

ARTICLE 17. AMEND GENERAL BYLAW CH. 40 – PERSONNEL AND FUND NON-UNION EMPLOYEE COLA

To see if the Town will vote to approve a two percent (2%) cost of living wage increase for the period of July 1, 2018 to June 30, 2019 (FY19) for those employees who are covered by the Personnel Bylaw Compensation Plans and those employees covered by individual contracts and employment agreements; or take any action relative thereto.
(Board of Selectmen)
(Simple Majority Vote Required)

PROPOSED MOTION

I move that this article be accepted and adopted as printed in the warrant.

SUMMARY

This article provides for a two percent (2%) cost of living wage increase for those non-union employees covered by the Personnel Bylaw Compensation Plans and employees covered by individual contracts and employment agreements. Funding for the COLAs is included in the FY19 operating budget.

BOS:	5 – YES	0 – NO	0 – ABSTAIN
FC:	0 – YES	0 – NO	0 – ABSTAIN

CALL FIRE FIGHTERS
ISCAL YEAR 2019

FIREFIGHTER	\$	16.32
FIREFIGHTER/EMT	\$	17.42
LUETENANT	\$	19.67

**COMPENSATION PLAN A
FISCAL YEAR 2019**

2. % COLA

FY 2019

			Work days	260.00	work hrs	2,080.00	Base is Prev Yr Grade 1, Step 1=		32,264.07	Plus COLA 2%=	32,909.35	
%	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
NO POSITION AT THIS TIME												
6	1	Hourly	15.8218	16.2173	16.6228	17.0383	17.4643	17.9009	18.3484	18.8071	19.2773	19.7593
		Weekly	632.87	648.69	664.91	681.53	698.57	716.04	733.94	752.28	771.09	790.37
		Annually	32,909.35	33,732.08	34,575.38	35,439.76	36,325.75	37,233.89	38,164.74	39,118.86	40,096.83	41,099.25
NO POSITION AT THIS TIME												
8	2	Hourly	17.0875	17.5147	17.9526	18.4014	18.8615	19.3330	19.8163	20.3117	20.8195	21.3400
		Weekly	683.50	700.59	718.10	736.06	754.46	773.32	792.65	812.47	832.78	853.60
		Annually	35,542.10	36,430.65	37,341.42	38,274.96	39,231.83	40,212.63	41,217.95	42,248.40	43,304.61	44,387.23
DEPARTMENT ASSISTANT 1 - GENERAL												
8	3	Hourly	18.4546	18.9159	19.3888	19.8735	20.3704	20.8796	21.4016	21.9367	22.4851	23.0472
		Weekly	738.18	756.64	775.55	794.94	814.82	835.18	856.06	877.47	899.40	921.89
		Annually	38,385.47	39,345.11	40,328.74	41,336.96	42,370.38	43,429.64	44,515.38	45,628.26	46,768.97	47,938.19
PRINCIPAL BOARD/COMMISSION SECRETARY												
6	4	Hourly	19.5618	20.0509	20.5521	21.0660	21.5926	22.1324	22.6857	23.2529	23.8342	24.4301
		Weekly	782.47	802.04	822.08	842.64	863.70	885.30	907.43	930.12	953.37	977.20
		Annually	40,688.60	41,705.82	42,748.47	43,817.18	44,912.61	46,035.43	47,186.32	48,365.98	49,575.13	50,814.51
NO POSITION AT THIS TIME												
6	5	Hourly	20.7355	21.2539	21.7853	22.3299	22.8882	23.4604	24.0469	24.6480	25.2642	25.8958
		Weekly	829.42	850.16	871.41	893.20	915.53	938.42	961.88	985.92	1,010.57	1,035.83
		Annually	43,129.92	44,208.17	45,313.37	46,446.20	47,607.36	48,797.54	50,017.48	51,267.92	52,549.62	53,863.36
NO POSITION AT THIS TIME												
6	6	Hourly	21.9797	22.5292	23.0924	23.6697	24.2614	24.8680	25.4897	26.1269	26.7801	27.4496
		Weekly	879.19	901.17	923.70	946.79	970.46	994.72	1,019.59	1,045.08	1,071.20	1,097.98
		Annually	45,717.72	46,860.66	48,032.18	49,232.98	50,463.80	51,725.40	53,018.54	54,344.00	55,702.60	57,095.17

ADMINISTRATIVE ASSISTANT

6	7	Hourly	23.2985	23.8809	24.4779	25.0899	25.7171	26.3601	27.0191	27.6945	28.3869	29.0966
		Weekly	931.94	955.24	979.12	1,003.60	1,028.68	1,054.40	1,080.76	1,107.78	1,135.48	1,163.86
		Annually	48,460.78	49,672.30	50,914.11	52,186.96	53,491.63	54,828.92	56,199.64	57,604.63	59,044.75	60,520.87

BUILDINGS AND FACILITIES MAINTENANCE TECHNICIAN

6	8	Hourly	24.6964	25.3138	25.9466	26.5953	27.2602	27.9417	28.6402	29.3562	30.0901	30.8424
		Weekly	987.86	1,012.55	1,037.86	1,063.81	1,090.41	1,117.67	1,145.61	1,174.25	1,203.60	1,233.70
		Annually	51,368.43	52,652.64	53,968.96	55,318.18	56,701.13	58,118.66	59,571.63	61,060.92	62,587.44	64,152.13

NO POSITION AT THIS TIME

6	9	Hourly	26.1781	26.8326	27.5034	28.1910	28.8958	29.6182	30.3586	31.1176	31.8955	32.6929
		Weekly	1,047.12	1,073.30	1,100.14	1,127.64	1,155.83	1,184.73	1,214.34	1,244.70	1,275.82	1,307.72
		Annually	54,450.54	55,811.80	57,207.10	58,637.28	60,103.21	61,605.79	63,145.93	64,724.58	66,342.69	68,001.26

LICENSING AGENT/PROCUREMENT COORDINATOR

6	10	Hourly	27.7488	28.4426	29.1536	29.8825	30.6295	31.3953	32.1801	32.9846	33.8093	34.6545
		Weekly	1,109.95	1,137.70	1,166.14	1,195.30	1,225.18	1,255.81	1,287.20	1,319.38	1,352.37	1,386.18
		Annually	57,717.57	59,160.51	60,639.52	62,155.51	63,709.40	65,302.14	66,934.69	68,608.06	70,323.26	72,081.34

NO POSITION AT THIS TIME

6	11	Hourly	29.4138	30.1491	30.9028	31.6754	32.4673	33.2790	34.1109	34.9637	35.8378	36.7338
		Weekly	1,148.80	1,205.96	1,236.11	1,267.02	1,298.69	1,331.16	1,364.44	1,398.55	1,433.51	1,469.35
		Annually	61,180.62	62,710.14	64,277.89	65,884.84	67,531.96	69,220.26	70,950.77	72,724.54	74,542.65	76,406.22

NO POSITION AT THIS TIME

8	12	Hourly	31.7669	32.5610	33.3751	34.2094	35.0647	35.9413	36.8398	37.7608	38.7048	39.6725
		Weekly	1,270.68	1,302.44	1,335.00	1,368.38	1,402.59	1,437.65	1,473.59	1,510.43	1,548.19	1,586.90
		Annually	66,075.07	67,726.95	69,420.12	71,155.62	72,934.51	74,757.87	76,626.82	78,542.49	80,506.05	82,518.70

BUILDINGS AND FACILITIES MANAGER

8	13	Hourly	34.3082	35.1659	36.0451	36.9462	37.8698	38.8166	39.7870	40.7817	41.8012	42.8463
		Weekly	1,372.33	1,406.64	1,441.80	1,477.85	1,514.79	1,552.66	1,591.48	1,631.27	1,672.05	1,713.85
		Annually	71,361.08	73,145.11	74,973.74	76,848.08	78,769.28	80,738.51	82,756.97	84,825.89	86,946.54	89,120.20

ASSISTANT TOWN ADMINISTRATOR

6	14	Hourly	36.3667	37.2759	38.2078	39.1630	40.1420	41.1456	42.1742	43.2286	44.3093	45.4170
		Weekly	1,454.67	1,491.04	1,528.31	1,566.52	1,605.68	1,645.82	1,686.97	1,729.14	1,772.37	1,816.68
		Annually	75,642.74	77,533.81	79,472.16	81,458.96	83,495.43	85,582.82	87,722.39	89,915.45	92,163.34	94,467.42

NO POSITION AT THIS TIME

6	15	Hourly	38.5487	39.5124	40.5002	41.5127	42.5506	43.6143	44.7047	45.8223	46.9678	48.1420
		Weekly	1,541.95	1,580.50	1,620.01	1,660.51	1,702.02	1,744.57	1,788.19	1,832.89	1,878.71	1,925.68
		Annually	80,181.30	82,185.83	84,240.48	86,346.49	88,505.15	90,717.78	92,985.72	95,310.36	97,693.12	100,135.45

NO POSITION AT THIS TIME

6	16	Hourly	40.8616	41.8832	42.9302	44.0035	45.1036	46.2312	47.3870	48.5716	49.7859	51.0306
		Weekly	1,634.46	1,675.33	1,717.21	1,760.14	1,804.14	1,849.25	1,895.48	1,942.86	1,991.44	2,041.22
		Annually	84,992.18	87,116.98	89,294.90	91,527.27	93,815.45	96,160.84	98,564.86	101,028.98	103,554.70	106,143.57

NO POSITION AT THIS TIME

6	17	Hourly	43.3133	44.3962	45.5061	46.6437	47.8098	49.0050	50.2302	51.4859	52.7731	54.0924
		Weekly	1,732.53	1,775.85	1,820.24	1,865.75	1,912.39	1,960.20	2,009.21	2,059.44	2,110.92	2,163.70
		Annually	90,091.71	92,344.00	94,652.60	97,018.92	99,444.39	101,930.50	104,478.76	107,090.73	109,768.00	112,512.20

NO POSITION AT THIS TIME

6	18	Hourly	45.9121	47.0599	48.2364	49.4423	50.6784	51.9454	53.2440	54.5751	55.9395	57.3379
		Weekly	1,836.48	1,882.40	1,929.46	1,977.69	2,027.14	2,077.82	2,129.76	2,183.00	2,237.58	2,293.52
		Annually	95,497.21	97,884.64	100,331.76	102,840.05	105,411.05	108,046.33	110,747.49	113,516.18	116,354.08	119,262.93

DIRECTOR OF PUBLIC WORKS AND NATURAL RESOURCES

6	19	Hourly	48.6668	49.8835	51.1306	52.4089	53.7191	55.0621	56.4386	57.8496	59.2958	60.7782
		Weekly	1,946.67	1,995.34	2,045.22	2,096.36	2,148.76	2,202.48	2,257.54	2,313.98	2,371.83	2,431.13
		Annually	101,227.04	103,757.72	106,351.66	109,010.45	111,735.71	114,529.10	117,392.33	120,327.14	123,335.32	126,418.70

**NON PERMANENT PART TIME NON BENEFIT EMPLOYEES
COMPENSATION PLAN B
FISCAL YEAR 2019**

PROPOSED 2% COLA

<u>TITLE</u>	<u>GRADE</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Election Worker	B1	10.21	10.62	11.04	11.48	11.94	12.42
Warden Deputy Warden	B2	10.69	11.12	11.56	12.02	12.50	13.00
Library Page	B3	12.79	13.30	13.83	14.38	14.96	15.56
Gate Officer	B4	13.85	14.40	14.98	15.58	16.20	16.85
Program Assistant	B5	15.57	16.19	16.84	17.51	18.21	18.94
Asst. Registrar Library Assistant	B6	16.81	17.48	18.18	18.91	19.67	20.46
Data Process Asst. Senior Clerk	B7	17.68	18.39	19.13	19.90	20.70	21.53
Bd. Secretary Registrar Sen Outreach Wkr Principal Clerk Sen. Acct. Clerk Program Co-Director Custodian Van Driver	B8	18.77	19.52	20.30	21.11	21.95	22.83
Princ. Acct Clerk Staff Librarian. Maintenance Worker CPC Admin Asst.	B9	19.96	20.76	21.59	22.45	23.35	24.28
Sr. Maintence Worker	B10	21.77	22.64	23.55	24.49	25.47	26.49
Video Technician 3 Hour Minimum	B11	29.58					
IT Specialist	B12	33.19	34.52	35.89	37.33	38.82	40.37
Project Manager/Clerk of the works	B13	42.60	47.33				

APPROVED FY19 SEASONAL PLAN

*designates restricted seasonal employment as certified by the state

Grade	Position	1	2	3	4	5	6
D1	Parking Attendant* Public Information Guide* Playground Instructor*	\$12.30	\$13.04	\$13.82	\$14.65	\$15.53	\$16.46
D2	Gate Officer* Seasonal Laborer Sports Directors*	\$13.91	\$14.61	\$15.34	\$16.10	\$16.91	\$17.75
D3	Lifeguard* Beach Ranger* Shorebird Monitor* Endangered Species Monitor* CSO (Police)* Swimming Instructor* Playground Director*	\$15.54	\$16.24	\$16.97	\$17.73	\$18.53	\$19.37
D4	Asst. Head Lifeguard* Asst. Beach Director* Skilled Laborer (Water)* Skilled Laborer (Parks) Custodian Seasonal Sticker Clerk Tennis Instructor*	\$17.22	\$17.91	\$18.63	\$19.37	\$20.14	\$20.95
D5	Head Lifeguard* Patrol Boat Operator* Beach EMT* Asst. Swimming Director*	\$18.81	\$19.47	\$20.15	\$20.85	\$21.58	\$22.34
D6	Beach Safety Supervisor* Swimming Director*	\$20.46	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
D7	Beach Director	22.12	22.28	22.89	23.52	24.17	24.84

**CALL FIRE FIGHTERS
FISCAL YEAR 2018**

FIREFIGHTER	\$ 16.00
FIREFIGHTER/EMT	\$ 17.08
LIEUTENANT	\$ 19.28

**COMPENSATION PLAN A
FISCAL YEAR 2018**

2. % COLA

FY 2018

			Work days	260.00	work hrs	2,080.00	Base is Prev Yr Grade 1, Step 1=		31,631.44	Plus COLA 2%=	32,264.07	
%	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
NO POSITION AT THIS TIME												
6	1	Hourly	15.5116	15.8994	16.2968	16.7043	17.1219	17.5499	17.9887	18.4384	18.8994	19.3718
		Weekly	620.46	635.98	651.87	668.17	684.88	702.00	719.55	737.54	755.98	774.87
		Annually	32,264.07	33,070.67	33,897.44	34,744.88	35,613.50	36,503.84	37,416.44	38,351.85	39,310.65	40,293.42
NO POSITION AT THIS TIME												
8	2	Hourly	16.7525	17.1713	17.6006	18.0406	18.4916	18.9539	19.4278	19.9135	20.4113	20.9216
		Weekly	670.10	686.85	704.02	721.62	739.66	758.16	777.11	796.54	816.45	836.86
		Annually	34,845.20	35,716.33	36,609.24	37,524.47	38,462.58	39,424.14	40,409.74	41,419.98	42,455.48	43,516.87
DEPARTMENT ASSISTANT 1 - GENERAL												
8	3	Hourly	18.0927	18.5450	19.0086	19.4839	19.9710	20.4702	20.9820	21.5065	22.0442	22.5953
		Weekly	723.71	741.80	760.34	779.36	798.84	818.81	839.28	860.26	881.77	903.81
		Annually	37,632.82	38,573.64	39,537.98	40,526.43	41,539.59	42,578.08	43,642.53	44,733.59	45,851.93	46,998.23
PRINCIPAL BOARD/COMMISSION SECRETARY												
6	4	Hourly	19.1783	19.6577	20.1492	20.6529	21.1692	21.6984	22.2409	22.7969	23.3669	23.9510
		Weekly	767.13	786.31	805.97	826.12	846.77	867.94	889.64	911.88	934.68	958.04
		Annually	39,890.79	40,888.06	41,910.26	42,958.02	44,031.97	45,132.77	46,261.09	47,417.62	48,603.06	49,818.14
NO POSITION AT THIS TIME												
6	5	Hourly	20.3290	20.8372	21.3581	21.8921	22.4394	23.0004	23.5754	24.1648	24.7689	25.3881
		Weekly	813.16	833.49	854.32	875.68	897.58	920.02	943.02	966.59	990.76	1,015.52
		Annually	42,284.24	43,341.35	44,424.88	45,535.50	46,673.89	47,840.74	49,036.76	50,262.68	51,519.25	52,807.23
NO POSITION AT THIS TIME												
6	6	Hourly	21.5487	22.0874	22.6396	23.2056	23.7857	24.3804	24.9899	25.6146	26.2550	26.9114
		Weekly	861.95	883.50	905.58	928.22	951.43	975.22	999.60	1,024.58	1,050.20	1,076.46
		Annually	44,821.29	45,941.82	47,090.37	48,267.63	49,474.32	50,711.18	51,978.96	53,278.43	54,610.39	55,975.65

ADMINISTRATIVE ASSISTANT

6	7	Hourly	22.8416	23.4127	23.9980	24.5979	25.2129	25.8432	26.4893	27.1515	27.8303	28.5261
		Weekly	913.66	936.51	959.92	983.92	1,008.52	1,033.73	1,059.57	1,086.06	1,113.21	1,141.04
		Annually	47,510.57	48,698.33	49,915.79	51,163.68	52,442.77	53,753.84	55,097.69	56,475.13	57,887.01	59,334.19

BUILDINGS AND FACILITIES MAINTENANCE TECHNICIAN

6	8	Hourly	24.2121	24.8174	25.4379	26.0738	26.7256	27.3938	28.0786	28.7806	29.5001	30.2376
		Weekly	968.48	992.70	1,017.52	1,042.95	1,069.02	1,095.75	1,123.14	1,151.22	1,180.00	1,209.50
		Annually	50,361.20	51,620.23	52,910.74	54,233.51	55,589.35	56,979.08	58,403.56	59,863.65	61,360.24	62,894.25

NO POSITION AT THIS TIME

6	9	Hourly	25.6648	26.3065	26.9641	27.6382	28.3292	29.0374	29.7634	30.5074	31.2701	32.0519
		Weekly	1,026.59	1,052.26	1,078.56	1,105.53	1,133.17	1,161.50	1,190.54	1,220.30	1,250.80	1,282.08
		Annually	53,382.87	54,717.44	56,085.38	57,487.51	58,924.70	60,397.82	61,907.77	63,455.46	65,041.85	66,667.90

LICENSING AGENT/PROCUREMENT COORDINATOR

6	10	Hourly	27.2047	27.8849	28.5820	29.2965	30.0289	30.7797	31.5491	32.3379	33.1463	33.9750
		Weekly	1,088.19	1,115.40	1,143.28	1,171.86	1,201.16	1,231.19	1,261.96	1,293.52	1,325.85	1,359.00
		Annually	56,585.84	58,000.49	59,450.50	60,936.76	62,460.18	64,021.68	65,622.22	67,262.78	68,944.35	70,667.96

NO POSITION AT THIS TIME

6	11	Hourly	28.8370	29.5579	30.2969	31.0543	31.8307	32.6264	33.4421	34.2781	35.1351	36.0135
		Weekly	1,126.27	1,182.32	1,211.88	1,242.17	1,273.23	1,305.06	1,337.68	1,371.12	1,405.40	1,440.54
		Annually	59,980.99	61,480.51	63,017.52	64,592.96	66,207.78	67,862.97	69,559.54	71,298.53	73,080.99	74,908.01

NO POSITION AT THIS TIME

8	12	Hourly	31.1440	31.9226	32.7206	33.5387	34.3771	35.2365	36.1175	37.0204	37.9459	38.8946
		Weekly	1,245.76	1,276.90	1,308.82	1,341.55	1,375.08	1,409.46	1,444.70	1,480.82	1,517.84	1,555.78
		Annually	64,779.47	66,398.96	68,058.93	69,760.40	71,504.41	73,292.02	75,124.32	77,002.43	78,927.49	80,900.68

BUILDINGS AND FACILITIES MANAGER

8	13	Hourly	33.6355	34.4764	35.3383	36.2218	37.1273	38.0555	39.0069	39.9820	40.9816	42.0061
		Weekly	1,345.42	1,379.06	1,413.53	1,448.87	1,485.09	1,522.22	1,560.28	1,599.28	1,639.26	1,680.24
		Annually	69,961.83	71,710.88	73,503.65	75,341.24	77,224.77	79,155.39	81,134.27	83,162.63	85,241.70	87,372.74

ASSISTANT TOWN ADMINISTRATOR

6	14	Hourly	35.6536	36.5450	37.4586	38.3951	39.3549	40.3388	41.3473	42.3810	43.4405	44.5265
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Weekly	1,426.14	1,461.80	1,498.34	1,535.80	1,574.20	1,613.55	1,653.89	1,695.24	1,737.62	1,781.06
Annually	74,159.54	76,013.53	77,913.87	79,861.72	81,858.26	83,904.72	86,002.34	88,152.40	90,356.21	92,615.12

NO POSITION AT THIS TIME

6	15	Hourly	37.7928	38.7377	39.7061	40.6988	41.7162	42.7591	43.8281	44.9238	46.0469	47.1981
		Weekly	1,511.71	1,549.51	1,588.24	1,627.95	1,668.65	1,710.36	1,753.12	1,796.95	1,841.88	1,887.92
		Annually	78,609.11	80,574.34	82,588.70	84,653.42	86,769.76	88,939.00	91,162.48	93,441.54	95,777.58	98,172.02

NO POSITION AT THIS TIME

6	16	Hourly	40.0604	41.0619	42.0885	43.1407	44.2192	45.3247	46.4578	47.6192	48.8097	50.0300
		Weekly	1,602.42	1,642.48	1,683.54	1,725.63	1,768.77	1,812.99	1,858.31	1,904.77	1,952.39	2,001.20
		Annually	83,325.66	85,408.80	87,544.02	89,732.62	91,975.94	94,275.34	96,632.22	99,048.03	101,524.23	104,062.34

NO POSITION AT THIS TIME

6	17	Hourly	42.4640	43.5256	44.6138	45.7291	46.8724	48.0442	49.2453	50.4764	51.7383	53.0318
		Weekly	1,698.56	1,741.02	1,784.55	1,829.16	1,874.90	1,921.77	1,969.81	2,019.06	2,069.53	2,121.27
		Annually	88,325.20	90,533.33	92,796.66	95,116.58	97,494.49	99,931.85	102,430.15	104,990.90	107,615.67	110,306.06

NO POSITION AT THIS TIME

6	18	Hourly	45.0119	46.1372	47.2906	48.4729	49.6847	50.9268	52.2000	53.5050	54.8426	56.2137
		Weekly	1,800.48	1,845.49	1,891.62	1,938.92	1,987.39	2,037.07	2,088.00	2,140.20	2,193.70	2,248.55
		Annually	93,624.71	95,965.33	98,364.46	100,823.57	103,344.16	105,927.76	108,575.95	111,290.35	114,072.61	116,924.43

DIRECTOR OF PUBLIC WORKS AND NATURAL RESOURCES

6	19	Hourly	47.7126	48.9054	50.1280	51.3812	52.6658	53.9824	55.3320	56.7153	58.1332	59.5865
		Weekly	1,908.50	1,956.22	2,005.12	2,055.25	2,106.63	2,159.30	2,213.28	2,268.61	2,325.33	2,383.46
		Annually	99,242.19	101,723.24	104,266.32	106,872.98	109,544.80	112,283.42	115,090.51	117,967.77	120,916.96	123,939.88

**NON PERMANENT PART TIME NON BENEFIT EMPLOYEES
COMPENSATION PLAN B
FISCAL YEAR 2018**

<u>TITLE</u>	<u>GRADE</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Election Worker	B1		10.41	10.83	11.26	11.71	12.18
Warden Deputy Warden	B2	10.48	10.90	11.34	11.79	12.26	12.75
Library Page	B3	12.54	13.04	13.56	14.10	14.66	15.25
Gate Officer	B4	13.58	14.12	14.68	15.27	15.88	16.52
Program Assistant	B5	15.26	15.87	16.50	17.16	17.85	18.56
Asst. Registrar Library Assistant	B6	16.48	17.14	17.83	18.54	19.28	20.05
Data Process Asst. Senior Clerk	B7	17.33	18.02	18.74	19.49	20.27	21.08
Bd. Secretary Registrar Sen Outreach Wkr Principal Clerk Sen. Acct. Clerk Program Co-Director Custodian Van Driver	B8	18.40	19.14	19.91	20.71	21.54	22.40
Princ. Acct Clerk Staff Librarian. Maintenance Worker Admin Assistant	B9	19.57	20.35	21.16	22.01	22.89	23.81
Sr. Maintenance Worker Beach Director	B10	21.34	22.19	23.08	24.00	24.96	25.96
Video Technician 3 Hour Minimum	B11	29.00					
Project Manager/Clerk of the works	B12	41.76	46.40				

APPROVED FY18 SEASONAL PLAN

*designates restricted seasonal employment as certified by the state

Grade	Position	1	2	3	4	5	6
D1	Parking Attendant* Public Information Guide* Playground Instructor*	\$12.06	\$12.78	\$13.55	\$14.36	\$15.23	\$16.14
D2	Gate Officer* Seasonal Laborer Sports Directors*	\$13.64	\$14.32	\$15.04	\$15.79	\$16.58	\$17.41
D3	Lifeguard* Beach Ranger* Shorebird Monitor* Endangered Species Monitor* CSO (Police)* Swimming Instructor* Playground Director*	\$15.24	\$15.93	\$16.64	\$17.39	\$18.17	\$18.99
D4	Asst. Head Lifeguard* Asst. Beach Director* Skilled Laborer (Water)* Skilled Laborer (Parks) Custodian Seasonal Sticker Clerk Tennis Instructor*	\$16.88	\$17.56	\$18.26	\$18.99	\$19.75	\$20.54
D5	Head Lifeguard* Patrol Boat Operator* Beach EMT* Asst. Swimming Director*	\$18.44	\$19.09	\$19.75	\$20.44	\$21.16	\$21.90
D6	Beach Safety Supervisor* Swimming Director*	\$20.06	\$20.66	\$21.28	\$21.92	\$22.58	\$23.26
D7	Beach Director	\$21.69	\$22.28	\$22.89	\$23.52	\$24.17	\$24.84