

<p>Town of Westford PAY CLASSIFICATION PLAN Effective July 1, 2017</p>
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Salary Ranges per Band

BAND	MIN	MID	MAX
10	123,485	132,243	141,000
9	99,000	115,500	132,000
8	90,000	105,000	120,000
7	84,000	98,000	112,000
6	78,750	91,875	105,000
5	69,000	80,500	92,000
4	64,500	75,250	86,000
3	56,250	65,625	75,000
2	47,250	55,125	63,000
1	41,250	48,125	55,000

BAND	POSITION TITLE
10	Fire Chief
10	Police Chief
9	Finance Director
8	Assistant Town Manager
8	Director of Land Use Management
8	Director of Technology
7	Deputy Fire Chief
7	Director of Human Resources
7	Director of Parks, Recreation & Cemeteries
7	Highway Superintendent
7	Library Director
7	Health Director
7	Town Engineer
7	Water Superintendent
6	Budget Director
6	Building Commissioner
6	Director of Environmental Services
6	Principal Assessor
6	Town Accountant
6	Treasurer/Collector
6	Water Operations Manager
5	Assistant Town Engineer
5	Business Manager, Water Department
5	Director of Elder Services
5	Town Clerk
4	Assistant Library Director
4	Assistant Town Accountant/Finance & Budget Analyst
4	Compliance Manager/Water Department
4	Project/Procurement Specialist
4	Public Health Nurse
4	Social Worker
3	Administrative Assistant to the Town Manager
3	Animal Control Officer
3	Benefits Coordinator

3	Senior Librarian
3	Systems/Automation Manager, Library
3	Veterans Services Officer
2	Administrative Assistant
1	Activities Coordinator
1	Elder Outreach Coordinator
1	Planner 1

HOURLY CLASS **	MIN	MAX
Auxiliary Firefighter	N/A	12.00
Library Page	11.00	12.00
COA Lead Van Driver	15.15	19.64
COA Van Driver	11.00	17.21
Evening Supervisor/Senior Center	14.00	19.13
Senior Volunteer Worker	11.68	15.96
Student Intern	11.00	15.00
Receptionist	12.83	14.74
Registrar	11.68	15.96

* Further hourly wages for temporary or seasonal employees will be compatible to, but not greater than, the wage rate provided non-contract employees.

BOS approved:

1. Minimum Wage increases on 12/13/16 from \$10.00 to \$11.00 effective 1/1/17
2. Salary Range Adjustment on 1/10/17 of 1.5% effective 7/1/17
3. Pay band realignment on 9/12/17 in Executive Session
4. Pay band realignment on 9/26/17 in Open Session