PERSONNEL BOARD

Albert DeNapoli, Chair
William Ryan, Vice Chair
Mary Campbell
Phil Hinds,
John Sheppard

Spring Annual Town Meeting

Article 2

May 5, 2014

Article 2 – Salary Schedule

- **CPI – Northeast; CPI – Boston**

Effective July 1, 2014

- **1% Cost of Living adjustment to Professional, Hourly, Administrative Professional, Election, Fire & Safety schedule.**
- **No adjustment to Stipend and Recreation schedule**
- **Grant Schedule – new position – Elder Service Advocate**

Effective January 1, 2015

- **1% Cost of Living adjustment to Professional, Hourly, Administrative Professional, Election, Fire & Safety schedule.**
- **No adjustment to Stipend, Grant and Recreation schedule**

Consumer Price Index Boston-Brockton-Nashua, MA-NH-ME-CT (1982-84 = 100)

CONSUMER PRICE INDEX FOR ALL URBAN WAGE EARNERS AND CLERICAL WORKERS (CPI-W), NOT SEASONALLY ADJUSTED

Boston-Brockton-Nashua, MA-NH-ME-CT All Items 1982-84=100 (R)=Revised												
Year	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Avg.
PERCENT CHANGE FROM TWELVE MONTHS AGO, NOT SEASONALLY ADJUSTED													
1999	1.7		1.8		2.2		2.7		3.1		3.7		2.7
2000	3.7		5.1		4.6		5.2 (R)		4.6		4.7		4.7
2001	4.9		4.5		5.3		4.9		4.8		3.1		4.4
2002	2.3		2.1		1.7		1.5		3.0		3.8		2.5
2003	3.9		4.7		4.4		4.2		4.3		3.2		4.1
2004	3.8		2.5		3.0		2.8		1.3		2.6		2.6
2005	1.7		2.7		2.9		3.9		5.5		3.2		3.5
2006	4.4		3.5		4.2		3.7		1.9		2.6		3.2
2007	2.2		2.5		1.1		1.1		1.4		3.2		2.0
2008	3.1		3.0		4.4		6.2		4.7		0.6		3.5
2009	-0.5		-0.3		-1.7		-3.3		-1.0		2.2		-0.6
2010	3.4		2.8		3.2		1.8		0.5		0.9		2.0
2011	1.1		2.5		3.3		3.9		4.0		3.1		3.1
2012	2.7		1.8		0.5		0.7		1.8		1.9		1.5
2013	1.6		1.4		1.4		2.0		1.0		0.9		1.4
2014	1.3												

U.S. Department of Labor
Bureau of Labor Statistics

Boston Regional Office
JFK Federal Bldg, Room E-310
Boston, MA 02203
Info: 617 565-2327Fax: 617 565-4182

CONSUMER PRICE INDEX FOR WAGE EARNERS AND CLERICAL WORKERS (CPI-W), NOT SEASONALLY ADJUSTED

Northeast **All Items** **1982-84=100** **(R)=Revised**

Year	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.
PERCENT CHANGE FROM 12 MONTHS AGO, NOT SEASONALLY ADJUSTED										
1998	1.3	1.0	0.9	1.2	1.4	1.3	1.2	1.3	1.1	1.4
1999	1.6	1.4	1.5	1.9	2.0	2.1	2.2	2.3	2.7	2.6
2000	2.8 (R)	3.6	4.0 (R)	3.5 (R)	3.4 (R)	3.5 (R)	3.8	3.3	3.3	3.2
2001	3.4	2.9	2.9	3.1	3.5	3.5	2.9	2.9	2.4	2.1
2002	1.3	1.6	1.6	1.8	1.4	1.2	1.6	2.2	2.4	2.6
2003	3.2	3.5	3.7	2.8	2.8	2.7	2.9	2.7	3.1	3.0
2004	2.9	2.7	2.8	3.3	3.8	4.4	3.8	3.4	3.0	3.6
2005	3.3	3.3	3.4	3.7	3.1	2.5	3.4	3.9	5.2	4.6
2006	4.3	4.0	3.6	4.0	4.7	5.2	4.7	4.6	2.3	1.4
2007	2.2	2.3	2.6	2.3	2.3	2.3	2.1	1.5	2.3	3.3
2008	4.2	4.3	4.1	4.2	4.7	5.5	6.2	6.2	5.7	4.4
2009	0.3	0.6	0.2	-0.2	-1.0	-1.4	-2.1	-1.4	-0.8	0.2
2010	3.6	3.1	3.1	3.1	3.1	2.0	2.1	1.8	1.5	1.8
2011	1.8	2.3	2.9	3.3	3.7	3.8	4.0	4.2	4.4	3.9
2012	3.2	3.1	2.7	2.4	1.7	1.5	1.1	1.4	1.8	1.9
2013	1.7	1.9	1.4	0.9	1.0	1.4	1.8	1.4	1.0	0.5
2014	1.5									

TOWN OF WALPOLE

Proposed Professional Salary Schedule - FY 2015

PROFESSIONAL COMPENSATION & CLASSIFICATION PLAN — Effective 7/1/2014

	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	Step 14	Step 15
P-1 Town Administrator															
	114,600	116,892	119,230	121,614	124,047	126,528	129,058	131,639	134,272	136,958	139,697	142,491	145,341	148,247	151,212
P-2 DPW Director - Fire Chief - Police Chief															
	93,546	95,417	97,325	99,272	101,257	103,282	105,348	107,455	109,604	111,796	114,032	116,313	118,639	121,012	123,432
P-3 Asst Town Administrator - Finance Director															
	86,617	88,349	90,116	91,919	93,757	95,632	97,545	99,496	101,486	103,515	105,586	107,697	109,851	112,048	114,289
P-4 Deputy Fire Chief - Deputy Police Chief															
	80,199	81,803	83,439	85,108	86,810	88,546	90,317	92,123	93,966	95,845	97,762	99,717	101,712	103,746	105,821
P-5 Accountant -Appraiser - Bldg Insp/Comm -Engineer - Health Dir. - IT Director - Library Dir - Police Lt - Supt of Bldgs -Supt of Hwy&Pks - Supt of S&W															
	74,272	75,757	77,273	78,818	80,394	82,002	83,642	85,315	87,021	88,762	90,537	92,348	94,195	96,079	98,000
P-6															
	68,766	70,141	71,544	72,975	74,435	75,923	77,442	78,991	80,570	82,182	83,825	85,502	87,212	88,956	90,735
P-7 Asst. Eng - Asst.Supt of Hwy&Parks - Asst.Supt of S&W - Comm & Econ Devel Dir - Recreation Dir - Supt of Vehicle Maint - Town Clerk - Town Planner															
	63,671	64,944	66,243	67,568	68,920	70,298	71,704	73,138	74,601	76,093	77,615	79,167	80,750	82,365	84,013
P-8 Adult Service Librarian/Asst. Dir - Conservation Agent - Council on Aging Dir - Deputy Health Agent - HR Administrator - Purchasing Agent -															
	58,954	60,133	61,336	62,562	63,814	65,090	66,392	67,720	69,074	70,455	71,865	73,302	74,768	76,263	77,789
P-9 Asst.Treasurer/Collector - Executive Assistant															
	54,630	55,723	56,837	57,974	59,133	60,316	61,522	62,753	64,008	65,288	66,594	67,926	69,284	70,670	72,083
P-10 Asst. Accountant - Children's Libr - PC Support Tech - Ref. Services Libr - Tech Services Libr															
	50,544	51,555	52,586	53,638	54,710	55,805	56,921	58,059	59,220	60,405	61,613	62,845	64,102	65,384	66,692
P-11 Admin Asst - Animal Contr Officer - Engineer Insp - Plan Review/Central Permit Adm - Recreation Coord - Veteran's Agent															
	43,965	44,844	45,741	46,656	47,589	48,541	49,512	50,502	51,512	52,542	53,593	54,665	55,758	56,873	58,011
P-12 Engineering Aide															
	40,125	40,928	41,746	42,581	43,433	44,301	45,187	46,091	47,013	47,953	48,912	49,890	50,888	51,906	52,944

TOWN OF WALPOLE

Proposed Hourly and Administrative/Professional Schedule - FY 2015

HOURLY SALARY SCHEDULE

Effective 7/1/2014

		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	Step 14	Step 15
H-1	Deputy Building Inspector	25.63	26.14	26.67	27.20	27.74	28.30	28.86	29.44	30.03	30.63	31.24	31.87	32.51	33.16	33.82
H-2	Local Inspectors - BOH Technician	23.52	23.99	24.47	24.96	25.46	25.97	26.49	27.02	27.56	28.11	28.67	29.24	29.83	30.43	31.03
H-3	Administrative Board Secretary - Asst. Children's Librarian - Outreach Worker	21.56	21.99	22.43	22.88	23.34	23.80	24.28	24.77	25.26	25.77	26.28	26.81	27.34	27.89	28.45
H-4	Board Secretary - Dispatcher - Principal Clerk	19.99	20.39	20.80	21.21	21.64	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.35	25.86	26.38
H-5	Senior Clerk - Van Driver	17.12	17.46	17.81	18.17	18.53	18.90	19.28	19.67	20.06	20.46	20.87	21.29	21.71	22.15	22.59
H-6	Senior Library Page	12.60	12.85	13.11	13.37	13.64	13.91	14.19	14.47	14.76	15.06	15.36	15.67	15.98	16.30	16.63
H-7	Seasonal Laborer	11.68	11.91	12.15	12.39	12.64	12.90	13.15	13.42	13.68	13.96	14.24	14.52	14.81	15.11	15.41
H-8	Library Page - Office Assistant			9.66	9.85	10.05	10.25	10.46	10.67	10.88	11.10	11.32	11.54	11.78	12.01	12.25

ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE

		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	Step 14	Step 15
A-1	Local Emergency Management Administrator	7,579	7,731	7,885	8,043	8,204	8,368	8,535	8,706	8,880	9,058	9,239	9,424	9,612	9,804	10,000
A-2	Hearing Officer - Stipend $41.18 per month															

TOWN OF WALPOLE	Proposed Election, Fire, Safety & Grant Hourly Schedule		
Election, Fire, Safety, Stipend & Grant Hourly Schedule		Effective	7/1/2014
GRADE	POSITION	Hourly rate	
ELECTION		Min	Max
E-1	Election Officer		9.27
E-2	Election Deputy Warden, Clerks, Deputy Clerks		11.43
E-3	Election Registrar, Election Warden		13.72
FIRE		Min	Max
F-1	Call Firefighter - Private	16.02	19.56
F-2	Call Firefighter - Lieutenant	17.70	21.60
SAFETY		Min	Max
S-1	School Traffic Officer		16.14
S-2	Police Matron	13.20	15.62
	Interpreter	"	"
S-3	Special Police (town paid)		22.63
S-4	Special Police (non-town paid)		45.27
STIPEND		Min	Max
I-1	Supt. Insect/Pest Control (stipend)		400/yr
I-2	Tree Warden (stipend)		700/yr
I-3	Animal Inspector (stipend)	3850/yr	5,000/yr
I-4	Deputy Tree Warden (stipend)		500/yr
GRANT SCHEDULE			
G-1	Elder Service Advocate		$15.50

TOWN OF WALPOLE		Proposed Recreational Schedule	
Recreation Schedule		Effective 7/1/2014	
GRADE	POSITION	Hourly Rate	
RECREATION		Min	Max
R-1	Aquatics Director Day Camp Director Teen Center Director	13.80 " "	18.25 " "
R-2	Assistant Aquatics Director	12.50	16.10
R-3	Head Guard	12.00	15.45
R-4	Program Specialist Water Safety Instructor	11.25 "	14.48 "
R-5	Program Supervisor (For day camp, tennis, floor hockey and girls softball)	9.50 "	12.24 "
R-6	Lifeguards	9.00	11.59
R-7	Program Instructors (Adult and children's programs, umpires, referees)	8.50 "	10.95 "
R-8	Gate Attendants Program Aides	8.00 "	9.66 "
R-9	Specialized Instructors	10.00 - 50.00 per hour 5.00 - 60.00 per participant	

TOWN OF WALPOLE

Proposed Professional Salary Schedule - FY 2015

PROFESSIONAL COMPENSATION & CLASSIFICATION PLAN — Effective 1/1/2015

	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	Step 14	Step 15
P-1 Town Administrator															
	115,746	118,061	120,422	122,831	125,287	127,793	130,349	132,956	135,615	138,327	141,094	143,916	146,794	149,730	152,724
P-2 DPW Director - Fire Chief - Police Chief															
	94,481	96,371	98,299	100,264	102,270	104,315	106,401	108,529	110,700	112,914	115,172	117,476	119,825	122,222	124,666
P-3 Asst Town Administrator - Finance Director															
	87,483	89,233	91,017	92,838	94,695	96,588	98,520	100,491	102,500	104,550	106,641	108,774	110,950	113,169	115,432
P-4 Deputy Fire Chief - Deputy Police Chief															
	81,001	82,621	84,273	85,959	87,678	89,432	91,220	93,045	94,906	96,804	98,740	100,715	102,729	104,783	106,879
P-5 Accountant -Appraiser - Bldg Insp/Comm -Engineer - Health Dir. - IT Director - Library Dir - Police Lt - Supt of Bldgs -Supt of Hwy&Pks - Supt of S&W															
	75,015	76,515	78,045	79,606	81,198	82,822	84,479	86,168	87,892	89,650	91,443	93,271	95,137	97,040	98,980
P-6															
	69,454	70,843	72,260	73,705	75,179	76,682	78,216	79,780	81,376	83,004	84,664	86,357	88,084	89,846	91,643
P-7 Asst. Eng - Asst.Supt of Hwy&Parks - Asst.Supt of S&W - Comm & Econ Devel Dir - Recreation Dir - Supt of Vehicle Maint - Town Clerk - Town Planner															
	64,308	65,594	66,906	68,244	69,609	71,001	72,421	73,869	75,347	76,854	78,391	79,959	81,558	83,189	84,853
P-8 Adult Service Librarian/Asst. Dir - Conservation Agent - Council on Aging Dir - Deputy Health Agent - HR Administrator - Purchasing Agent -															
	59,544	60,734	61,949	63,188	64,452	65,741	67,056	68,397	69,765	71,160	72,583	74,035	75,516	77,026	78,566
P-9 Asst.Treasurer/Collector - Executive Assistant															
	55,176	56,280	57,405	58,554	59,725	60,919	62,137	63,380	64,648	65,941	67,260	68,605	69,977	71,376	72,804
P-10 Asst. Accountant - Children's Libr - PC Support Tech - Ref. Services Libr - Tech Services Libr															
	51,049	52,070	53,112	54,174	55,258	56,363	57,490	58,640	59,813	61,009	62,229	63,474	64,743	66,038	67,359
P-11 Admin Asst - Animal Contr Officer - Engineer Insp - Plan Review/Central Permit Adm - Recreation Coord - Veteran's Agent															
	44,405	45,293	46,199	47,123	48,065	49,026	50,007	51,007	52,027	53,068	54,129	55,212	56,316	57,442	58,591
P-12 Engineering Aide															
	40,526	41,337	42,164	43,007	43,867	44,744	45,639	46,552	47,483	48,433	49,401	50,389	51,397	52,425	53,474

TOWN OF WALPOLE — **Proposed Hourly and Administrative/Professional Schedule - FY 2015**

HOURLY SALARY SCHEDULE — **Effective 1/1/2015**

		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	Step 14	Step 15
H-1	Deputy Building Inspector	25.89	26.40	26.93	27.47	28.02	28.58	29.15	29.74	30.33	30.94	31.56	32.19	32.83	33.49	34.16
H-2	Local Inspectors - BOH Technician	23.76	24.23	24.71	25.21	25.71	26.23	26.75	27.29	27.83	28.39	28.96	29.54	30.13	30.73	31.34
H-3	Administrative Board Secretary - Asst. Children's Librarian - Outreach Worker	21.78	22.21	22.66	23.11	23.57	24.04	24.52	25.01	25.51	26.02	26.54	27.08	27.62	28.17	28.73
H-4	Board Secretary - Dispatcher - Principal Clerk	20.19	20.59	21.01	21.43	21.85	22.29	22.74	23.19	23.66	24.13	24.61	25.10	25.61	26.12	26.64
H-5	Senior Clerk - Van Driver	17.29	17.64	17.99	18.35	18.72	19.09	19.47	19.86	20.26	20.66	21.08	21.50	21.93	22.37	22.82
H-6	Senior Library Page	12.73	12.98	13.24	13.50	13.78	14.05	14.33	14.62	14.91	15.21	15.51	15.82	16.14	16.46	16.79
H-7	Seasonal Laborer	11.80	12.03	12.27	12.52	12.77	13.02	13.29	13.55	13.82	14.10	14.38	14.67	14.96	15.26	15.57
H-8	Library Page - Office Assistant			9.76	9.95	10.15	10.35	10.56	10.77	10.99	11.21	11.43	11.66	11.89	12.13	12.37

ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE

		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	Step 14	Step 15
A-1	Local Emergency Management Administrator	7,655	7,808	7,964	8,123	8,286	8,452	8,621	8,793	8,969	9,148	9,331	9,518	9,708	9,902	10,100
A-2	Hearing Officer - Stipend $41.59 per month															

TOWN OF WALPOLE		Proposed Election, Fire, Safety & Grant Hourly Schedule	
Election, Fire, Safety, Stipend & Grant Hourly Schedule		Effective	1/1/2015
GRADE	POSITION	Hourly rate	
ELECTION		Min	Max
E-1	Election Officer		9.36
E-2	Election Deputy Warden, Clerks, Deputy Clerks		11.54
E-3	Election Registrar, Election Warden		13.86
FIRE		Min	Max
F-1	Call Firefighter - Private	16.18	19.76
F-2	Call Firefighter - Lieutenant	17.88	21.82
SAFETY		Min	Max
S-1	School Traffic Officer		16.30
S-2	Police Matron	13.33	15.78
	Interpreter	"	"
S-3	Special Police (town paid)		22.86
S-4	Special Police (non-town paid)		45.72
STIPEND		Min	Max
I-1	Supt. Insect/Pest Control (stipend)		400/yr
I-2	Tree Warden (stipend)		700/yr
I-3	Animal Inspector (stipend)	3850/yr	5,000/yr
I-4	Deputy Tree Warden (stipend)		500/yr
GRANT SCHEDULE			
G-1	Elder Service Advocate		$15.50

TOWN OF WALPOLE		Proposed Recreational Schedule	
Recreation Schedule		Effective 1/1/2015	
GRADE	POSITION	Hourly Rate	
RECREATION		Min	Max
R-1	Aquatics Director Day Camp Director Teen Center Director	13.80 " "	18.25 " "
R-2	Assistant Aquatics Director	12.50	16.10
R-3	Head Guard	12.00	15.45
R-4	Program Specialist Water Safety Instructor	11.25 "	14.48 "
R-5	Program Supervisor (For day camp, tennis, floor hockey and girls softball)	9.50 "	12.24 "
R-6	Lifeguards	9.00	11.59
R-7	Program Instructors (Adult and children's programs, umpires, referees)	8.50 "	10.95 "
R-8	Gate Attendants Program Aides	8.00 "	9.66 "
R-9	Specialized Instructors	10.00 - 50.00 per hour 5.00 - 60.00 per participant	