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**PERSONNEL, WAGE and SALARY
ADMINISTRATION BY-LAWS
with AMENDMENTS**

**CHAPTER 10
Sections 1-19**



**The By-Laws of the
Inhabitants of Watertown
With Amendments**

**PUBLISHED BY
THE ADVISORY BOARD OF REVIEW
AUGUST 1, 1957**

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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 position 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:

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

	Standard Basic Salary Intermediate Range			Maximum After 3rd Year
	Minimum	After 1st Year	After 2nd Year	
GRADE 3-A	<i>2690</i>			<i>3090</i>
Junior Clerk	2,490	2,620	2,760	2,890
• Junior Clerk-Typist	2,490	2,620	2,760	2,890
Junior Clerk-Stenographer	2,490	2,620	2,760	2,890
Clerk-Cashier	2,490	2,620	2,760	2,890
GRADE 4	<i>3090</i>			
Senior Clerk	2,890	3,030	3,160	3,300
Senior Clerk-Typist	2,890	3,030	3,160	3,300
Senior Clerk-Stenographer	2,890	3,030	3,160	3,300
Telephone Operator	2,890	3,030	3,160	3,300
Senior-Clerk-Typist-Billing Machine Operator	2,890	3,030	3,160	3,300
Transcribing Machine Operator	2,890	3,030	3,160	3,300
GRADE 5-A				
Permanent Assistant Registrar	3,300	3,430	3,570	3,700
GRADE 6				
Principal Clerk	3,450	3,590	3,720	3,860
Principal Clerk-Typist	3,450	3,590	3,720	3,860
Principal Clerk-Stenographer	3,450	3,590	3,720	3,860
Confidential Secretary to Selectmen	3,450	3,590	3,720	3,860
	Minimum	After 1st Year	After 2nd Year	After 3rd Year
GRADE 11				Maximum After 4th Year
Purchasing Agent	5,100	5,460	5,820	6,170
				6,530

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	Maximum		
		After 1st Year	After 2nd Year	After 3rd Year
GRADE 8				After 4th Year
Forestry Foreman	3,860	4,060	4,260	4,460
				4,680

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:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 2					
Institution House Worker	2,150	2,270	2,380	2,490	2,600
Matron-Infirmery	2,150	2,270	2,380	2,490	2,600
Janitress	2,150	2,270	2,380	2,490	2,600

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 5-B				
Junior Building Custodian	3,320	3,450	3,590	3,720

GRADE 6-B

Senior Building Custodian	3,590	3,720	3,860	3,990
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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 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 3				
Library Assistant	2,240	2,380	2,510	2,650

GRADE 4

Sub-Professional Library Technician	2,760	2,890	3,030	3,160
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GRADE 5-A

General Assistants	3,300	3,430	3,570	3,700
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GRADE 6-B

Junior Department Heads	3,410	3,540	3,680	3,810
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GRADE 7

Senior Department Heads	3,480	3,680	3,880	4,080
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GRADE 9

Assistant Librarian	4,060	4,390	4,750	5,110
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GRADE 11

Librarian (Chief)	5,110	5,460	5,820	6,170
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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	After 3rd Year	Maximum After 4th Year
GRADE 6					
Engineering Aid— Grade 1	3,320	3,450	3,590	3,720	3,860
	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 7					
Engineering Aid— Grade 2	3,480	3,680	3,880	4,080	4,280
GRADE 9					
Junior Civil Engineer— Grade 3	4,060	4,390	4,750	5,110	5,460
GRADE 10					
Civil Engineer— Grade 4	4,750	5,110	5,460	5,820	6,000
GRADE 11-A					
Town Engineer— Grade 5	5,640	6,000	6,350	6,710	6,890

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
GRADE 3					
Keeper—Infirmary	2,240	2,380	2,510	2,650	2,780
GRADE 3-A					
Hygienist	2,360	2,490	2,620	2,760	2,890

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 6-C					
Public Health Nurse	3,590	3,720	3,860	3,900	4,130
GRADE 7					
Social Worker	3,480	3,680	3,880	4,080	4,280
GRADE 9					
Health Inspector	4,060	4,390	4,750	5,110	5,460
Principal Social Work Supervisor	4,060	4,390	4,750	5,110	5,460
GRADE 10					
Commissioner of Veteran's Service	4,750	5,110	5,460	5,820	6,000
GRADE 11					
Health Officer	5,110	5,460	5,820	6,170	6,530
GRADE 11-A					
Welfare Agent	5,640	6,000	6,350	6,710	6,890

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:

GRADE 6-B					
Water Meter Inspector ..	3,410	3,540	3,680	3,810	3,950
GRADE 8					
Cemetery Superintendent	3,860	4,060	4,260	4,460	4,680
Sealer of Weights and Measures	3,860	4,060	4,260	4,460	4,680
Water Registrar—Clerk to the Board of Water Commissioners	3,860	4,060	4,260	4,460	4,680
GRADE 8-A					
Inspector of Wire Maintenance	3,880	4,080	4,280	4,480	4,710
GRADE 8-B					
Supt. of Parks	4,160	4,360	4,570	4,780	4,940
GRADE 8-C					
Foreman— Working Carpenter	4,330	4,540	4,750	4,960	5,170
Asst. Supt. of Wires	4,330	4,540	4,750	4,960	5,170
GRADE 9					
Supervisor Foreman Highway Department	4,060	4,390	4,750	5,110	5,460
Asst. Supt.— Water Department	4,060	4,390	4,750	5,110	5,460

GRADE 10

Asst. Supt. of Highways	4,750	5,110	5,460	5,820	6,000
Inspector of Buildings	4,750	5,110	5,460	5,820	6,000
Inspector of Plumbing and Sanitation	4,750	5,110	5,460	5,820	6,000

GRADE 11

Superintendent of Wires	5,110	5,460	5,820	6,170	6,530
Superintendent of Water Department	5,110	5,460	5,820	6,170	6,530

GRADE 11-B

Superintendent of Highway Department	6,000	6,500	7,000	7,500	8,000
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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:

	<u>Minimum</u>	After 1st Year	After 2nd Year	Maximum After 3rd Year
GRADE 6-E				
Fireman (Private)	4,090	4,230	4,370	4,510
Fire Alarm Signal Operator	4,090	4,230	4,370	4,510
Patrolman	4,090	4,230	4,370	4,510
Stenographer—Clerk (Male—Police)	4,090	4,230	4,370	4,510
Wagonman Clerk	4,090	4,230	4,370	4,510
Chauffeur—Mechanician	4,090	4,230	4,370	4,510

	<u>Minimum</u>	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
GRADE 8-C					
Fire Lieutenant	4,320	4,530	4,740	4,950	5,110
Police Sergeants	4,320	4,530	4,740	4,950	5,110
Mechanician—Fire Dept.	4,320	4,530	4,740	4,950	5,110

GRADE 9-A

Captain—Fire Dept.	4,480	4,840	5,200	5,550	5,630
Police Lieutenant	4,480	4,840	5,200	5,550	5,630

GRADE 10

Deputy Chief (Fire Dept.)	4,750	5,110	5,460	5,820	6,000
Police Captain	4,750	5,110	5,460	5,820	6,000

GRADE 11-A

Chief (Fire Dept.)	5,640	6,000	6,350	6,710	6,890
Police Chief	5,640	6,000	6,350	6,710	6,890

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

HOURLY WAGE SCHEDULES

Group A—Laborer (unskilled)	Hourly Rate \$1.72 per hour
Group B—Laborer (skilled)	Hourly Rate \$1.78 per hour
Motor Equipment Operator	
Grade 1	Hourly Rate \$1.78 per hour
Motor Equipment Operator	
Grade 2	Hourly Rate \$1.78 per hour
Painter	Hourly Rate \$1.78 per hour
Garage Man	Hourly Rate \$1.83 per hour
Group C—Construction Handyman	
(Park Dept.)	Hourly Rate \$1.83 per hour
Motor Equipment Operator	
Grade 3	Hourly Rate \$1.83 per hour
Tree Climber	Hourly Rate \$1.83 per hour
Tree Surgeon	Hourly Rate \$1.83 per hour
Group D—Blacksmith	Hourly Rate \$1.95 per hour
Carpenter	Hourly Rate \$1.95 per hour
Mason	Hourly Rate \$1.95 per hour
Motor Equipment	
Repairman	Hourly Rate \$1.95 per hour
Painter (Skilled)	Hourly Rate \$1.95 per hour
Storekeeper	Hourly Rate \$1.95 per hour
Timekeeper	Hourly Rate \$1.95 per hour
Water System Maintenance	
Craftsman	
(Water Dept.)	Hourly Rate \$1.95 per hour
Group E—Cement Finisher	Hourly Rate \$2.00 per hour
Shovel Operator	Hourly Rate \$2.00 per hour
Foreman—Highway Dept.	Hourly Rate \$2.00 per hour
Foreman—Park Dept.	Hourly Rate \$2.00 per hour
Water Service—	
Working Foreman	Hourly Rate \$2.00 per hour
Working Foreman—	
Cemetery	Hourly Rate \$2.00 per hour
Working Foreman—	
Painter	Hourly Rate \$2.00 per hour
Working Foreman—	
Tree Dept.	Hourly Rate \$2.00 per hour
Working Foreman—	
Highway	Hourly Rate \$2.00 per hour
Group F—Water Meter Repair	
Foreman	Hourly Rate \$2.17 per hour
Group G—Motor Equipment Maintenance	
Foreman	Hourly Rate \$2.33 per hour
Water Construction	
Foreman	Hourly Rate \$2.33 per hour

An employee who has received official title classification or classifications as provided in Chapter X Section 2, 3, and 11A, shall thereafter receive not less than the hourly rate of pay provided for the highest title classification attained by him. (Voted: Art. 30, April 16, 1956, To repeal and strike out the foregoing paragraph.)

An employee performing work of 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 11-B—Salary Schedules for Positions in the Recreation Service
GRADE 10**

Recreation Director	4,750	5,110	5,460	5,820	6,000
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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.)

Amendment to Section 15 (Art. 31, April 16, 1956): The Town Meeting shall not consider and vote any amendment to Chapter 10, unless the proposed amendment has first been considered by the Advisory Board of Review and the Finance Committee, and the Report of the Advisory Board of Review thereon is made to the Town Meeting.

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.

Voted (Art. 16, August 6, 1956): To amend the present existing By-Laws of the Inhabitants of Watertown in Chapter 10 thereof by repealing and striking out section 16, 17, and 18, effective as of January 1, 1956, for the current year.

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.

Voted (Art. 16, August 6, 1956): To amend the present existing By-Laws of the Inhabitants of Watertown in Chapter 10 thereof by repealing and striking out section 16, 17, and 18, effective as of January 1, 1956, for the current year.

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)

Voted (Art. 16, August 6, 1956): To amend the present existing By-Laws of the Inhabitants of Watertown in Chapter 10 thereof by repealing and striking out section 16, 17, and 18, effective as of January 1, 1956, for the current year.

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	\$2150	2600
	6	Janitress	2150	2600
	6	Matron-Infirmiry	2150	2600
3	7	Library Assistant	2240	2780
	9	Keeper—Infirmiry	2240	2780
3-A	4	Clerk-Cashier	2490	2890
	4	Junior Clerk	2490	2890
	4	Junior Clerk-Stenographer	2490	2890
	4	Junior Clerk-Typist	2490	2890
	9	Hygienist	2360	2890
4	4	Senior Clerk	2890	3300
	4	Senior Clerk-Stenographer	2890	3300
	4	Senior Clerk-Typist	2890	3300
	4	Telephone Operator	2890	3300
	4	Senior Clerk Typist—Billing Machine Operator	2890	3300
	4	Transcribing Machine Operator	2890	3300
	7	Sub-Professional Library Technician	2760	3300
5-A	4	Permanent Assistant Registrar	3300	3700
	7	General Assistants, Library	3300	3700
5-B	6	Junior Building Custodian	3320	3720
6	4	Principal Clerk	3450	3860
	4	Principal Clerk-Stenographer	3450	3860
	4	Principal Clerk-Typist	3450	3860
	4	Confidential Secretary to Selectmen	3450	3860
	8	Engineering Aid (Grade 1)	3320	3860
6-B	6	Senior Building Custodian	3590	3990
	7	Junior Department Heads, Library	3410	3950
	10	Water Meter Inspector	3410	3950
6-C	9	Public Health Nurse	3590	4130
6-E	11	Chauffeur-Mechanician	4090	4510
	11	Patrolman	4090	4510
	11	Stenographer-Clerk (Male) (Police)	4090	4510
	11	Wagonman-Clerk (Police)	4090	4510
	11	Fire Alarm Signal Operator	4090	4510
	11	Firefighter (Private)	4090	4510
7	7	Senior Department Heads	3480	4280
	9	Social Worker	3480	4280
	8	Engineering Aid (Grade 2)	3480	4280
8	5	Forestry Foreman	3860	4680
	10	Cemetery Superintendent	3860	4680
	10	Sealer of Weights and Measures	3860	4680
	10	Water Registrar, Clerk to Board of Water Commissioners	3860	4680

Grade	Section	Title	Salary	
			Minimum	Maximum
8-A	10	Inspector of Wire Maintenance	3880	4710
8-B	10	Superintendent of Parks	4160	4940
8-C	10	Foreman, Working Carpenter	4330	5170
	10	Asst. Superintendent Poles & Wires	4330	5170
	11	Police Sergeant	4320	5110
	11	Fire Lieutenant	4320	5110
	11	Mechanician (Fire Department)	4320	5110
9	7	Assistant Librarian	4060	5460
	8	Junior Civil Engineer (Grade 3)	4060	5460
	9	Health Inspector	4060	5460
	9	Principal Social Work Supervisor	4060	5460
	10	Asst. Superintendent Water Department	4060	5460
	10	Supervisor Foreman (Highway Department)	4060	5460
9-A	11	Lieutenant (Police Department)	4480	5630
	11	Captain (Fire Department)	4480	5630
10	10	Assistant Superintendent of Highway	4750	6000
	8	Civil Engineer (Grade 4)	4750	6000
	9	Commissioner of Veterans' Service	4750	6000
	10	Inspector of Buildings	4750	6000
	10	Inspector of Plumbing and Sanitation	4750	6000
	11	Captain (Police Department)	4750	6000
	11	Deputy Chief (Fire Department)	4750	6000
	11-B	Recreation Director	4750	6000
11	4	Purchasing Agent	5100	6530
	7	Librarian (Chief)	5110	6530
11	9	Health Officer	5110	6530
	10	Superintendent of Poles and Wires	5110	6530
	10	Superintendent of Water Department	5110	6530
11-A	8	Town Engineer	5640	6890
	9	Welfare Agent	5640	6890
	11	Chief, Fire Department	5640	6890
	11	Chief, Police Department	5640	6890
11-B	10	Superintendent of Highway Department	6000	8000

SECTION 11-A

Group A	Laborer (Unskilled)	\$1.72 per hour
Group B	Laborer (Skilled)	1.78 per hour
	Motor Equipment Operator (Grade 1)	1.78 per hour
	Motor Equipment Operator (Grade 2)	1.78 per hour
	Painter	1.78 per hour
	Garageman	1.83 per hour
Group C	Construction Handyman (Park Dept.)	1.83 per hour
	Motor Equipment Operator (Grade 3)	1.83 per hour
	Tree Climber	1.83 per hour
	Tree Surgeon	1.83 per hour

Grade	Section	Title	Salary	
			Minimum	Maximum
Group D		Blacksmith	1.95	per hour
		Carpenter	1.95	per hour
		Mason	1.95	per hour
		Motor Equipment Repairman	1.95	per hour
		Painter (Skilled)	1.95	per hour
		Storekeeper	1.95	per hour
		Timekeeper	1.95	per hour
		Water System Maintenance Craftsman	1.95	per hour
Group E		Cement Finisher	2.00	per hour
		Shovel Operator	2.00	per hour
		Foreman (Highway)	2.00	per hour
		Foreman (Park)	2.00	per hour
		Working Foreman (Cemetery)	2.00	per hour
		Working Foreman (Painter)	2.00	per hour
		Working Foreman Tree Department	2.00	per hour
		Working Foreman (Highway)	2.00	per hour
	Working Foreman (Water Service)	2.00	per hour	
Group F		Water Meter Repair Foreman	2.17	per hour
Group G		Motor Equipment Maintenance Foreman	2.33	per hour
		Water Construction Foreman	2.33	per hour