

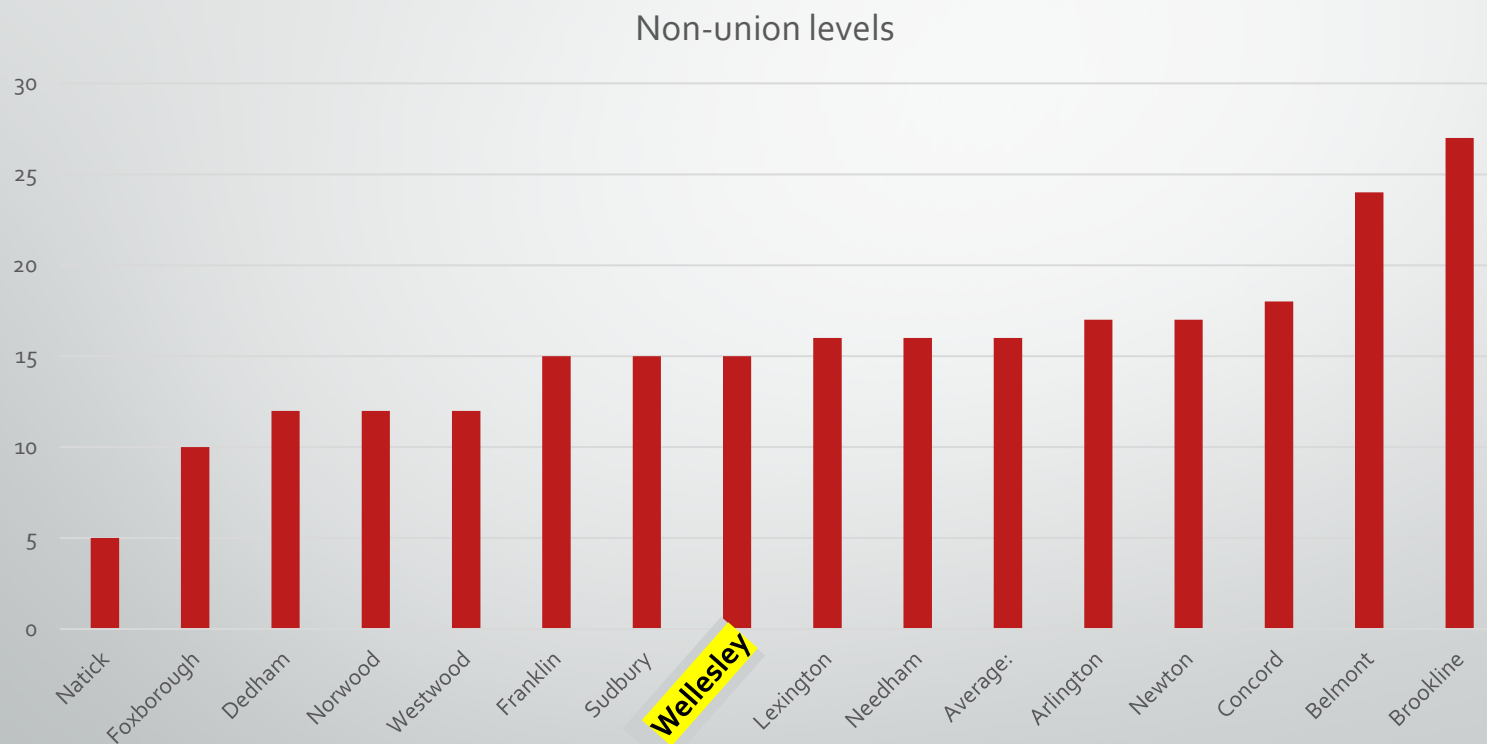
ARTICLE: 4

MOTION: 1

That the Classification Plan established at the 1950 Annual Town Meeting as amended, be further amended as recommended by the Human Resources Board by striking Schedule A, “Job Classification by Groups” and replacing it with a new Schedule A with the following changes:

Comparable Communities

FY 26 New Levels/Grades



NEW JOB CLASSIFICATIONS BY GRADES

Schedule A

Part I – Positions not covered by collective bargaining agreements.

GRADE 15

Facilities Management Director	FMD
Director of Public Works	DPW
Chief Financial Officer	FIN
Information Technology Director	IT
Human Resources Director	HRB
Library Director	LIB

Schedule A

GRADE 14

Town Engineer	DPW
Public Health Director	BOH
Treasurer/Collector	TRS
Planning Director	PLN
Assistant Director/Program Manager	DPW
Assistant Executive Director	SEL
Inspector of Buildings	BSDG
Director of Assessing	ASR
Design/Construction Manager	FMD

Schedule A

GRADE 13

Council on Aging Director	COA
Natural Resources Director	NRC
Recreation Director	REC
Superintendent, Highway	DPW
Superintendent, RDF	DPW
Superintendent, Water and Sewer	DPW
Superintendent, Park/Tree	DPW
Assistant Town Engineer	DPW

Schedule A

GRADE 12

Assistant Library Director	LIB
Deputy Director of Recreation	REC
Assistant Finance Director	FIN
Project Manager	FMD
Assistant Superintendent, Park/Tree	DPW
Assistant Superintendent, Highway	DPW
Assistant Superintendent, Water & Sewer	DPW

GRADE 11

Senior Mgt Analyst/Admin. Services Manager	DPW
Custodial Manager	FMD
Maintenance Manager	FMD
Operations Manager	FMD
Public Health Nursing Supervisor	BO

Schedule A

GRADE 10

Assistant Human Resources Director	HRB
Finance/Office Manager	FMD
Public Information Officer	SEL
Payroll Manager	FIN
Senior Environmental Health Specialist	BOH
Youth Director	YC
Sustainability Director	SEL
Senior Community Social Worker	BOH

GRADE 9

Senior Civil Engineer	DPW
Transportation and Mobility Manager	SEL
Assistant Director Council on Aging	COA
Senior Planner	PLN
Veterans Services Director	VET

Schedule A

GRADE 8

Assistant Treasurer/Collector	TRS
Principal Assessor	ASR
Local Inspector	BLDG
Civil Engineer	DPW
Wetlands Administrator	NRC
Plumbing & Gas Inspector	BLDG
Inspector of Wires	BLDG
Human Resources Generalist/Recruiter	HRB
Water/Sewer Operations Analyst	DPW

Schedule A

GRADE 7

Community Health Coordinator	BOH
Support Services Manager	SEL
Finance/Budget Analyst	FIN
Health/Social Service Administrator	COA
Public Health Nurse	BOH
Program Coordinator	REC
Business Manager, RDF	DPW
Community Social Worker	BOH
Deputy Director, Veterans Services	VET
Staff Engineer	DPW
Safety Manager	DPW
Workers' Compensation & Leave Coordinator	HRB
Fire Apparatus Mechanic/Storekeeper	FIRE

Schedule A

GRADE 6

Sustainability Analyst	SEL
Environmental Health Specialist	BOH
Senior Account Clerk/Parking Collection	TRS
Operations Administrator	ADV
Envi. Ed./Outreach Compliance Coordinator	NRC
Planner	PLN
Benefit Specialist/Analyst	HRB
Executive Secretary	ZBA
Management Analyst	DPW
Assistant Town Clerk	TC

Schedule A

GRADE 5

Executive Assistant	DPW
COA Volunteer Coordinator	COA
Assistant Administrator	ASR
Senior Activities Coordinator	COA
Office Administrator	COA, BOH, DPW
Office Administrator	PLN, LIB
Records Manager	POL
Voter Registration Administrator	TC
Licensing/Elections Administrator	TC
Administrative Assistant	FMD
Accounting Specialist	FIN
Project Financial Analyst	FMD
Senior Office Assistant	DPW
Personnel Administrative Assistant	HRB
Permit Administrator	BLDG
Senior Management Assistant	DPW

Schedule A

GRADE 4

Animal Control Officer	POL
Bookkeeper	LIB
Accounting Assistant	POL
Administrative Assistant	FIRE
Senior Accounting Clerk	TRS
Senior Assessing Clerk	ASR

GRADE 3

Office Assistant	FMD
Office Assistant, RDF	DPW
NRC Secretary	NRC
Accounting Clerk	TRS
Secretary II	REC
Office Assistant	BOH
Office Assistant, Water and Sewer	DPW
Office Assistant, Engineering	

Schedule A

GRADE 2

Activities Assistant	COA
Department Assistant	COA
Bus Driver	COA
Secretary	REC

GRADE 1

Night Watchperson	DPW
Custodian (part-time)	FMD



Thank you!