

Comp Scales FY2026 - 3%											
Administrative and Technical											
5% Between Each Grade and a 30% Range Spread											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1 - Annual	55,173	56,828	58,533	60,289	62,098	63,961	65,880	67,856	69,892	71,988	74,148
1 - Hourly	26.53	27.32	28.14	28.99	29.85	30.75	31.67	32.62	33.60	34.61	35.65
2 - Annual	57,932	59,670	61,460	63,304	65,203	67,159	69,174	71,249	73,386	75,588	77,855
2 - Hourly	27.85	28.69	29.55	30.43	31.35	32.29	33.26	34.25	35.28	36.34	37.43
3 - Annual	60,828	62,653	64,533	66,469	68,463	70,517	72,632	74,811	77,056	79,367	81,748
3 - Hourly	29.24	30.12	31.03	31.96	32.91	33.90	34.92	35.97	37.05	38.16	39.30

Supervisors and Advanced Technical											
10% Between Each Grade and a 30% Range Spread											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
4 - Annual	64,090	66,013	67,993	70,033	72,134	74,298	76,527	78,823	81,187	83,623	86,132
4 - Hourly	30.81	31.74	32.69	33.67	34.68	35.72	36.79	37.90	39.03	40.20	41.41
5 - Annual	70,499	72,614	74,792	77,036	79,347	81,728	84,179	86,705	89,306	91,985	94,745
5 - Hourly	33.89	34.91	35.96	37.04	38.15	39.29	40.47	41.69	42.94	44.22	45.55
6 - Annual	77,549	79,875	82,272	84,740	87,282	89,900	92,597	95,375	98,237	101,184	104,219
6 - Hourly	37.28	38.40	39.55	40.74	41.96	43.22	44.52	45.85	47.23	48.65	50.11
7 - Annual	85,304	87,863	90,499	93,214	96,010	98,890	101,857	104,913	108,060	111,302	114,641
7 - Hourly	41.01	42.24	43.51	44.81	46.16	47.54	48.97	50.44	51.95	53.51	55.12

Directors and Senior Managers											
10% Between Each Grade and a 30% Range Spread											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
8 - Annual	94,742	97,584	100,511	103,527	106,633	109,832	113,127	116,520	120,016	123,616	127,325
8 - Hourly	45.55	46.92	48.32	49.77	51.27	52.80	54.39	56.02	57.70	59.43	61.21
9 - Annual	104,216	107,342	110,563	113,879	117,296	120,815	124,439	128,172	132,018	135,978	140,057
9 - Hourly	50.10	51.61	53.16	54.75	56.39	58.08	59.83	61.62	63.47	65.37	67.34
10 - Annual	114,637	118,077	121,619	125,267	129,025	132,896	136,883	140,990	145,219	149,576	154,063
10 - Hourly	55.11	56.77	58.47	60.22	62.03	63.89	65.81	67.78	69.82	71.91	74.07

Police/Fire Chief and Town Manager													
15% Between Each Grade and a 40% Range Spread													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
11 - Annual	139,326	143,506	147,812	152,245	156,813	161,517	166,363	171,353	176,494	181,789	187,243	192,860	198,645
12 - Annual	189,483												250,787

Building Commissioner (per hour)	52.39
Plumbing Inspector (per inspection)	50.16
Wiring Inspector (per inspection plus in-office pay (4 hours / week) at the same hourly rate as per inspection)	50.16
Deputy, Local and Substitute Inspectors	50.16

FY2026 - 3%								
Seasonal/ Temp/ Other Positions								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
S1	16.72	17.16	17.62	18.08	18.56	19.06	19.54	20.06
S2	18.81	19.31	19.81	20.34	20.89	21.44	21.99	22.57
S3	21.16	21.72	22.29	22.89	23.49	24.12	24.74	25.39
S4	23.81	24.43	25.08	25.74	26.43	27.13	27.82	28.57
S5	26.78	27.49	28.22	28.97	29.74	30.53	31.31	32.13

Job Title	New Grade
Police/Fire Chief; Assistant Town Manager and Town Manager	
Town Manager	12
Police Chief	11
Assistant Town Manager - Human Services	
Fire Chief	
Directors and Senior Managers	
Public Works Director	10
Finance Director - Treasurer/Collector	
Town Planner and Land Use Counsel	
Deputy Police Chief	
Information Technology Director	9
Library Director	
Health and Conservation Agent	
Police Lieutenant	
Community Services Director (Beach/Recreation, COA)	
Town Accountant	
Principal Assessor	8
Harbormaster	
Fire Lieutenant - Paramedic	
Supervisors and Advanced Technical	
Fire Lieutenant - EMT	7
Town Clerk	
Police Detective/Sergeant	
Police Sergeant	
Fire and EMS Administrator	6
Assistant Library Director/Youth Services	
Collector/Assistant Treasurer	
Communications Supervisor (PD)	
Assistant Community Services Director: Recreation and Beach	
Assistant Community Services Director: Council on Aging	
Firefighter - Paramedic	
Master Patrol Officer	
Administrative Coordinator/ Assistant Town Clerk	
Foreman - Mechanic	5
Administrative Assistant to Police Chief	
Assistant Harbormaster	
Council on Aging Outreach Coordinator	
Assistant Health & Conservation Agent	
Communications and Marketing Coordinator	
Housing Coordinator	
Police Officer	
Firefighter - EMT	
Climate Action and Sustainability Coordinator	4
Administrative Assistant (Administration/ Licensing Dept)	
Human Resources Coordinator	
Building Maintenance Supervisor	

Job Title	New Grade
Staff Librarian	4
Lead Transfer Station Attendant	
Telecommunicator	
Assistant to the Town Accountant	
Office Manager	
Administrative and Technical	
Animal Control Officer	3
Building Maintenance Lead	
Library - Tech/Youth Services	
Office Assistant 3/Town Planner and Land Use Counsel	
Machine Operator	
Assistant Assessor/Data Collector	
Programming- Outreach Librarian	
Library Assistant	
Truck Driver	2
Office Assistant 3/Treasurer/Collector's Office	
Council on Aging Driver	
Office Assistant 2	1
Assessing Clerk	
Office Assistant 2 - Building, Conservation & Health	
Office Assistant 2 - Conservation & Health	
Assistant Transfer Station Attendant/Assistant Custodian	
Assistant Transfer Station Attendant	
Assistant Custodian	
Committee/Commission/Board Support	