

Part III:
Proposed Grade and Title Changes

Dept	Title	Old Grade	New Grade	Comments
Clerk	Deputy Town Clerk	30	35	Internal Comparison
	Town Clerk	45	47	Internal Comparison
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Finance				
	Purchasing and Contracts Manager	39	37	Change title to Purchasing Coordinator
	Accountant	35	38	Based on Market Data
	Accountant-Housing	35	38	Change title to Accountant
	Accounting Services Manager	40	43	Based on Market Data
	Assistant Finance Director	44	46	Internal Comparison
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Fire				
	Firefighter I	31	32	Internal Comparison
	Master Firefighter	33	34	Internal Comparison
	Fire Equipment Operator	34	35	Based on Market Data
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Human Resources				
	Human Resources Specialist	33	35	Based on Market Data
	Assistant Human Resources Director	41	43	Internal Comparison
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Information Technology				
	Network and Telcommunications Analyst	41	43	Based on Market Data
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Inspections				
	Building Inspector II	33	35	Internal Comparison
	Code Enforcement Officer	33	35	Internal Comparison
	Building Inspector III	35	37	Based on Market Data
	Code Enforcement Officer Senior	35	37	Internal Comparison
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Police				
	Police Officer I	32	34	Based on Market Data
	Police Officer II	33	35	Based on Market Data
	Police Officer III	34	36	Internal Comparison
	Police Officer IV	35	37	Internal Comparison
	Police Sergeant	38	39	Internal Comparison
	Police Lieutenant	40	41	Internal Comparison
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Public Works				
	Landscape Architect/Urban Forester	39	43	Internal Comparison
	Landscape Operations Superintendent	40	43	Based on Market Data
	Solid Waste Services Superintendent	40	43	Based on Market Data
	Field Operations Superintendent	41	44	Internal Comparison
	Internal Services Superintendent	41	44	Based on Market Data
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Transportation				
	Transportation Director	49	51	Internal Comparison
	Mechanic helper	28	29	correction of clerical error

Part III:
Proposed Grade and Title Changes

Title Changes Only

Department	Title	Action
Finance	Accounts Payable Technician	Change title to Accounting Technician II
	Buyer	delete title
	Payroll Technician	Change title to Accounting Technician II
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Human Resources	Employment Coordinator	delete title
	Safety and Training Coordinator	delete title
	Human Resources Assistant	delete title
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Police	Crime Prevention Officer	delete title
	Professional Standards Officer	delete title
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Public Works	Accounting Technician	Change title to Accounting Technician I
	Refuse Collector	Change title to Sanitation Worker