian .....	2,880	3,060	3,240	3,420	3,600

**GRADE 9**

Assistant Librarian .....	3,400	3,700	4,000	4,300	4,600
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**GRADE 11**

Librarian (Chief) .....	4,300	4,600	4,900	5,200	5,500
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Initial employment in the library service in any of the professional positions or classifications included in this section may be at rates above the minimum rate shown, when, in the judgment of the Trustees of the Free Public Library prior experience and training justifies such rate. (Voted: Art. 65, April 11, 1955)

**SECTION 8—Salary Schedules for Positions in the Engineering Service:**

“That the following salary schedules for positions in the Engineering Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
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**GRADE 5**

Engineering Aid—

Grade 1 .....	2,620	2,740	2,860	2,980
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**GRADE 6**

Engineering Aid—

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
Grade 2 .....	2,740	2,860	2,980	3,100	3,220

**GRADE 9**

Junior Civil Engineer— Grade 3 .....	3,400	3,700	4,000	4,300	4,600
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**GRADE 10**

Civil Engineer— Grade 4 .....	4,000	4,300	4,600	4,900	5,050
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**GRADE 11-A**

Town Engineer— Grade 5 .....	4,750	5,050	5,350	5,650	5,800
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**SECTION 9—Salary Schedules for Positions in the Health and Welfare Services:**

“That the following salary schedules for positions in the Health and Welfare Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 3</b>					
Keeper—Infirmery .....	1,780	1,900	2,020	2,140	2,260
<b>GRADE 3-A</b>					
Hygienist .....	1,880	2,000	2,120	2,240	2,360
<b>GRADE 6-C</b>					
Public Health Nurse .....	2,980	3,100	3,220	3,340	3,460
<b>GRADE 7</b>					
Social Worker .....	2,880	3,060	3,240	3,420	3,600
<b>GRADE 9</b>					
Health Inspector .....	3,400	3,700	4,000	4,300	4,600
Principal Social Work Supervisor .....	3,400	3,700	4,000	4,300	4,600
<b>GRADE 10</b>					
Commissioner of Veteran's Service .....	4,000	4,300	4,600	4,900	5,050
<b>GRADE 11</b>					
Health Officer .....	4,300	4,600	4,900	5,200	5,500
Welfare Agent .....	4,300	4,600	4,900	5,200	5,500

**SECTION 10—Salary Schedules for Positions in the Mechanical and Construction Service:**

“That the following salary schedules for positions in the Mechanical and Construction Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 6</b>					
Water Meter Inspector .....	2,740	2,860	2,980	3,100	3,220
<b>GRADE 8</b>					
Cemetery Superintendent	3,220	3,400	3,580	3,760	3,940
Sealer of Weights and Measures .....	3,220	3,400	3,580	3,760	3,940
Supt. of Parks and Recreation .....	3,220	3,400	3,580	3,760	3,940
Water Registrar—Clerk to the Board of Water Commissioners .....	3,220	3,400	3,580	3,760	3,940
<b>GRADE 8-A</b>					
Inspector of Wire Maintenance .....	3,240	3,420	3,600	3,780	3,960
<b>GRADE 8-B</b>					
Asst. Supt. of Wires .....	3,490	3,670	3,850	4,030	4,160
<b>GRADE 8-C</b>					
Foreman— Working Carpenter .....	3,640	3,820	4,000	4,180	4,360
<b>GRADE 9</b>					
Supervisor Foreman Highway Department ..	3,400	3,700	4,000	4,300	4,600
Asst. Supt.— Water Department .....	3,400	3,700	4,000	4,300	4,600
<b>GRADE 10</b>					
Asst. Supt. of Highways	4,000	4,300	4,600	4,900	5,050
Inspector of Buildings ...	4,000	4,300	4,600	4,900	5,050
Inspector of Plumbing and Sanitation .....	4,000	4,300	4,600	4,900	5,050
<b>GRADE 11</b>					
Superintendent of Wires	4,300	4,600	4,900	5,200	5,500
Superintendent of Water Department .....	4,300	4,600	4,900	5,200	5,500
<b>GRADE 11-B</b>					
Superintendent of Highway Department ..	4,800	5,100	5,400	5,700	6,000

**SECTION 11—Salary Schedules for Positions in the Public Safety Service:**

“That the following salary schedules for positions in the Public Safety Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
<b>GRADE 6-D</b>				
Fireman (Private) .....	3,285	3,410	3,535	3,660
Fire Alarm Signal Operator .....	3,285	3,410	3,535	3,660
<b>GRADE 6-E</b>				
Patrolman .....	3,425	3,550	3,675	3,800
Stenographer—Clerk (Male-Police) .....	3,425	3,550	3,675	3,800
Wagonman Clerk .....	3,425	3,550	3,675	3,800
Chauffeur—Mechanician .....	3,425	3,550	3,675	3,800
<b>GRADE 8-A</b>				
Mechanician—Fire Dept. ....	3,420	3,600	3,780	3,960
	Minimum	After 1st Year	After 2nd Year	Maximum After 4th Year
<b>GRADE 8</b>				
Fire Lieutenant .....	3,490	3,670	3,850	4,030
<b>GRADE 8-C</b>				
Police Sergeants .....	3,630	3,810	3,990	4,170
<b>GRADE 9</b>				
Captain—Fire Dept. ....	3,640	3,940	4,240	4,540
<b>GRADE 9-A</b>				
Police Lieutenant .....	3,780	4,080	4,380	4,680
<b>GRADE 10</b>				
Deputy Chief (Fire Dept.) .....	4,000	4,300	4,600	4,900
Police Captain .....	4,000	4,300	4,600	4,900
<b>GRADE 11-A</b>				
Chief (Fire Dept.) .....	4,750	5,050	5,350	5,650
Police Chief .....	4,750	5,050	5,350	5,650



**SECTION 11-A—Salary Schedules for Positions in the Mechanical  
and Construction Service:**

**HOURLY WAGE SCHEDULES**

Group A—Laborer (unskilled) .....	Hourly Rate \$1.43 per hour
Group B—Laborer (skilled) .....	Hourly Rate \$1.48 per hour
Motor Equipment Operator	
Grade 1 .....	Hourly Rate \$1.48 per hour
Motor Equipment Operator	
Grade 2 .....	Hourly Rate \$1.48 per hour
Painter .....	Hourly Rate \$1.48 per hour
Garage Man .....	Hourly Rate \$1.53 per hour
Group C—Construction Handyman	
(Park Dept.) .....	Hourly Rate \$1.53 per hour
Motor Equipment Operator	
Grade 3 .....	Hourly Rate \$1.53 per hour
Tree Climber .....	Hourly Rate \$1.53 per hour
Tree Surgeon .....	Hourly Rate \$1.53 per hour
Group D—Blacksmith .....	Hourly Rate \$1.63 per hour
Carpenter .....	Hourly Rate \$1.63 per hour
Mason .....	Hourly Rate \$1.63 per hour
Motor Equipment	
Repairman .....	Hourly Rate \$1.63 per hour
Painter (Skilled) .....	Hourly Rate \$1.63 per hour
Storekeeper .....	Hourly Rate \$1.63 per hour
Timekeeper .....	Hourly Rate \$1.63 per hour
Water System Maintenance	
Craftsman	
(Water Dept.) .....	Hourly Rate \$1.63 per hour
Group E—Cement Finisher .....	Hourly Rate \$1.68 per hour
Shovel Operator .....	Hourly Rate \$1.68 per hour
Foreman—Highway Dept.	Hourly Rate \$1.68 per hour
Foreman—Park Dept. ....	Hourly Rate \$1.68 per hour
Water Service—	
Working Foreman .....	Hourly Rate \$1.68 per hour
Working Foreman—	
Cemetery .....	Hourly Rate \$1.68 per hour
Working Foreman—	
Painter .....	Hourly Rate \$1.68 per hour
Working Foreman—	
Tree Dept. ....	Hourly Rate \$1.68 per hour
Group F—Water Meter Repair	
Foreman .....	Hourly Rate \$1.83 per hour

**Group G—Motor Equipment Maintenance**

Foreman .....	Hourly Rate \$1.96 per hour
Water Construction Foreman .....	Hourly Rate \$1.96 per hour

An employee who has received official title classification or classifications as provided in Chapter X Sections 2, 3, and 11A, shall thereafter receive not less than the hourly rate of pay provided for the highest title classification attained by him.

An employee performing work of a classification or grade higher than his official title classification shall receive the hourly rate of pay provided for such higher classification, or grade, while performing such work.

An employee shall not be reduced in official title classification or grade except after proper hearing duly had. (Voted: Art. 61, April 11, 1955.)

**SECTION 12—Initial Adjustments to the Compensation Plan.**

That in order to bring all salary rates into conformity with those provided in the compensation plan, the following rules of application and adjustment shall be effective in fixing the rates of pay of incumbents of positions at the time any salary range included in the compensation plan or any amendment thereto takes effect:

(a) The rate of pay of an employee receiving less than the minimum of the range prescribed for the class to which his position is allocated shall be increased to the minimum except when the amount under the minimum is less than one increment when paragraph C shall apply.

(b) If the present salary is above the maximum prescribed in the new schedule, the present incumbent shall continue at the present salary and the schedule shall not apply until the position is vacated.

(c) The rate of pay of an employee receiving compensation between any two rates between the minimum and maximum of the range prescribed for the class to which his position is allocated shall be adjusted to an equivalent of one full increment each year within the salary range until he reaches his maximum.

(d) Annual increment shall become effective on the anniversary day of each year following appointment, or following final adoption of this plan, unless there is filed written objection thereto by the appropriate appointing authority with the Town Auditor on or before the expiration of each said year.

**SECTION 13.** That if any section, subsection, sentence, clause, phrase, or figure of this by-law is for any reason held to be unconstitutional or invalid, such decision and invalidity or voidance shall not affect the validity of the remaining portions of this by-law.

**SECTION 14.** That this by-law shall take effect and be in force from and after the earliest period allowed by law.

ATTEST:

s/ GEORGE B. WELLMAN,  
Town Clerk

The foregoing Chapter 10, Sections 1-14 inclusive was originally adopted at Adjourned Annual Town Meeting, April 13, 1949 and amended from time to time thereafter.

**SECTION 15.** The Moderator shall annually appoint a Committee under this Chapter of the By-Laws to be known as the Advisory Board of Review, composed of ten members, two of whom shall be members of the Board of Selectmen, three of whom shall be members of the Finance Committee, two of whom shall be Town employees, one of whom shall be of those employees classified under Chapter X, section 11-A, and the other three residents of the Town, not Town office holders or Town employees, whose duty it shall be to hold hearings, make investigations and recommendations to the Town Meeting concerning all requested changes of classifications, grades and salary schedules included in Chapter 10 of the Town By-laws. The Moderator shall appoint members to fill vacancies in such Committee whenever vacancies occur. Said Advisory Board of Review shall file its annual report with the Board of Selectmen and the Finance Committee not later than the thirty-first day of December in each year. Upon receipt of such report, the Finance Committee shall, after consideration of the subject matter, make a report to the Town Meeting as a part of its estimates of Town expenditures, together with such recommendations as the Finance Committee deems expedient. (Voted: Art. 40, March 26, 1951; amended Art. 62, April 11, 1955.)

**SECTION 16.** The foregoing salary schedules shall be deemed the standard base salaries for the ordinary number of hours. In addition to said standard base salary, there shall be paid to each employee subject to this Chapter, effective January 1, 1952, Cost of Living Allowance. Said salary schedules shall be considered comparable to the Retail Price Index in Massachusetts, Department of Labor and Industries, Division on the Necessaries of Life, as established as of April, 1949, namely 159.4 per cent and the Cost of Living Allowance shall equal all points in excess of 159.4 computed as hereinafter specified.

Beginning January 1, 1952, the Cost of Living Allowance will be based upon The Retail Price Index for the preceding month, namely, December, 1951. In computing the amount of percentage increase, or decrease in Cost of Living Allowance based upon the said Price Index, fractions of less than one-half percentage point shall be disregarded. Thereafter on the first day of April, July, October and January, the rate of Cost of Living Allowance shall be re-computed in like manner and the newly recomputed rate shall become effective for the pay period commencing next following the said first day of April, July, October or January.

Cost of Living Allowance shall not apply to overtime services, but shall be paid regardless of earned annual increments.

**SECTION 17.** The Cost of Living Allowance referred to in Section 16 shall be paid also to all officers and employees, whether or not subject to this chapter, including temporary, part-time, military substitute, and all other regularly employed personnel, whether elected or appointed. Said allowances shall not be termed or construed to be a portion of the regular compensation of any officer or employee not of a permanent nature.

**SECTION 18.** The Cost of Living Allowance referred to in Section

16 shall not be construed in any manner as to increase or reduce the standard base salary schedule.

(Sections 16-17-18 originally voted March 17, 1952 under Article 23)

**SECTION 19—Subsequent Adjustments to the Compensation Plan.**

All employees of the Town who were receiving a salary above the maximum prescribed when Chapter 10 of these By-Laws was adopted and who under the provisions of said Chapter 10, Section 12, Clause (b) continued thereafter to receive a salary in excess of the salary schedules for their respective positions shall receive an increment in salary equal to the increment granted other employees in the same classification by subsequent changes of the salary schedules for such position and the said schedules shall not apply until the position is vacated.

This provision shall be retroactive to January 1, 1952.

(Section 19, voted May 26, 1952 under Article 11.)

ATTEST:

s/ GEORGE B. WELLMAN.

Town Clerk

## JOB CLASSIFICATIONS BY GRADE

Grade	Section	Title	Salary	
			Minimum	Maximum
2	6	Institution House Worker	\$1700	\$2100
	6	Janitress	1700	2100
	6	Matron-Infirmiry	1700	2100
3	7	Library Assistant	1780	2260
	9	Keeper—Infirmiry	1780	2260
3-A	4	Clerk-Cashier	2000	2360
	4	Junior Clerk	2000	2360
	4	Junior Clerk-Stenographer	2000	2360
	4	Junior Clerk-Typist	2000	2360
	9	Hygienist	1880	2360
3-B	4	Senior Clerk Typist—Billing Machine Operator	2200	2460
	4	Transcribing Machine Operator	2200	2460
4	4	Senior Clerk	2360	2720
	4	Senior Clerk-Stenographer	2360	2720
	4	Senior Clerk-Typist	2360	2720
	4	Telephone Operator	2360	2720
	7	Sub-Professional Library Technician	2240	2720
5	6	Junior Building Custodian	2620	2980
	8	Engineering Aid (Grade 1)	2620	2980
5-A	4	Permanent Assistant Registrar	2720	3080
	7	1st Assistant Circulation Department East Branch	2720	3080
	7	1st Assistant Circulation Department Main Library	2720	3080
	7	1st Assistant Children's Department	2720	3080
	7	East Branch Assistant (Work with Juniors)	2720	3080
	7	North Branch Children's Librarian	2720	3080
6	4	Principal Clerk	2860	3220
	4	Principal Clerk-Stenographer	2860	3220
	4	Principal Clerk-Typist	2860	3220
	4	Confidential Secretary to Selectmen	2860	3220
	6	Senior Building Custodian	2860	3220
	8	Engineering Aid (Grade 2)	2740	3220
	10	Water Meter Inspector	2740	3220
6-B	7	Young Adults' Librarian	2820	3300
	7	Assistant Catalog Librarian	2820	3300
	7	East Branch Assistant Librarian	2820	3300
	7	East Branch Children's Librarian	2820	3300
	7	North Branch Librarian	2820	3300
	7	West Branch Librarian	2820	3300
6-C	9	Public Health Nurse	2980	3460
6-D	11	Fire Alarm Signal Operator	3285	3660
	11	Firefighter (Private)	3285	3660
6-E	11	Chauffeur-Mechanician	3425	3800
	11	Patrolman	3425	3800
	11	Stenographer-Clerk (Male) (Police)	3425	3800
	11	Wagonman-Clerk (Police)	3425	3800

Grade	Section	Title	Salary	
			Minimum	Maximum
7	7	Catalog Librarian	2880	3600
	7	Circulation Librarian	2880	3600
	7	East Branch Librarian	2880	3600
	7	Reference Librarian	2880	3600
	7	Supervisor, Work with Children (Library)	2880	3600
	9	Social Worker	2880	3600
8	5	Forestry Foreman	3220	3940
	10	Cemetery Superintendent	3220	3940
	10	Superintendent of Parks & Recreation	3220	3940
	10	Sealer of Weights and Measures	3220	3940
	10	Water Registrar, Clerk to Board of Water Commissioners	3220	3940
	11	Fire Lieutenant	3490	4160
8-A	10	Inspector of Wire Maintenance	3240	3960
	11	Mechanician (Fire Department)	3420	3960
8-B	10	Asst. Superintendent Poles & Wires	3490	4160
8-C	10	Foreman, Working Carpenter	3640	4360
	11	Police Sergeant	3630	4300
9	7	Assistant Librarian	3400	4600
	8	Junior Civil Engineer (Grade 3)	3400	4600
	9	Health Inspector	3400	4600
	9	Principal Social Work Supervisor	3400	4600
	10	Asst. Superintendent Water Department	3400	4600
	10	Supervisor Foreman (Highway Department)	3400	4600
11	Captain (Fire Department)	3640	4600	
9-A	11	Lieutenant (Police Department)	3780	4740
10	10	Assistant Superintendent of Highway	4000	5050
	4	Purchasing Agent	4000	5050
	8	Civil Engineer (Grade 4)	4000	5050
	9	Commissioner of Veterans' Service	4000	5050
	10	Inspector of Buildings	4000	5050
	10	Inspector of Plumbing and Sanitation	4000	5050
	11	Captain (Police Department)	4000	5050
	11	Deputy Chief (Fire Department)	4000	5050
11	9	Health Officer	4300	5500
	7	Librarian (Chief)	4300	5500
	9	Welfare Agent	4300	5500
	10	Superintendent of Poles and Wires	4300	5500
	10	Superintendent of Water Department	4300	5500
11-A	8	Town Engineer	4750	5800
	11	Chief, Fire Department	4750	5800
	11	Chief, Police Department	4750	5800
11-B	10	Superintendent of Highway Department	4800	6000

Grade	Section	Title	Salary	
			Minimum	Maximum
<b>SECTION 11-A</b>				
Group A		Laborer (Unskilled)	\$1.43	per hour
Group B		Laborer (Skilled)	1.48	per hour
		Motor Equipment Operator (Grade 1)	1.48	per hour
		Motor Equipment Operator (Grade 2)	1.48	per hour
		Painter	1.48	per hour
		Garageman	1.53	per hour
Group C		Construction Handyman (Park Dept.)	1.53	per hour
		Motor Equipment Operator (Grade 3)	1.53	per hour
		Tree Climber	1.53	per hour
		Tree Surgeon	1.53	per hour
Group D		Blacksmith	1.63	per hour
		Carpenter	1.63	per hour
		Mason	1.63	per hour
		Motor Equipment Repairman	1.63	per hour
		Painter (Skilled)	1.63	per hour
		Storekeeper	1.63	per hour
		Timekeeper	1.63	per hour
		Water System Maintenance Craftsman	1.63	per hour
Group E		Cement Finisher	1.68	per hour
		Shovel Operator	1.68	per hour
		Foreman (Highway)	1.68	per hour
		Foreman (Park)	1.68	per hour
		Water Service Working Foreman	1.68	per hour
		Working Foreman (Cemetery)	1.68	per hour
		Working Foreman (Painter)	1.68	per hour
		Working Foreman Tree Department	1.68	per hour
Group F		Water Meter Repair Foreman	1.83	per hour
Group G		Motor Equipment Maintenance Foreman	1.96	per hour
		Water Construction Foreman	1.96	per hour