

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1	\$10.57	\$11.09	\$11.65	\$12.23	\$12.84	\$13.49	\$14.16	\$14.86	\$15.61	\$16.39	\$17.21
40/HR	\$21,981.02	\$23,073.65	\$24,230.54	\$25,430.29	\$26,715.73	\$28,065.44	\$29,458.00	\$30,914.83	\$32,478.78	\$34,085.58	\$35,799.50
2	\$11.65	\$12.23	\$12.84	\$13.49	\$14.16	\$14.86	\$15.61	\$16.39	\$17.21	\$18.07	\$18.97
40/HR	\$24,230.54	\$25,430.29	\$26,715.73	\$28,065.44	\$29,458.00	\$30,914.83	\$32,478.78	\$34,085.58	\$35,799.50	\$37,577.70	\$39,463.01
3	\$12.39	\$13.01	\$13.66	\$14.34	\$15.06	\$15.81	\$16.61	\$17.43	\$18.30	\$19.22	\$20.18
40/HR	\$25,773.07	\$27,058.51	\$28,408.22	\$29,822.21	\$31,321.89	\$32,885.84	\$34,556.91	\$36,249.41	\$38,070.45	\$39,977.18	\$41,969.62
4	\$13.33	\$14.00	\$14.70	\$15.43	\$16.20	\$17.02	\$17.87	\$18.77	\$19.69	\$20.68	\$21.71
40/HR	\$27,722.66	\$29,115.22	\$30,572.05	\$32,093.15	\$33,699.95	\$35,392.45	\$37,170.64	\$39,034.53	\$40,962.69	\$43,019.39	\$45,161.79
5	\$15.24	\$16.00	\$16.80	\$17.64	\$18.52	\$19.45	\$20.42	\$21.44	\$22.52	\$23.64	\$24.82
40/HR	\$31,707.52	\$33,271.47	\$34,942.54	\$36,699.31	\$38,520.35	\$40,448.51	\$42,483.79	\$44,604.77	\$46,832.86	\$49,168.08	\$51,631.84
6	\$17.61	\$18.50	\$19.44	\$20.39	\$21.41	\$22.48	\$23.61	\$24.79	\$26.05	\$27.34	\$28.71
40/HR	\$36,635.04	\$38,477.50	\$40,427.09	\$42,419.52	\$44,540.50	\$46,768.59	\$49,103.81	\$51,567.57	\$54,181.30	\$56,859.30	\$59,708.69
7	\$18.63	\$19.57	\$20.55	\$21.58	\$22.65	\$23.78	\$24.98	\$26.22	\$27.53	\$28.91	\$30.35
40/HR	\$38,756.02	\$40,705.60	\$42,740.88	\$44,883.28	\$47,111.38	\$49,468.02	\$51,953.20	\$54,545.50	\$57,266.35	\$60,137.17	\$63,136.53
8	\$19.88	\$20.88	\$21.92	\$23.01	\$24.16	\$25.37	\$26.65	\$27.97	\$29.38	\$30.84	\$32.38
40/HR	\$41,348.32	\$43,426.45	\$45,590.27	\$47,861.22	\$50,260.70	\$52,767.31	\$55,423.89	\$58,187.58	\$61,101.25	\$64,143.46	\$67,357.06
9	\$23.31	\$24.48	\$25.70	\$26.98	\$28.34	\$29.76	\$31.24	\$32.80	\$34.44	\$36.16	\$37.98
40/HR	\$48,482.51	\$50,924.85	\$53,452.88	\$56,109.46	\$58,937.42	\$61,893.94	\$64,978.99	\$68,214.02	\$71,641.86	\$75,219.66	\$78,990.29
10	\$24.62	\$25.84	\$27.14	\$28.49	\$29.92	\$31.42	\$32.99	\$34.64	\$36.37	\$38.19	\$40.10
40/HR	\$51,203.36	\$53,752.82	\$56,452.24	\$59,258.78	\$62,236.72	\$65,343.20	\$68,621.07	\$72,048.91	\$75,648.14	\$79,440.19	\$83,403.63
11	\$26.09	\$27.39	\$28.77	\$30.20	\$31.72	\$33.30	\$34.97	\$36.72	\$38.55	\$40.48	\$42.50
40/HR	\$54,275.56	\$56,977.98	\$59,839.37	\$62,814.31	\$65,970.92	\$69,263.79	\$72,738.34	\$76,371.85	\$80,187.03	\$84,206.60	\$88,407.85
12	\$27.66	\$29.04	\$30.50	\$32.01	\$33.62	\$35.30	\$37.07	\$38.92	\$40.86	\$42.91	\$45.05
40/HR	\$57,532.10	\$60,396.66	\$63,429.74	\$66,583.17	\$69,929.18	\$73,419.62	\$77,102.64	\$80,954.16	\$84,998.25	\$89,259.00	\$93,712.32
13	\$29.32	\$30.78	\$32.32	\$33.93	\$35.64	\$37.42	\$39.29	\$41.26	\$43.32	\$45.49	\$47.76
40/HR	\$60,984.02	\$64,020.46	\$67,235.52	\$70,578.16	\$74,124.93	\$77,824.80	\$81,728.79	\$85,811.41	\$90,098.15	\$94,614.54	\$99,335.06
14	\$31.08	\$32.63	\$34.26	\$35.97	\$37.78	\$39.66	\$41.65	\$43.73	\$45.92	\$48.22	\$50.62
40/HR	\$64,643.06	\$67,861.69	\$71,269.65	\$74,812.85	\$78,572.43	\$82,494.28	\$86,632.52	\$90,960.09	\$95,504.04	\$100,291.41	\$105,295.16
15	\$32.94	\$34.58	\$36.32	\$38.13	\$40.04	\$42.04	\$44.15	\$46.35	\$48.67	\$51.11	\$53.66
40/HR	\$68,521.65	\$71,933.39	\$75,545.83	\$79,301.62	\$83,286.77	\$87,443.94	\$91,830.47	\$96,417.70	\$101,234.28	\$106,308.90	\$111,612.87
16	\$34.92	\$36.66	\$38.50	\$40.41	\$42.44	\$44.56	\$46.80	\$49.14	\$51.59	\$54.18	\$56.88
40/HR	\$72,632.94	\$76,249.40	\$80,078.58	\$84,059.72	\$88,283.98	\$92,690.58	\$97,340.30	\$102,202.76	\$107,308.34	\$112,687.43	\$118,309.65
17	\$37.01	\$38.86	\$40.81	\$42.84	\$44.99	\$47.24	\$49.61	\$52.08	\$54.69	\$57.43	\$60.29
40/HR	\$76,990.92	\$80,824.36	\$84,883.30	\$89,103.30	\$93,581.02	\$98,252.01	\$103,180.72	\$108,334.92	\$113,746.84	\$119,448.68	\$125,408.22
18	\$39.24	\$41.19	\$43.26	\$45.41	\$47.69	\$50.07	\$52.58	\$55.21	\$57.97	\$60.87	\$63.91
40/HR	\$81,610.38	\$85,673.82	\$89,976.29	\$94,449.50	\$99,195.88	\$104,147.13	\$109,371.56	\$114,835.02	\$120,571.65	\$126,615.60	\$132,932.72
19	\$41.59	\$43.66	\$45.85	\$48.13	\$50.55	\$53.07	\$55.74	\$58.52	\$61.45	\$64.53	\$67.74
40/HR	\$86,507.00	\$90,814.25	\$95,374.87	\$100,116.47	\$105,147.63	\$110,395.96	\$115,933.86	\$121,725.12	\$127,805.95	\$134,212.53	\$140,908.68
20	\$44.09	\$46.28	\$48.60	\$51.02	\$53.58	\$56.26	\$59.08	\$62.03	\$65.13	\$68.40	\$71.81
40/HR	\$91,697.42	\$96,263.11	\$101,097.36	\$106,123.46	\$111,456.49	\$117,019.72	\$122,889.89	\$129,028.63	\$135,474.30	\$142,265.28	\$149,363.20
2012 Scale adjustment - 2% COLA											
2013 Scale adjustment - .6% COLA											
2014 Scale adjustment - 1% COLA											
2015 Scale adjustment-1.7% COLA											
2016 Scale adjustment- 2% updated 3/14/16											
2017 Scale adjustment-2% 3/17/17											
2018 Scale adjustment-3% March 2018											

Town of Warner												
Classification Scoring Matrix												
Effective 9/1/17												
Current		Knowledge/				Internal	External	Span of		Physical	Work	Total
Job Title	Department	Education	Experience	Complexities	Accountability	Relationships	Relationships	Control	Scope	Demands	Environment	Points
Laborer, Driver	DPW, Highway	50	50	50	75	25	25	0	100	25	25	425
Transfer Station Attendant	DPW/Transfer Station	50	50	50	75	25	25	0	100	25	25	425
Parks & Recreation Maintenance Worker	DPW, Highway	50	50	50	75	25	25	0	100	25	25	425
Custodian	Town Hall	50	50	50	75	25	25	0	100	25	25	425
Police Secretary	Police Department	100	100	100	125	75	75	0	100	10	10	695
Deputy Town Clerk	Town Hall	100	100	100	125	75	75	0	100	10	10	695
Selectmen's Secretary	Town Hall	100	100	100	125	75	75	0	100	10	10	695
Land Use Secretary	Town Hall	100	100	125	125	50	50	0	200	10	10	770
Assessing Clerk	Town Hall	100	100	125	125	50	50	0	200	10	10	770
Machine Operator	DPW, Highway	100	200	100	125	50	50	50	50	25	25	775
Patrol Officer	Police Department	100	100	100	125	75	100	0	100	50	50	800
Transfer Station Supervisor	DPW/Transfer Station	100	100	125	125	50	75	100	100	25	25	825
Facilities Supervisor, Driver	DPW, Highway	100	200	100	125	50	75	50	100	25	25	850
Patrol Officer/Prosecutor	Police Department	200	100	125	125	75	100	50	100	50	50	975
Highway Foreman	DPW, Highway	100	200	100	125	75	75	100	200	25	25	1025
Bookkeeper	Town Hall	200	100	125	125	75	75	100	300	10	10	1120
EMA Director	Town Hall	200	200	125	125	75	100	100	100	50	50	1125
Sergeant	Police Department	200	200	125	125	75	100	100	100	50	50	1125
Town Clerk	Town Hall	200	100	125	125	75	125	100	300	10	10	1170
Tax Collector	Town Hall	200	100	125	125	75	125	100	300	10	10	1170
Fire Chief	Fire Department	400	500	150	300	100	100	200	300	50	50	2150
Public Works Director	DPW, Highway	400	500	150	300	100	100	200	300	50	50	2150
Police Chief	Police Department	400	500	150	300	100	100	200	300	50	50	2150
Town Administrator	Town Hall	400	500	300	300	125	125	300	400	10	10	2470

							3.0%			(< current Step or step 5)		
Department	Employee	Position	Date of Hire	Length of Service	Hourly Wage	Budgeted Hours/yr.	3/1/2018 Adjustment	Annual Cost	Current Grade/Step	Proposed Grade/Step	Target Rate	Annual Cost
Town Hall	Mical, Martha	Assessing Clerk	06/16/93	24	\$19.72	1404	\$20.31	\$830.61	3/11+	6/5	\$21.41	\$1,542.15
	Whalen, Mary	Selectmen's Secretary	06/21/99	18	\$19.59	1716	\$20.18	\$1,008.49	3/11	6/5	\$21.41	\$2,114.63
	Lord, Lois	Land Use Secretary	01/05/15	2	\$15.35	1352	\$15.81	\$622.60	3/6	6/5	\$21.41	\$7,570.52
	Plaisted, Britany	Custodian	06/26/16	1	\$11.87	260	\$12.23	\$92.59	1/4	4/4	\$15.43	\$833.01
	Courser, Michele	Deputy Town Clerk	08/29/11	6	\$16.13	1560	\$16.61	\$754.88	3/7	6/5	\$21.41	\$7,481.92
	Howlett, Marianne	Tax Collector	03/10/81	36	\$21.57	1820	\$22.22	\$1,177.72	6/3*	9/3	\$25.70	\$6,338.88
	Hallenborg, Tracey	Bookkeeper	01/11/10	7	\$17.98	2080	\$18.52	\$1,121.95	5/5	9/5	\$28.34	\$20,426.85
	Newman Rogers, Judy	Town Clerk	11/08/94	23	\$28.90	1820	\$29.77	\$1,577.94	6/9**	9/5	\$28.34	\$0.00
	Bingham, James	Town Administrator	03/13/13	4	\$33.64	2080	\$34.65	\$2,099.14	10/8+	17/5	\$44.99	\$21,508.86
DPW -Hwy, Buildings	Allen, Tim	Public Works Director	12/17/07	10	\$30.33	2080	\$31.24	\$1,892.59	9/7	15/5	\$40.04	\$18,304.21
	Mock, William	Machine Operator	10/07/96	21	\$21.08	2080	\$21.71	\$1,315.39	4/11	7/5	\$22.65	\$1,950.21
	Raymond, Paul	Hwy Foreman	11/01/15	2	\$26.19	2080	\$26.98	\$1,634.26	9/4	9/4	\$26.98	\$8.94
	Furbush, Mel	Facilities Supervisor, Driver	12/12/13	4	\$19.95	2080	\$20.55	\$1,244.88	4/9	7/5	\$22.65	\$4,371.12
	Bixby, Rick	Machine Operator	10/27/08	9	\$19.12	2080	\$19.69	\$1,193.09	4/9	7/5	\$22.65	\$6,149.31
	Cilley, Dan	Laborer, Driver	12/09/15	1	\$18.22	2080	\$18.77	\$1,136.93	4/8	4/5	\$16.20	\$0.00
	Piroso, Alan	Parks & Rec Maintenance	03/12/88	29	\$18.66	725	\$19.22	\$405.86	3/10	4/5	\$16.20	\$0.00
DPW - Transfer Station	Proper, Varick	TS Foreman	09/23/08	9	\$21.08	2080	\$21.71	\$1,315.39	4/11	7/5	\$22.65	\$1,950.21
	Piroso, Ron	Attendant	08/08/67	50	\$19.59	520	\$20.18	\$305.60	3/11	4/5	\$16.20	\$0.00
	Hall, Donald	Attendant	02/06/01	16	\$16.13	832	\$16.61	\$402.60	3/7	4/5	\$16.20	\$0.00
	Welcome, Richard	Attendant	06/04/17	<1	\$12.20		\$12.57	\$0.00	3/1+	4/1	\$13.33	\$0.00
	Dynment, Jason	Attendant	06/04/17	<1	\$12.20		\$12.57	\$0.00	3/1+	4/1	\$13.33	\$0.00
	DiGeronimo, Paul	Attendant	04/01/08	9	\$12.63	260	\$13.01	\$98.51	3/2	4/2	\$14.00	\$257.69
Police Dept.	Chandler, William	Police Chief	09/01/88	29	\$36.87	2080	\$37.98	\$2,300.69	9/11	15/5	\$40.04	\$4,292.91
	Carter, Ron	Sergeant	12/31/93	24	\$29.94	2080	\$30.84	\$1,868.26	8/10	9/5	\$28.34	\$0.00
	Tokarz, Ben	Patrol Officer/ Prosecutor	11/22/10	7	\$24.25	2080	\$24.98	\$1,513.20	7/7	9/5	\$28.34	\$6,994.00
	open position	Patrol Officer - P/T		10		1100	\$0.00	\$0.00		7		\$0.00
	Crotty, Justin	patrol Officer - F/T	07/22/14	3	\$23.09	2080	\$23.78	\$1,440.82	7/6	7/5	\$22.65	\$0.00
	Buskey, Theresa	Administrative Assistant	02/18/03	14	\$19.59	2080	\$20.18	\$1,222.42	3/11	6/5	\$21.41	\$2,563.18
Fire Dept.	Edmund Raymond	Fire Chief	01/01/90	27	\$5,496.90		\$5,661.81	\$164.91				
							3% COLA	\$28,741.30			Adj to Market	\$114,658.61
											TOTAL	\$143,399.91
*Marianne Howlett salary is based on 2080 hour wage scale. Hourly rate is higher due to working 1820 hours actual hourly rate is equivalent to 6/5+												
**Judy Newmann Rogers actual salary is based on 2080 hour wage scale. Hourly rate is higher due to working 1820 hours actual hourly rate is equivalent to 6/11+												