

DEPARTMENT DIVISION	POSITION TYPE	FY 2010 ADOPTED				FY 2011 ADOPTED				FY 2012 REQUESTED				FY 2012 RECOMMENDED				
		UNION*	GRADE	STEP	SALARY	GRADE	STEP	SALARY	GRADE	STEP	SALARY	GRADE	STEP	SALARY				
TOWN COUNCIL	COUNCIL CLERK	T01		7	5	45,613		7	5	46,507		7	5	46,507		7	5	46,507
	COUNCIL CHAIRPERSON	T09		94	1	4,800		94	1	4,800		94	1	4,800		94	1	4,800
	COUNCIL MAJORITY LEADER	T09		94	1	4,500		94	1	4,500		94	1	4,500		94	1	4,500
	COUNCIL MINORITY LEADER	T09		94	1	4,500		94	1	4,500		94	1	4,500		94	1	4,500
	COUNCIL VICE CHAIR	T09		92	1	4,200		92	1	4,200		92	1	4,200		92	1	4,200
	COUNCIL MEMBER	T09		92	1	4,000		92	1	4,000		92	1	4,000		92	1	4,000
	COUNCIL MEMBER	T09		92	1	4,000		92	1	4,000		92	1	4,000		92	1	4,000
	COUNCIL MEMBER	T09		92	1	4,000		92	1	4,000		92	1	4,000		92	1	4,000
	COUNCIL MEMBER	T09		92	1	4,000		92	1	4,000		92	1	4,000		92	1	4,000
	COUNCIL MEMBER	T09		92	1	4,000		92	1	4,000		92	1	4,000		92	1	4,000
	TOTALS FOR THIS DIVISION					83,613				84,507				84,507				84,507
	HEADCOUNT					10				10				10				10
	UNION LEGEND: T09 = NON-UNION ELECTED OFFICIAL; T01 = MUNICIPAL EMPLOYEES UNION																	
TOWN CLERK	TOWN CLERK	T07		9		59,137		9		59,137		9	4	60,468		9	4	60,468
	DEPUTY TOWN CLERK	T01		7	5	45,613		7	5	46,507		7	5	46,507		7	5	46,507
	OFFICE INTERDEPART. (FLOATER)	T01		6	5	42,787		6	5	43,626		6	5	43,626		6	5	43,626
	ASSISTANT TOWN CLERK	T01		6	5	42,787		6	5	43,626		6	5	43,626		6	5	43,626
	TOTALS FOR THIS DIVISION					190,324				192,896				194,227				194,227
	HEADCOUNT					4				4				4				4
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION																	
REGISTRARS	ROV - DEMOCRAT	T09		92	1	20,000		92	1	20,000		92	1	20,000		92	1	20,000
	ROV - REPUBLICAN	T09		92	1	20,000		92	1	20,000		92	1	20,000		92	1	20,000
	ASSISTANT REGISTRAR	T09		96	1	3,000		96	1	3,000		96	1	3,000		96	1	3,000
	ASSISTANT REGISTRAR	T09		96	1	3,000		96	1	3,000		96	1	3,000		96	1	3,000
	TOTALS FOR THIS DIVISION					46,000				46,000				46,000				46,000
	HEADCOUNT					4				4				4				4
	UNION LEGEND: T09 = NON-UNION ELECTED OFFICIAL; T01 = MUNICIPAL EMPLOYEES UNION																	
SELECTMEN	SELECTMEN	T09				680				0				680				680
	SELECTMEN	T09				680				0				680				680
	SELECTMEN	T09				680				0				680				680
	TOTALS FOR THIS DIVISION					2,040				0				2,040				2,040
	HEADCOUNT					3				3				3				3
	UNION LEGEND: T09 = NON-UNION ELECTED OFFICIAL																	
MAYOR	MAYOR	T07				81,400				81,400				81,400				81,400
	ASSISTANT TO MAYOR	T07		10		71,204		10		71,204		10		71,204		10		71,204
	SENIOR ADMIN. SECR. TO MAYOR	T01		9	5	51,977		9	5	52,996		9	5	52,996		9	5	52,996
	EXEC. SECRETARY TO THE MAYOR	T06		1	2	36,019		1	2	36,019		1	3	38,284		1	3	38,284
	TOTALS FOR THIS DIVISION					240,600				241,619				243,884				243,884
	HEADCOUNT					4				4				4				4
	UNION LEGEND: T07 = NON-UNION ELECTED OFFICIAL; T06 = NON-UNION NON-DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION																	
CORP COUNSEL	ASSISTANT CORP. COUNSEL	T06		13	4	106,340		13	4	106,340		13	4	108,679		13	4	108,679
	ASSISTANT CORP. COUNSEL LABOR	T06		11	4	87,884		11	4	87,884		13	3	102,250		13	3	102,250
	CORPORATION COUNSEL	T07		13		54,314		13		54,314		13		55,536		13		55,536
	LEGAL SECRETARY (P/T)	T06		5	4	21,000		5	4	21,000		5	4	21,729		5	4	21,729
	TOTALS FOR THIS DIVISION					269,538				269,538				288,194				288,194
	HEADCOUNT					4				4				4				4
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T06 = NON-UNION NON-DIRECTOR																	
HUMAN RESOURCES	DIRECTOR HUMAN RESOURCES	T07		11		87,799		11		87,799		11		89,774		11		89,774
	HUMAN RESOURCES ASSISTANT	T06		5	4	56,696		5	4	56,696		5	4	57,944		5	4	57,944

	HUMAN RES. BENEFITS ADMIN.	T06	5	3	54,515	5	3	54,515	5	4	57,944	5	4	57,944
	ADMIN. SEC III	T06			16,000			16,360			16,720			16,720
	TOTALS FOR THIS DIVISION				215,010			215,370			222,382			222,382
	HEADCOUNT				4			4			4			4
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T06 = NON-UNION NON-DIRECTOR													
LIBRARY	LIBRARY DIRECTOR	T07	11	4	87,884	11	4	87,884	11	4	89,818	11	4	89,818
	ASSISTANT LIBRARY DIRECTOR	T05	108	11	72,506	108	11	76,214	108	11	78,882	108	11	78,882
	REFERENCE LIBRARIAN	T06	7	4	60,026	7	4	60,026	7	4	61,346	7	4	61,346
	CHILDRENS LIBRARIAN	T06	7	2	55,497	7	3	55,497	7	3	58,987	7	3	58,987
	BRANCH LIBRARIAN	T06	6	4	54,569	6	4	54,569	6	4	55,770	6	4	55,770
	CIRCULATION LIBRARIAN	T06	6	3	52,470	6	4	52,470	6	4	55,770	6	4	55,770
	LIBRARIAN	T06	6	1	48,512	6	2	48,512	6	3	53,625	6	3	53,625
	LIBRARIAN	T06	6	2	50,452	6	1	50,452	6	2	51,562	6	2	51,562
	ADMINISTRATIVE AIDE	T06	4	4	45,099	4	4	45,099	4	4	46,091	4	4	46,091
	LIBRARY TECH. ASSISTANT	T06	1	4	38,958	1	4	38,958	1	4	39,815	1	4	39,815
	LIBRARY TECH. ASSISTANT	T06	1	4	38,958	1	4	38,958	1	4	39,815	1	4	39,815
	LIBRARY TECH. ASSISTANT	T06	1	3	37,460	1	4	37,460	1	4	39,815	1	4	39,815
	LIBRARY TECH. ASSISTANT	T06	1	3	37,460	1	4	37,460	1	4	39,815	1	4	39,815
	CUSTODIAN I	T01	1	5	31,526	1	5	32,144	1	5	32,144	1	5	32,144
	TOTALS FOR THIS DIVISION				711,377			715,703			743,255			743,255
	HEADCOUNT				14			14			14			14
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T05, T06 = NON-UNION NON-DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION													
YOUTH SERVICE	DIRECTOR YOUTH SERVICES	T07	11		71,688	11		71,688	11		73,301	11		73,301
	YOUTH TASK FORCE COORD.				58,000			58,000			59,276			59,276
	COUNSELING COORDINATOR	T01	10	5	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	YS PROGRAM COORDINATOR	T01	10	5	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	ADMINISTRATIVE SECRETARY	T01	6	5	42,787	6	5	43,626	6	5	43,626	6	5	43,626
	GRANT FUNDED				0			-10,000			-			-
	TOTALS FOR THIS DIVISION				283,600			276,618			289,507			289,507
	HEADCOUNT				5			5			5			5
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION													
GRANTS ADMIN	GRANTS ADMINISTRATOR	T05	109		79,331	109	12	83,390	109	12	86,309	109	12	86,309
	HOUSING PLANNING ANALYST	T01	10	4	52,915	10	2	48,939	10	3	51,384	10	3	51,384
	ASST. GRANT ADMINISTRATOR	T01	9	5	51,977	9	5	52,996	9	5	52,996	9	5	52,996
	ADMINISTRATIVE CLERK II	T01	3	5	35,520	3	4	0	3	4	0	3	4	0
	CDBG REIMBURSEMENT (90% of GA)				-130,989			-130,989			-77,678			-77,678
	TOTALS FOR THIS DIVISION				88,754			54,336			113,011			113,011
	HEADCOUNT				4			3			3			3
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION													
ADMINISTRATION	FIN. DIR. & BENEFIT DELIVERY	T07	13		97,466	13		97,466	13		117,934	13		117,934
	TOTALS FOR THIS DIVISION				97,466			97,466			117,934			117,934
	HEADCOUNT				1			1			1			1
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION													
ACCOUNTS/CONTRL	ASSISTANT DIRECTOR FINANCE	T05	112	11	88,131	112	11	92,640	112	11	95,883	112	11	95,883
	PAYROLL COORDINATOR	T01	10	5	55,563	10	2	48,939	10	3	51,384	10	3	51,384
	ACCOUNTING ASSISTANT	T01	7	5	45,612	7	1	38,260	7	2	40,175	7	2	40,175
	ACCOUNT CLERK III	T01	5	4	38,265	5	5	40,964	5	5	40,964	5	5	40,964
	TOTALS FOR THIS DIVISION				227,571			220,803			228,406			228,406
	HEADCOUNT				4			4			4			4

	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION												
DATA PROCESSING	INFORMATION TECH. MANAGER	T05	108	75,242	108	12	79,092	108	12	81,861	108	12	81,861
	MIS ANALYSIS	T01	11	59,452	11	5	60,617	11	5	60,617	11	5	60,617
	INFORMATION SYS. SPECIALIST	T01	10	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	INFORMATION SYS. SPECIALIST	T01	10	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	INFORMATION SYS. SPECIALIST	T01	10	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	INFORMATION SYS. SPECIALIST	T01	10	52,915	10	5	56,652	10	5	56,652	10	5	56,652
	INFORMATION SYS. SPEC.	T01	10	52,915	10	5	33,000	10	5	56,652	10	5	56,652
	TOTALS FOR THIS DIVISION			407,212			399,317			425,738			425,738
	CONSOLIDATION			0			0			753,511			753,511
	TOTALS FOR THIS DIVISION			407,212			399,317			1,179,249			1,179,249
	HEADCOUNT			7			7			7			7
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION												
PURCHASING	PURCHASING AGENT	T01	13	68,258	13	5	69,597	13	5	69,597	13	5	69,597
	ADMINISTRATIVE AIDE	T01	7	45,613	7	5	46,507	7	5	46,507	7	5	46,507
	TOTALS FOR THIS DIVISION			113,872			116,104			116,104			116,104
	HEADCOUNT			2			2			2			2
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION												
TREASURY	TOWN TREASURER	T09		4,000			4,000			4,000			4,000
	TOTALS FOR THIS DIVISION			4,000			4,000			4,000			4,000
	HEADCOUNT			1			1			1			1
	UNION LEGEND: T09 = NON-UNION ELECTED OFFICIAL												
ASSESSOR	TOWN ASSESSOR	T05	110	79,937	110	11	84,028	110	11	86,969	110	11	86,969
	DEPUTY ASSESSOR	T01	14	73,241	14	5	74,677	14	5	74,677	14	5	74,677
	REAL & PERS. PROP. ASSISTANT	T01	9	51,977	9	5	52,996	9	5	52,996	9	5	52,996
	DATA ASSESSMENT CLERK	T01	9	44,899	9	3	48,067	9	4	50,472	9	4	50,472
	ASSESSORS ASSISTANT	T01	6	42,787	6	5	43,626	6	5	43,626	6	5	43,626
	ASSESSMENT CLERK III	T01	4	37,758	4	5	38,498	4	5	38,498	4	5	38,498
	TOTALS FOR THIS DIVISION			330,598			341,892			347,238			347,238
	HEADCOUNT			6			6			6			6
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION												
REVENUE/COLLECT	COLLECTOR OF REVENUE	T05	105	62,632	105	11	65,837	105	11	68,141	105	11	68,141
	ASST. COLLECTOR REVENUE	T01	9	51,977	9	5	52,996	9	5	52,996	9	5	52,996
	DELINQUENT TAX COLLECTOR	T01	8	48,668	8	5	49,622	8	5	49,622	8	5	49,622
	ACCOUNTS CLERK III	T01	5	40,175	5	5	40,964	5	5	40,964	5	5	40,964
	ACCOUNTS CLERK II (P/T)	T01	4	37,758	4	5	22,000	4	5	22,000	4	5	22,000
	ACCOUNT CLERK	T01	3	32,218	3	4	34,494	3	4	34,494	3	4	34,494
	TOTALS FOR THIS DIVISION			273,428			265,913			268,217			268,217
	HEADCOUNT			6			6			6			6
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION												
RISK MANAGEMENT	RISK MANAGER	T06	10	80,017	10	4	80,017	10	4	81,777	10	4	81,777
	TOTALS FOR THIS DIVISION			80,017			80,017			81,777			81,777
	HEADCOUNT			1			1			1			1
	UNION LEGEND: T06 = NON-UNION NON-DIRECTOR												
DEVELOPMENT	DIRECTOR DEVELOPMENT	T06	11	80,551	11		80,551	11		82,363	11		82,363
ADMINISTRATION	TOWN PLANNER	T01	15	78,659	15	5	80,201	15	5	80,201	15	5	80,201
	DEVELOPMENT SPECIALIST	T01	10	52,915	10	5	56,652	10	5	56,652	10	5	56,652
	TOTALS FOR THIS DIVISION			212,125			217,404			219,216			219,216













	TOTALS FOR THIS DIVISION			151,295			156,590		156,590			156,590		
	HEADCOUNT			2			2		2			2		
	UNION LEGEND: T04 = FIREFIGHTERS UNION													
EMER. MANAGEMENT	EMERGENCY MGMT. COORD.	T01	11	3	53,925	11	4	57,731	11	5	60,617	11	5	60,617
	TOTALS FOR THIS DIVISION			53,925			57,731		60,617			60,617		
	HEADCOUNT			1			1		1			1		
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION													
FIRE TRAINING	CHIEF TRAINING OFFICER	T04	71	3	82,190	71	3	85,066	71	3	85,066	71	3	85,066
	TOTALS FOR THIS DIVISION			82,190			85,066		85,066			85,066		
	HEADCOUNT			1			1		1			1		
	UNION LEGEND: T04 = FIREFIGHTERS UNION													
INSPECT/PERMITS ADMINISTRATION	DIRECTOR INSPECTION/PERMITS	T07	11		75,643	11		75,643	11		77,345	11		78,064
	BLDG. DIV. SUPERVISOR	T01	14	5	73,241	14	5	74,677	14	5	74,677	14	5	74,677
	PROP. MAINT INSPEC. (SPRVSR)	T01	12	5	63,673	12	5	64,922	12	5	64,922	12	5	64,922
	ASST. BLDG. OFFICIAL ELEC.	T01	11	5	59,452	11	5	60,617	11	5	60,617	11	5	60,617
	ASST. BLDG. OFFICIAL P & H	T01	11	5	59,452	11	5	60,617	11	4	57,731	11	4	57,731
	ASST. BLDG. OFFICIAL GENERAL	T01	11	5	59,452	11	5	60,617	11	5	60,617	11	5	60,617
	ZONING OFFICER	T01	10	5	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	HOUSING SPECIALIST	T01	9	5	51,977	9	5	52,996	9	5	52,996	9	5	52,996
	ADMINISTRATIVE AIDE	T01	7	5	45,613	7	5	46,507	7	5	46,507	7	5	46,507
	ADMIN. CLERK III	T01	5	5	40,175	5	5	40,964	5	5	40,964	5	5	40,964
	ADMIN. CLERK III	T01	3	5	35,520	3	5	36,217	3	5	36,217	3	5	36,217
	TOTALS FOR THIS DIVISION			619,759			630,429		629,245			629,964		
	HEADCOUNT			11			11		11			11		
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION; T07 = NON-UNION DIRECTOR													
PUBLIC WORKS ADMINISTRATION	DIRECTOR PUBLIC WORKS	T07	13		91,998	13		91,998	13		82,798	13		82,798
	ADMINISTRATIVE AIDE	T01	7	5	45,612	7	5	46,507	7	5	46,507	7	5	46,507
	ADMIN. SECRETARY II	T01	6	5	42,787	6	5	43,626	6	5	43,626	6	5	43,626
	ACCOUNTS CLERK III	T01	4	5	37,758	4	5	38,498	4	5	38,498	4	5	38,498
	TOTALS FOR THIS DIVISION			218,155			220,629		211,429			211,429		
	HEADCOUNT			4			4		4			4		
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION; T05 = SUPERVISORS UNION; T07 = NON-UNION DIRECTOR													
ENGINEERING	TOWN ENGINEER	T05	111	11	83,934	111	11	88,229	111	11	91,317	111	11	91,317
	ASST. TOWN ENGINEER	T01	13	5	68,258	13	5	69,597	13	5	69,597	13	5	69,597
	CIVIL ENGINEER	T01	13	5	68,258	13	5	69,597	13	5	69,597	13	5	69,597
	CIVIL ENGINEER	T01	13	5	68,258	13	5	69,597	13	3	63,127	13	3	63,127
	OPERATIONS ENGINEER	T01	12	5	63,673	12	5	64,922	12	5	64,922	12	5	64,922
	ENGINEERING TECH. IV	T01	10	5	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	ENGINEERING TECH. III	T01	8	5	48,668	8	5	49,622	8	5	49,622	8	5	49,622
	ADMIN. SECRETARY III (P/T)	T01	6	4	40,749	6	5	23,626	5	5	23,626	5	5	23,626
	TOTALS FOR THIS DIVISION			497,361			491,842		488,460			488,460		
	HEADCOUNT			8			8		8			8		
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION; T05 = SUPERVISORS UNION													
HIGHWAY	HIGHWAY SERVICES MANAGER	T05	107	7	71,633	107	8	77,211	107	8	79,913	107	8	79,913
	HIGHWAY SERVICES SUPERVISOR	T05	104	11	68,172	104	11	71,659	104	11	74,167	104	11	74,167
	HIGHWAY SERVICES SUPERVISOR	T05	104	11	68,172	104	11	71,659	104	11	74,167	104	11	74,167
	HIGHWAY SERVICES SUPERVISOR	T05	104	5	58,732	104	6	63,391	104	7	67,323	104	7	67,323
	MAINTAINER 4 HEAVY EQUIPMENT	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	MAINTAINER 4 HEAVY EQUIPMENT	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	SIGNS/LINES MAINTAINER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MAINTAINER III EQUIP. OPERATOR	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628

	MAINTAINER DIKE CONTROL	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MAINTAINER DIKE CONTROL	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MAINTAINER 3 SWEEPER OPER.	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MAINTAINER III EDUCATOR OP	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MASON	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	GENERAL MAINTENANCE	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	ASPHALT LABORER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTAINER II TRUCK DRIVER	T03	44	4	42,025	44	4	0	44	4	45,906	44	4	45,906
	MAINTAINER I LABORER	T03	42	4	0	42	4	0	42	4	44,117	42	4	44,117
	HIGHWAY SERVICES SUPERVISOR	T05	104	5	58,732	104	6	63,391	104	6	0	104	6	0
	TOTALS FOR THIS DIVISION				1,288,120			1,318,854			1,391,231			1,391,231
	HEADCOUNT				27			26			27			27
	UNION LEGEND: T03 = 1174 LABORERS UNION; T05 = SUPERVISORS UNION													
WASTE SERVICE	WASTE SERVICES MANAGER	T05	105	11	71,581	105	11	75,242	105	11	77,875	105	11	77,875
	MAINTAINER 4 HEAVY EQUIPMENT	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	AUTOMATED WASTE DRIVER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	AUTOMATED WASTE DRIVER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	AUTOMATED WASTE DRIVER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	AUTOMATED WASTE DRIVER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	AUTOMATED WASTE DRIVER	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	MAINTAINER III BULK TRK.	T03	48	4	45,433	48	4	47,943	48	4	49,628	48	4	49,628
	UTILITY WORKER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	UTILITY WORKER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	UTILITY WORKER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	UTILITY WORKER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	UTILITY WORKER	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	WASTE SERVICES SUPERVISOR	T05	106	9	74,246	106	10	0	106	10	0	106	10	0
	TOTALS FOR THIS DIVISION				632,278			588,580			609,230			609,230
	HEADCOUNT				13			12			12			12
	UNION LEGEND: T03 = 1174 LABORERS UNION; T05 = SUPERVISORS UNION													
FLEET SERVICE	FLEET SERVICES MANAGER	T05	105	11	71,581	105	11	75,242	105	7	70,687	105	7	70,687
	MECHANIC II	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	MECHANIC II	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	MECHANIC II	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	MECHANIC II	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	PARTS/PROJECTS COORDINATOR	T03	52	4	49,162	52	4	51,883	52	4	53,685	52	4	53,685
	MECHANIC I	T03	46	4	43,632	46	4	46,049	46	4	47,663	46	4	47,663
	PARTS CLERK	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	TOTALS FOR THIS DIVISION				403,047			425,054			432,681			432,681
	HEADCOUNT				8			8			8			8
	UNION LEGEND: T03 = 1174 LABORERS UNION; T05 = SUPERVISORS UNION													
BLDG MAINTENANCE	FACILITY MANAGER	T05	107	11	78,917	107	11	82,954	107	11	85,857	107	11	85,857
	SUPERINTENDENT OF PSC	T05	104	3	48,638	104	4	52,574	104	5	55,911	104	5	55,911
	HVAC REPAIR/MAINTENANCE	T01	9	5	51,977	9	5	52,996	9	5	52,996	9	5	52,996
	CARPENTER	T03	50	4	47,233	50	4	49,838	50	4	51,584	50	4	51,584

	CARPENTER	T03	50	4	47,233	50	4	49,838	50	4	51,584	50	4	51,584
	BUILDING MAINTAINER	T01	5	5	40,175	5	5	40,964	5	5	40,964	5	5	40,964
	PSC BUILDING MAINTAINER	T01	5	5	40,175	5	5	40,964	5	5	40,964	5	5	40,964
	CUSTODIAN I	T01	1	5	31,526	1	5	32,144	1	5	32,144	1	5	32,144
	CUSTODIAN I	T01	1	4	30,024	1	5	32,144	1	5	32,144	1	5	32,144
	CUSTODIAN I	T01	1	2	27,234	1	3	29,154	1	4	30,613	1	4	30,613
	TOTALS FOR THIS DIVISION				443,132			463,570			474,761			474,761
	HEADCOUNT				10			10			10			10
	UNION LEGEND: T03 = 1174 LABORERS UNION; T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION													
PARK/RECREATION	DIR. PARKS, REC. & SENIOR SERVICES	T07	11		76,032	11		76,032	11		89,500	11		89,500
ADMINISTRATION	ASSIST. DIRECTOR PARK/REC.	T05	108	11	72,506	108	11	76,214	108	11	78,881	108	11	78,881
	SUPERVISOR REC/AQUATICS	T01	10	5	55,563	10	5	56,652	10	5	56,652	10	5	56,652
	ADMIN AIDE	T01	7	5	45,613	7	5	46,507	7	5	46,507	7	5	46,507
	ADMIN SECRETARY II	T01	5	5	40,176	5	5	40,964	5	5	40,964	5	5	40,964
	TOTALS FOR THIS DIVISION				289,889			296,369			312,504			312,504
	HEADCOUNT				5			5			5			5
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T06 = NON-UNION NON-DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION													
MAINTENANCE	PARKS & REC. SUPERVISOR	T05	107	10	77,096	107	11	82,954	107	11	85,857	107	11	85,857
	PARKS PROJ.COORD/MAINT SUPRV.	T05	105	10	69,929	105	11	75,242	105	11	77,875	105	11	77,875
	PARKS & REC. FOREMAN	T05	104	10	66,598	104	11	71,659	104	11	74,167	104	11	74,167
	MAINTENANCE MECHANIC	T03	50	4	47,233	50	4	49,838	50	4	51,584	50	4	51,584
	MAINTENANCE MECHANIC	T03	50	4	47,233	50	4	49,838	50	4	51,584	50	4	51,584
	LANDSCAPE GARDENER	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARK MAINTAINER III	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARK MAINTAINER III	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARKS GARAGE ATTENDANT	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARKS MAINTAINER II	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARKS MAINTAINER II	T03	48	4	45,433	48	4	47,943	48	4	49,629	48	4	49,629
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	PARKS MAINTAINER II	T03	44	4	42,025	44	4	44,348	44	4	45,906	44	4	45,906
	MAINTENANCE MECHANIC	T03	50	4	47,233	50	4	49,838	50	4	0	50	4	0
	PARKS MAINTAINER II	T04	44	4	0	44	4	44,348	44	4	0	44	4	0
	TOTALS FOR THIS DIVISION				964,119			1,066,159			1,006,089			1,006,089
	HEADCOUNT				20			21			19			19
	UNION LEGEND: T03 = 1174 LABORERS UNION; T05 = SUPERVISORS UNION													
HEALTH/SOC SERV	DIR. HEALTH AND SOCIAL SVCS.	T07	12		88,606	12		88,606	12		90,600	12		90,600
	TOTALS FOR THIS DIVISION				88,606			88,606			90,600			90,600
	HEADCOUNT				1			1			1			1
	UNION LEGEND: T07 = NON-UNION DIRECTOR; T01 = MUNICIPAL EMPLOYEES UNION													
NURSING	PH NURSING SUPERVISOR	T05	108	11	72,506	108	11	76,214	108	11	78,881	108	11	78,881
	TOTALS FOR THIS DIVISION				72,506			76,214			78,881			78,881
	HEADCOUNT				1			1			1			1
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION													
ENVIRON CONT	ENVIRON. HEALTH SUPERVISOR	T05	108	6	64,140	108	7	69,180	108	7	71,601	108	7	71,601
	PUBLIC HEALTH SANITARIAN	T01	11	5	59,452	11	5	60,617	11	5	60,617	11	5	60,617
	PUBLIC HEALTH SANITARIAN	T01	11	2	51,358	11	3	54,982	11	4	57,731	11	4	57,731

	TOTALS FOR THIS DIVISION			174,950			184,779			189,949			189,949	
	HEADCOUNT			3			3			3			3	
	UNION LEGEND: T05 = SUPERVISORS UNION; T01 = MUNICIPAL EMPLOYEES UNION													
SOCIAL SERVICES	PROGRAM SUPERVISOR	T05	108	7	65,812	108	8	69,180	108	9	75,241	108	9	75,241
	CASEWORKER II	T01	9	5	51,976	9	5	52,996	9	5	52,996	9	5	52,996
	CASEWORKER I	T01	7	2	39,402	7	3	42,181	7	2	40,175	7	2	40,175
	ADMINISTRATIVE CLERK II	T01	4	5	37,758	4	5	38,498	4	5	38,498	4	5	38,498
	FOOD BANK COORDINATOR	T01	3	5	35,520	3	5	36,217	3	5	36,217	3	5	36,217
	TOTALS FOR THIS DIVISION				230,468			239,072			243,127			243,127
	HEADCOUNT				5			5			5			5
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION													
SENIOR SERVICES	ELDERLY SVCS. COORDINATOR	T01	11	5	59,452	11	5	60,617	11	5	60,617	11	5	60,617
	PROGRAM SPRVISR, SENIOR CNTR.	T01	10	3	50,395	10	4	51,384	10	5	56,652	10	5	56,652
	CASEWORKER I	T01	7	5	45,613	7	5	46,507	7	5	46,507	7	5	46,507
	TOTALS FOR THIS DIVISION				155,460			158,508			163,776			163,776
	HEADCOUNT				3			3			3			3
	UNION LEGEND: T01 = MUNICIPAL EMPLOYEES UNION													