

### Salary Grades Pay Plan 2025-2026

| Grade | Classifications                                                                                                                                                                                      | FLSA                            | Minimum  | Midpoint | Maximum  |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|----------|----------|----------|
| 3     | Lifeguard<br>Recreation Assistant<br>PPC Firefighter                                                                                                                                                 | E<br>N<br>N                     | \$25,981 | \$32,476 | \$38,972 |
| 4     |                                                                                                                                                                                                      |                                 | \$27,280 | \$34,100 | \$40,920 |
| 5     |                                                                                                                                                                                                      |                                 | \$28,644 | \$35,805 | \$42,966 |
| 6     |                                                                                                                                                                                                      |                                 | \$30,076 | \$37,595 | \$45,114 |
| 7     |                                                                                                                                                                                                      |                                 | \$31,580 | \$39,475 | \$47,370 |
| 8     |                                                                                                                                                                                                      |                                 | \$33,159 | \$41,449 | \$49,739 |
| 9     |                                                                                                                                                                                                      |                                 | \$34,817 | \$43,521 | \$52,226 |
| 10    |                                                                                                                                                                                                      |                                 | \$36,558 | \$45,697 | \$54,837 |
| 11    |                                                                                                                                                                                                      |                                 | \$38,386 | \$47,982 | \$57,579 |
| 12    |                                                                                                                                                                                                      |                                 | \$40,305 | \$50,381 | \$60,458 |
| 13    | General Maintenance Worker I<br>Receptionist<br>Utility Maintenance Worker I                                                                                                                         | N<br>N<br>N                     | \$42,320 | \$52,900 | \$63,480 |
| 14    | General Maintenance Worker II<br>Recreation Specialist<br>Stormwater Construction Specialist                                                                                                         | N<br>N<br>N                     | \$44,436 | \$55,545 | \$66,654 |
| 15    | Billing/Customer Service Representative<br>Equipment Operator II<br>Permit Technician Police Records Specialist<br>Utility Maintenance Worker II                                                     | N<br>N<br>N<br>N                | \$46,658 | \$58,323 | \$69,987 |
| 16    | Athletic Coordinator<br>General Maintenance Worker III<br>Recreation Coordinator<br>Senior Stormwater Construction Specialist                                                                        | N<br>N<br>N<br>N                | \$48,991 | \$61,239 | \$73,487 |
| 17    | Accounting Technician II<br>Investigative Analyst<br>Public Works Crew Leader<br>Wastewater Collection Crew Leader<br>Wastewater Treatment Plant Operator<br>Water System Operator                   | N<br>N<br>N<br>N<br>N<br>N      | \$51,441 | \$64,301 | \$77,161 |
| 18    | Administrative Assistant<br>Beach Patrol Ranger<br>Code Enforcement Officer<br>Firefighter I<br>Harbor Master<br>Police Officer I (1-4.99 = 5%) (5+=10%)                                             | N<br>N<br>N<br>N<br>N<br>N      | \$54,013 | \$67,516 | \$81,019 |
| 19    | Building Services Coordinator<br>Laboratory Supervisor<br>Master Firefighter<br>Parks Maintenance Supervisor<br>Plant Operator Supervisor<br>Police Officer II<br>Stormwater Construction Supervisor | N<br>N<br>N<br>N<br>N<br>N<br>N | \$56,713 | \$70,892 | \$85,070 |

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|           |                                                                                                                                                                                                                         |                                      |           |           |           |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-----------|-----------|-----------|
| <b>20</b> | Assistant Fire Shift Supervisor/Lieutenant<br>Fire Inspector<br>Planner I<br>Police Administrative Coordinator<br>Public Works Services Coordinator<br>Senior Wastewater Treatment Plant Operator                       | N<br>N<br>N<br>N<br>N<br>N           | \$59,549  | \$74,436  | \$89,323  |
| <b>21</b> | Detective<br>Public Works Manager<br>Recreation Supervisor<br>Senior Harbormaster<br>Stormwater System Manager<br>Utility Billing Manager<br>Utility System Manager<br>Well & Sanitary Sewer Pump Station<br>Supervisor | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N | \$62,526  | \$78,158  | \$93,790  |
| <b>22</b> | Finance & Accounting Technician<br>Fire Shift Supervisor/ Captain<br>Human Resources Coordinator<br>Police Sergeant<br>Detective Sergeant                                                                               | N<br>N<br>N<br>N<br>N                | \$65,653  | \$82,066  | \$98,479  |
| <b>23</b> | Project Manager<br>Senior Planner                                                                                                                                                                                       | E<br>E                               | \$68,935  | \$86,169  | \$103,403 |
| <b>24</b> | GIS Administrator<br>Senior Project Manager<br>Wastewater Treatment Plant Superintendent<br>Well & Water/Sewer Systems Superintendent                                                                                   | E<br>E<br>E<br>E                     | \$72,382  | \$90,478  | \$108,573 |
| <b>25</b> | Administrative Services Officer<br>Community Services Manager<br>Police Lieutenant                                                                                                                                      | E<br>E<br>E                          | \$76,001  | \$95,001  | \$114,002 |
| <b>26</b> |                                                                                                                                                                                                                         |                                      | \$79,801  | \$99,752  | \$119,702 |
| <b>27</b> | Deputy Chief/Fire Marshal<br>Police Captain<br>Town Clerk                                                                                                                                                               | E<br>E<br>E                          | \$83,791  | \$104,739 | \$125,687 |
| <b>28</b> |                                                                                                                                                                                                                         |                                      | \$87,981  | \$109,976 | \$131,971 |
| <b>29</b> |                                                                                                                                                                                                                         |                                      | \$92,380  | \$115,475 | \$138,570 |
| <b>30</b> | Director of Public Utilities<br>Director of Public Works<br>Human Resources Director<br>Parks & Recreation Director                                                                                                     | E<br>E<br>E<br>E                     | \$96,999  | \$121,249 | \$145,498 |
| <b>31</b> | Director of Community Development<br>Fire Chief<br>Police Chief                                                                                                                                                         | E<br>E                               | \$101,849 | \$127,311 | \$152,773 |
| <b>32</b> |                                                                                                                                                                                                                         |                                      | \$106,941 | \$133,677 | \$160,412 |
| <b>33</b> | Finance Director                                                                                                                                                                                                        | E                                    | \$112,288 | \$140,360 | \$168,433 |
| <b>34</b> | Deputy Manager                                                                                                                                                                                                          | E                                    | \$117,903 | \$147,379 | \$176,854 |
| <b>35</b> |                                                                                                                                                                                                                         |                                      | \$123,798 | \$154,747 | \$185,697 |
| <b>36</b> |                                                                                                                                                                                                                         |                                      | \$129,988 | \$162,485 | \$194,982 |
| <b>37</b> |                                                                                                                                                                                                                         |                                      | \$136,487 | \$170,609 | \$204,731 |