

CLERICAL SCALE

1.5% Effective

7/1/2025

1.5%

FY26

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	SENIOR STEP *
6	\$30,604	\$31,828	\$33,100	\$34,426	\$35,804	\$37,238	\$38,726	\$40,273	\$41,884
7	\$33,054	\$34,374	\$35,750	\$37,180	\$38,663	\$40,213	\$41,819	\$43,494	\$45,234
8	\$35,698	\$37,123	\$38,612	\$40,156	\$41,759	\$43,431	\$45,168	\$46,976	\$48,854
9	\$38,551	\$40,099	\$41,700	\$43,365	\$45,104	\$46,906	\$48,782	\$50,732	\$52,761
10	\$41,641	\$43,304	\$45,035	\$46,835	\$48,711	\$50,657	\$52,681	\$54,789	\$56,980
11	\$44,967	\$46,766	\$48,633	\$50,581	\$52,605	\$54,712	\$56,896	\$59,172	\$61,538
12	\$48,563	\$50,506	\$52,526	\$54,629	\$56,814	\$59,087	\$61,454	\$63,912	\$66,469

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FY27

COLA

2.0%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Senior S
6	\$31,216	\$32,465	\$33,762	\$35,115	\$36,520	\$37,983	\$39,500	\$41,078	\$42,722
7	\$33,715	\$35,062	\$36,465	\$37,924	\$39,437	\$41,018	\$42,656	\$44,364	\$46,139
8	\$36,412	\$37,866	\$39,384	\$40,959	\$42,594	\$44,299	\$46,072	\$47,915	\$49,831
9	\$39,322	\$40,901	\$42,534	\$44,232	\$46,006	\$47,844	\$49,758	\$51,746	\$53,816
10	\$42,473	\$44,170	\$45,935	\$47,771	\$49,685	\$51,670	\$53,735	\$55,885	\$58,120
11	\$45,866	\$47,701	\$49,606	\$51,592	\$53,657	\$55,806	\$58,034	\$60,355	\$62,769
12	\$49,535	\$51,517	\$53,577	\$55,721	\$57,950	\$60,269	\$62,683	\$65,191	\$67,799

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FY28

COLA

1.0%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	\$32,789	\$34,100	\$35,466	\$36,885	\$38,363	\$39,895	\$41,489	\$43,149	\$44,228
2	\$35,412	\$36,829	\$38,303	\$39,831	\$41,428	\$43,082	\$44,808	\$46,600	\$47,765
3	\$38,244	\$39,778	\$41,369	\$43,020	\$44,742	\$46,532	\$48,394	\$50,330	\$51,588
4	\$41,310	\$42,959	\$44,675	\$46,466	\$48,322	\$50,255	\$52,264	\$54,354	\$55,713
5	\$44,611	\$46,395	\$48,249	\$50,182	\$52,187	\$54,272	\$56,444	\$58,701	\$60,168
6	\$48,178	\$50,102	\$52,108	\$54,193	\$56,364	\$58,614	\$60,959	\$63,397	\$64,982
7	\$52,032	\$54,112	\$56,278	\$58,530	\$60,871	\$63,310	\$65,843	\$68,477	\$70,189

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NON UNION SCALES

FY26 (1% INCREASE) FOR BUDGET PURPOSES ONLY

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
NU - A	21,446	22,304	23,193	24,123	25,089	26,090	27,132	28,219
NU - B	30,021	31,226	32,473	33,771	35,122	36,528	37,986	39,508
NU - C	32,424	33,722	35,070	36,472	37,931	39,448	41,026	42,668
NU - D	35,017	36,417	37,875	39,388	40,964	42,603	44,308	46,080
NU - E	37,818	39,330	40,905	42,541	44,243	46,012	47,856	49,767
NU - F	40,845	42,477	44,179	45,945	47,781	49,691	51,681	53,746
M1	44,111	45,876	47,715	49,622	51,604	53,668	55,815	58,051
M2	47,643	49,548	51,528	53,591	55,734	57,965	60,282	62,693
M3	51,452	53,511	55,653	57,877	60,193	62,601	65,106	67,712
M4	55,570	57,793	60,104	62,510	65,008	67,610	70,312	73,124
M5	60,015	62,414	64,910	67,509	70,209	73,018	75,936	78,975
M6	66,019	68,658	71,403	74,259	77,230	80,318	83,530	86,872
M7	72,619	75,522	78,543	81,686	84,954	88,351	91,885	95,560
M8	79,880	83,075	86,395	89,853	93,446	97,185	101,073	105,116
M9*	87,867	91,381	95,038	98,835	102,792	106,901	111,180	115,627
M10	96,655	100,519	104,539	108,722	113,074	117,593	122,298	127,189
M11	101,487	105,544	109,766	114,158	118,727	123,473	128,413	133,548

FY27 (2.5% INCREASE) FOR BUDGET PURPOSES ONLY

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
NU - A	21,982	22,861	23,773	24,727	25,716	26,743	27,810	28,924
NU - B	30,771	32,007	33,285	34,615	36,001	37,441	38,936	40,496
NU - C	33,234	34,565	35,947	37,384	38,879	40,435	42,052	43,735
NU - D	35,893	37,328	38,822	40,373	41,988	43,668	45,416	47,232
NU - E	38,764	40,314	41,928	43,604	45,349	47,162	49,052	51,011
NU - F	41,866	43,539	45,284	47,093	48,975	50,933	52,973	55,090
M1	45,214	47,023	48,908	50,863	52,894	55,010	57,210	59,502
M2	48,835	50,787	52,816	54,931	57,127	59,414	61,789	64,260
M3	52,738	54,848	57,045	59,324	61,698	64,166	66,733	69,405
M4	56,959	59,237	61,607	64,072	66,633	69,301	72,070	74,952
M5	61,516	63,975	66,533	69,196	71,964	74,843	77,835	80,949
M6	67,669	70,374	73,188	76,115	79,161	82,326	85,618	89,044
M7	74,435	77,410	80,507	83,728	87,077	90,560	94,182	97,949
M8	81,877	85,151	88,555	92,099	95,782	99,615	103,599	107,743
M9*	90,063	93,666	97,414	101,306	105,362	109,574	113,959	118,518
M10	99,071	103,031	107,152	111,440	115,901	120,532	125,355	130,368
M11	104,025	108,183	112,510	117,012	121,695	126,559	131,623	136,886

DPW AFSCME

FY26	1.75%	7/1/2025				
W1	\$21.28	\$22.06	\$22.85	\$23.64		F
W2	\$24.82	\$25.68	\$26.71	\$27.81		Y
W3	\$25.68	\$26.71	\$27.66	\$28.63		2
W4	\$26.71	\$27.66	\$28.93	\$30.26		0
W5	\$27.66	\$28.93	\$29.83	\$30.75		2
W6	\$28.93	\$29.83	\$30.84	\$31.90		6
W7	\$29.83	\$30.84	\$31.91	\$33.01		
W8	\$30.84	\$31.91	\$33.03	\$34.21		

FY27	2.25%	7/1/2026				
W1	\$21.75	\$22.55	\$23.36	\$24.17		F
W2	\$25.38	\$26.26	\$27.32	\$28.44		Y
W3	\$26.26	\$27.32	\$28.28	\$29.27		2
W4	\$27.32	\$28.28	\$29.58	\$30.94		0
W5	\$28.28	\$29.58	\$30.50	\$31.44		2
W6	\$29.58	\$30.50	\$31.53	\$32.62		7
W7	\$30.50	\$31.53	\$32.63	\$33.76		
W8	\$31.53	\$32.63	\$33.78	\$34.98		

FY28	1.00%	7/1/2027				
	Step 1	Step 2	Step 3	Step 4	Step 5	
W1	\$21.97	\$22.78	\$23.59	\$24.41	\$25.02	F
W2	\$25.63	\$26.52	\$27.59	\$28.72	\$29.44	Y
W3	\$26.52	\$27.59	\$28.57	\$29.57	\$30.31	2
W4	\$27.59	\$28.57	\$29.88	\$31.25	\$32.03	0
W5	\$28.57	\$29.88	\$30.80	\$31.76	\$32.55	2
W6	\$29.88	\$30.80	\$31.85	\$32.95	\$33.77	8
W7	\$30.80	\$31.85	\$32.96	\$34.09	\$34.95	
W8	\$31.85	\$32.96	\$34.12	\$35.33	\$36.21	

POLICE - PATROL SALARY SCALE

FY2025	7/1/2024	2.5% increase					2
	Minimum	Step II	Step III	Step IV	Step V	Maximum	0
Patrol Officer	\$58,865	\$61,646	\$64,704	\$66,643	\$69,475	\$71,559	2
							5

FY2026

<u>JULY 1, 2025 (2% INCREASE) FOR BUDGET PURPOSES ONLY (CBA PENDING)</u>							2
	Minimum	Step II	Step III	Step IV	Step V	Maximum	0
Patrol Officer	\$60,043	\$62,878	\$65,998	\$67,976	\$70,864	\$72,990	2
							6

FY2027

<u>JULY 1, 2026 (2% INCREASE) FOR BUDGET PURPOSES ONLY (CBA PENDING)</u>							2
	Minimum	Step II	Step III	Step IV	Step V	Maximum	0
Patrol Officer	\$61,244	\$64,136	\$67,318	\$69,335	\$72,282	\$74,450	2
							7

SUPERIOR OFFICERS

FY26 - JULY 1, 2025 (2% INCREASE) FOR BUDGET PURPOSES ONLY (CBA NOT PENDING)							F
Grade	Step 1	Step 2	Step 3	Step 4	Step 5 **	Step 6 **	Y
Sergeants	\$79,064.32	\$81,436.53	\$83,879.07	\$86,698.10	\$90,166.01	\$92,870.99	2
							0
Grade	Step 1	Step 2	Step 3	Step 4 **+			2
Lieutenants	\$95,368.82	\$100,135.37	\$103,440.30	\$107,577.91	\$110,805.24	N/A	6
	**Applies to all Sergeants						
	**+ Applies to all Lieutenants						

FY27 - JULY 1, 2026 (2% INCREASE) FOR BUDGET PURPOSES ONLY (CBA NOT PENDING)							F
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Y
Sergeants	\$80,645.61	\$83,065.26	\$85,556.65	\$88,432.06	\$91,969.33	\$94,728.41	2
							0
Grade	Step 1	Step 2	Step 3	Step 4	Step 5		2
Lieutenants	\$97,276.20	\$102,138.08	\$105,509.11	\$109,729.46	\$113,021.34	N/A	7

Fire Salary Scale

FY25 - 2.5% INCREASE

	Maximum	III	II	Minimum
Firefighters	\$66,956.52	\$64,139.42	\$59,275.73	\$55,485.74
Sr. Firefighter	\$70,344.52	\$68,965.21		
Lieutenant	\$80,347.83			
Sr. Lieutenant	\$84,413.44	\$82,758.28		

**F
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FY26 - 2.5% INCREASE

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	\$ 56,872.88	\$ 60,757.62	\$65,742.91	\$68,630.43	\$72,103.13
Lieutenant	\$ 82,356.53	\$ 86,523.77			

**FY
2026**

FY27 - 2.5% INCREASE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter	\$ 58,294.70	\$ 62,276.56	\$67,386.48	\$70,346.19	\$73,905.71	\$75,383.82
Lieutenant	\$ 84,415.44	\$ 88,686.86	\$90,460.60			

**FY
2027**

Non-Union Part-Time Seasonal Salary Schedule 7/1/2026				
Position Title	Grade	Increment	Min.	Max.
Waterfront Director	F	Hourly	\$20.00	\$23.50
Site / Program Coordinator				
Specialized Instructor				
Position Title	Grade	Increment	Min.	Max.
Head Guard	E	Hourly	\$19.00	\$22.50
Assistant Waterfront Director				
Assistant Site / Program Coordinator				
DPW Winter Laborer				
Position Title	Grade	Increment	Min.	Max.
Assistant Head Guard	D	Hourly	\$17.50	\$21.00
Certified Swim / Lifeguard Instructor				
Site / Program Supervisor				
Position Title	Grade	Increment	Min.	Max.
DPW Laborer	C	Hourly	\$16.75	\$20.25
Lifeguard				
Assistant Site / Program Supervisor				
Position Title	Grade	Increment	Min.	Max.
Program Leader (Yrs 4+)	B	Hourly	\$16.00	\$19.50
Gate Clerk (Yrs 4+)				
Scorekeeper (Yrs 4+)				
Instructor (Yrs 4+)				
Position Title	Grade	Increment	Min.	Max.
Program Leader (Yrs 1-3)	A	Hourly	\$15.00	\$18.50
Gate Clerk (Yrs 1-3)				
Scorekeeper (Yrs 1-3)				
Instructor (Yrs 1-3)				
Election Worker (non-supervisory)				
Library Page				

Guidelines

- *Department Heads shall recommend rates of pay for each employee within the range of the respective classification.
- *Returning employees may be eligible for a rate increase between \$0.25 and \$0.50 per hour subject to funding availability.
- *This schedule will be reviewed periodically and any recommended adjustments shall be presented to the Select Board for approval.