

FY26 WAGE COMPENSATION PLAN

Adjusted to reflect Annual Cost of Living Adjustment percentage approved by Annual Town Meeting.

	Through Year 2	Yearly Salary	3-4 Years	Yearly Salary	5-6 Years	Yearly Salary	7-8 Years	Yearly Salary	9-10 Years	Yearly Salary	Max Year 11	Yearly Salary
Grade Level	A		B		C		D		E		F	
1	12.15	25,515.00	12.63	26,523.00	13.11	27,531.00	13.64	28,644.00	14.19	29,799.00	14.77	31,017.00
2	14.85	31,185.00	15.47	32,487.00	16.07	33,747.00	16.69	35,049.00	17.36	36,456.00	18.06	37,926.00
3	17.51	36,771.00	18.19	38,199.00	18.90	39,690.00	19.65	41,265.00	20.45	42,945.00	21.28	44,688.00
4	21.84	45,864.00	22.72	47,712.00	23.60	49,560.00	24.57	51,597.00	25.53	53,613.00	26.54	55,734.00
5	25.33	53,193.00	26.34	55,314.00	27.40	57,540.00	28.50	59,850.00	29.61	62,181.00	30.80	64,680.00
6	30.46	63,966.00	31.68	66,528.00	32.96	69,216.00	34.26	71,946.00	35.65	74,865.00	37.07	77,847.00
7	31.87	66,927.00	33.15	69,615.00	34.44	72,324.00	35.83	75,243.00	37.28	78,288.00	38.77	81,417.00
8	34.05	71,505.00	35.41	74,361.00	36.82	77,322.00	38.30	80,430.00	39.80	83,580.00	41.44	87,024.00

COLA	FY2006	3.10%	FY2007	2.50%	FY2008	2.75%	FY2009	4.15%	FY2010	0.00%
	FY2011	3.00%	FY2012	1.30%	FY2013	3.00%	FY2014	1.70%	FY2015	1.50%
	FY2016	1.70%	FY2017	0.00%	FY2018	2.00%	FY2019	2.00%	FY2020	2.80%
	FY2021	1.30%	FY2022	1.30%	FY2023	6.00%	FY2024	6.00%	FY2025	3.00%
	FY2026	2.50%								

Dept.	Position	Grade	Dept.	Position	Grade	Dept.	Position	Grade	Dept.	Position	Grade
Fire:	Firefighter	3	Police	Part-time	4	Highway	Laborer	4	Town Hall	Custodian	2
	Engineer	4		Full-time	5		Mech/Oper	5		Clerical	3
	Chief	8		Sergeant	7		Foreman/OP	5		Administrative Clerk	4
				Chief	8		Superintendent	8		Asst. to Assessors	5
Library:										Principal Assessor	6
	Assistant Director	3								Administrative Asst.	7
	Director	4								Town Administrator	8

NOTE: Yearly salaries are estimates based on 40 hour week for 52.5 weeks per year

Anniversary date for next step in grade level is July 1st.

For first year credit, employee must have worked 6 months prior to 7/1.

i.e. hired or appointed on or before January 1st of the previous year.

updated: 9/24/2025