

PRESIDENT
Elizabeth J. Kazinskas

COUNCILLORS AT LARGE
Calvin D. Brooks
Craig R. Cormier
Brad E. Heglin
Elizabeth J. Kazinskas
Judy A. Mack
George C. Tyros

CITY OF GARDNER
MASSACHUSETTS 01440-2630

OFFICE OF THE
CITY COUNCIL



WARD 1 COUNCILLOR
David Thibault-Muñoz

WARD 2 COUNCILLOR
Dana M. Heath

WARD 3 COUNCILLOR
Paul G. Tassone

WARD 4 COUNCILLOR
Karen G. Hardern

WARD 5 COUNCILLOR
Aleksander Dernalowicz, Esq.

CITY COUNCIL INFORMAL MEETING

Date: Monday, June 3, 2024
Time: 6:00 P.M.
Location: City Council Chambers, Room 219, City Hall

ANNOUNCEMENT - Any person may make a video or audio recording of an open session of a meeting, or may transmit the meeting through any medium, subject to reasonable requirements of the chair as to the number, placement and operation of equipment used so as not to interfere with the conduct of the meeting. Any person intending to make such recording shall notify the Chair forthwith. All documents referenced or used during the meeting must be submitted in duplicate to the City Clerk, pursuant to the Open Meeting and Public Records Law. All documents shall become part of the official record of the meeting.

FY2025 BUDGET REVIEW

- 11261** – A Measure Authorizing FY2025 Revolving Funds for the City Pursuant to Massachusetts General Laws, Chapter 44, Section 53E ½. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11262** – An Order to Raise and Appropriate the sum of \$13,665,414.45 for the Various Departments of the City for the Salary and Labor Budget for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/202, More Time 5/20/2024)*
- 11263** – An Order to Raise and Appropriate the sum of \$27,036,114.27 for the Various Departments of the City for the Expense Budget for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/202, More Time 5/20/2024)*
- 11264** – An Order Appropriating the Sum of \$34,212,226.00 for the School Department Budget for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*

- 11265** – An Order Appropriating the Sum of \$201,162.73 from Available Funds-Cable Commission Fees Reserved to Cable Commission Budget for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11266** – An Order Appropriating the Sum of \$10,819,080.00 from Available Enterprise Funds – Various Receipts Reserved to Various Enterprise Accounts for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11267** – An Order Appropriating the Sum of \$170,000.00 from Available Funds-Bond Proceeds Reserved to Interest-Outside Debt for the Fiscal Year Beginning July 1, 2024, and ending June 30, 2025. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11268** – An Order Authorizing a Transfer of the sum of \$322,709.43 from Sewer Retained Earnings/Surplus to Fund the FY2025 Revenue Budget. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11269** – An Order Authorizing the Transfer of the sum of \$93,687.00 from Landfill Retained Earnings/Surplus to fund the FY2025 Revenue Budget. *(In the City Council and Referred to the Committee of the Whole 5/6/2024, More Time 5/20/2024)*
- 11287** – An Order to Amend the Code of the City of Gardner, Chapter 171, thereof entitled “Personnel” to change the compensation schedule, Exhibit E Non-Union Personnel. *(In the City Council and Referred to the Committee of the Whole 5/20/2024)*

CITY COUNCIL OF GARDNER
Elizabeth J. Kazinskas
ELIZABETH J. KAZINSKAS
Council President

NOTICE: *The listing of Agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

**City of Gardner - *Executive Department*****Mayor Michael J. Nicholson**

RECEIVED

2024 APR 30 PM 3:00

CITY CLERK'S OFFICE
GARDNER, MA

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: A Measure Authorizing FY2025 Revolving Funds for the City Pursuant to Massachusetts General Laws, Chapter 44, Section 53E ½

Dear Madam President and Councilors,

Attached, please find the annual authorizations of the City's revolving funds that are associated with the City's annual budget process.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AUTHORIZING FY2023 REVOLVING FUNDS
M.G.L. CH.44, S.53E½

ORDER: To authorize and direct the City Treasurer to establish the following revolving funds for the fiscal year beginning July 1, 2024 to June 30, 2025 in accordance with M.G.L. Chapter 44, section 53E½:

Revolving Fund	Authorized to Expend	Revenue Source	Purpose of Fund	Spending Limit
Airport Fuel	Airport Commission	Sale of airplane fuel	Purchase of fuel, airport programs, and improvements	Available balance or \$20,000, whichever is less
Community Development Projects	Community Development/ Planning	Historic Housing Rehab Income	Salaries and expenses relating to Community Development Activities	Available balance or \$20,000, whichever is less
Wetland Protection	Conservation Commission	Local wetland filing fees	Costs associated with wetland protection activities	Available balance or \$20,000, whichever is less
Health Prevention Activities	Health Director	Health Prevention Training Fees	Salaries and expenses related to Health Dept	Available balance or \$20,000, whichever is less
Council on Aging Recreational Activities	Council on Aging Director	Recreation Fees	Salaries and expenses relating to recreational activities at Senior Center	Available balance or \$40,000, whichever is less
Gardner's Summer Celebration	Mayor	Collections and donations	Costs associated with Gardner's Summer Celebration	Available balance or \$20,000, whichever is less
Planning Board Publications	Planning Board	Sale of Planning Board publications	Preparation and production of Planning Board publications	Available balance or \$3,000, whichever is less
Road Resurfacing	Public Works Director	Fees charged for cutting into newly paved roads	Costs associated with road resurfacing and road maintenance	Available balance or \$20,000, whichever is less
Municipal Recreation Dept	Municipal Recreation Director	Fees charges and donations	Salaries and expenses related to Municipal Recreation Dept	Available balance or \$50,000, whichever is less
High School Summer Football Camp	School Department	Camp fees and donations	Salaries and expenses for the High School Summer Football Camp	Available balance or \$20,000, whichever is less
Summer Basketball Camp	School Department	Camp fees and donations	Salaries and expenses for the Summer Basketball Camp	Available balance or \$12,000, whichever is less
Transportation	School Department	Bus passes and fees for transportation	Salaries and expenses relating to school transportation	Available balance or \$20,000, whichever is less

As per M.G.L., interest earned on these funds shall be treated as general fund revenue.

The person or persons authorized to expend from each fund shall report annually to the Mayor and City Council the total amount of receipts and expenditures for the prior fiscal year and for the

current fiscal year through December 31st, along with any other information that City Council may by vote require.

In the event any fund is not reauthorized for the following fiscal year or the city changes the purpose of the revolving fund, the balance in the fund shall revert to surplus revenue, unless City Council and the Mayor vote to transfer the funds to another revolving fund established in accordance with M.G.L. Chapter 44, section 53E½.



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RECEIVED
2024 APR 30 PM 3:01
CITY CLERK'S OFFICE
GARDNER MA

RE: An Order to Raise and Appropriate the Sum of \$13,665,414.45 for the Various Departments of the City for the Salary and Labor Budget for the Fiscal Year Beginning on July 1, 2024 and ending June 30th, 2025.

Dear Madam President and Councilors,

Attached, please find the annual appropriation request for salaries and compensation associated with the FY2025 budget, excluding the school department, cable department, and all enterprise funds.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE SALARY AND LABOR BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2024 to June 30, 2025 sums as designated for the expenditures of the various departments, Salary and Labor budgets, according to the detailed schedule hereto annexed and made a part of this money order in the amount of THIRTEEN MILLION, SIX HUNDRED SIXTY-FIVE THOUSAND, FOUR HUNDRED, FOURTEEN . DOLLARS 45/100 CENTS (\$13,665,414.45)



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

May 13, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Order to Raise and appropriate the sum of \$27,036,114.27 for Various Departments of the City for the Expense Budget for the Fiscal Year Beginning July 1, 2024 and Ending June 30th, 2025.

Dear Madam President and Councilors,

Attached, please find the annual appropriation request for non-salary expenses associated with the FY2025 budget, excluding the school department, cable department, and all enterprise funds.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE EXPENSE BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2024 to June 30, 2025 sums as designated for the expenditures of the various departments, other than what was presented to City Council in the Salary and Labor budget, according to the detailed schedule hereto annexed and made a part of this money order in the amount of TWENTY-SEVEN MILLION, THIRTY-SIX THOUSAND, ONE HUNDRED FOURTEEN DOLLARS 27/100 CENTS (\$27,036,114.27)



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Order to Raise and Appropriate the Sum of \$34,212,226.00 for the School Department Budget for the Fiscal Year Beginning July 1, 2024 and ending June 30, 2025.

Dear Madam President and Councilors,

Attached, please find the annual appropriation request for the Gardner Public Schools Budget for the upcoming fiscal year.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

RECEIVED
2024 APR 30 PM 3:01
CITY OF GARDNER
CITY CLERK'S OFFICE
GARDNER, MA

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE SCHOOL DEPARTMENT BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2024 to June 30, 2025 sums as designated for the expenditures of the School Department according to the detailed schedule hereto annexed and made a part of this money order in the amount of THIRTY-FOUR MILLION, TWO HUNDRED TWELVE THOUSAND, TWO HUNDRED, TWENTY-SIX DOLLARS 00/100 CENTS (\$34,212,226.00)



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Order Appropriating the Sum of \$201,162.73 from Available Funds- Cable Commission Fees Reserved to Cable Commission Budget for the Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025.

Dear Madam President and Councilors,

Attached, please find the annual appropriation request for the Cable Department for the upcoming fiscal year.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

RECEIVED
2024 APR 30 PM 3:01
CITY OF GARDNER, MA

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS-
CABLE COMMISSION FEES RESERVED TO CABLE COMMISSION BUDGET
FOR THE FICAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025

ORDERED:

That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2024 to June 30, 2025 the sum of TWO HUNDRED ONE THOUSAND, ONE HUNDRED SIXTY-THREE DOLLARS 73/00 (\$201,162.73) from Available Funds-Cable Commission Fees Reserved to the Cable Commission budget. **Any unused funds will revert back to the Cable Commission Fees Reserved Fund at year end.**



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RECEIVED
2024 APR 30 PM 3:01
CITY OF GARDNER
EXECUTIVE DEPARTMENT

RE: An Order Appropriating the Sum of \$10,819,080.00 from Available Enterprise Funds-
Various Receipts Reserved to Various Enterprise Accounts for the Fiscal Year Beginning July 1,
2024 and ending June 30, 2025

Dear Madam President and Councilors,

Attached, please find the annual appropriation request for all enterprise funds in the City – Water,
Sewer, Solid Waste Collection, Landfill Closure, and Golf.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget
Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE ENTERPRISE FUNDS-VARIOUS RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FISCAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025

ORDERED:

That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2024 to June 30, 2025 the sum of TEN MILLION, EIGHT HUNDRED NINETEEN THOUSAND, EIGHTY DOLLARS 00/100 CENTS (\$10,819,080.00) from Available Enterprise Funds-Receipts Reserved to the following accounts:

Sewer Dept	Enterprise Fund	\$4,046,560
Water Dept	Enterprise Fund	3,713,055
Golf Course	Enterprise Fund	1,067,630
Landfill Closure	Enterprise Fund	93,687
Solid Waste	Enterprise Fund	1,898,148

Any unused funds will revert back to the original Enterprise Fund at year end.



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RECEIVED
2024 APR 30 PM 3:01
CITY CLERK'S OFFICE
GARDNER, MA

RE: An Order Appropriating the Sum of \$170,000.00 from Available Funds- Bond Proceeds Reserved to Interest – Outside Debt for the Fiscal Year Beginning July 1, 2024 and ending June 30, 2025.

Dear Madam President and Councilors,

Attached, please find the annual appropriation request to utilize funds from the City's Bond Proceeds Account to help pay off interest on debt the City has incurred.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11285 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS-
BONDS PROCEEDS RESERVED TO INTEREST-OUTSIDE DEBT FOR THE
FISCAL YEAR BEGINNING JULY 1, 2024 TO JUNE 30, 2025.

ORDERED:

That there be and is hereby appropriated for the Fiscal Year beginning July 1,
2024 to June 30, 2025 the sum of ONE HUNDRED SEVENTY THOUSAND
DOLLARS 00/100 CENTS (\$170,000) from Available Funds-Bonds Proceeds Reserved
to Interest-Outside Debt.



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RECEIVED
2024 APR 30 PM 3:00
CITY OF GARDNER DEPT
OF ENGINEERING

RE: An order Authorizing the Transfer of the Sum of \$322,709.43 from Sewer Retained Earnings/Surplus to Fund the FY2024 Revenue Budget

Dear Madam President and Councilors,

Attached, please find the annual appropriation request to utilize portions of the retained earnings of the Sewer Enterprise Account to fund the FY2025 Operating Budget of the Sewer Department.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER REQUESTING A TRANSFER FROM SEWER
SURPLUS/RETAINED EARNINGS TO FUND FY25 REVENUE BUDGET.

ORDERED:

That there be and is hereby transfer the sum of Three Hundred Twenty-Two
Thousand Seven Hundred Nine Dollars and 43/100 (\$322,709.43) from Sewer
Surplus/Retained Earnings to Fund FY25 Revenue Budget.



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

April 29, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Order Authorizing the Transfer of the Sum of \$93,687.00 from Landfill Retained Earnings/Surplus to Fund the FY2025 Revenue Budget

Dear Madam President and Councilors,

Attached, please find the annual appropriation request to utilize portions of the retained earnings of the Landfill Closure Enterprise Account to fund the FY2025 Operating Budget of the Landfill Closure Department.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

RECEIVED
2024 APR 30 PM 3:01
CITY CLERK'S OFFICE
GARDNER, MA

AN ORDER REQUESTING A TRANSFER FROM SOLID LANDFILL
SURPLUS/RETAINED EARNINGS TO FUND FY25 REVENUE BUDGET.

ORDERED:

That there be and is hereby transfer the sum of Ninety-Three Thousand Six
Hundred, Eighty-Seven Dollars and 00/100 (\$93,687.00) from Landfill Surplus/Retained
Earnings to Fund FY25 Revenue Budget.



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

May 13, 2024

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Ordinance to Amend the Code of the City of Gardner, Chapter 171, thereof entitled
"Personnel" to change the compensation schedule, Exhibit E- Non-Union Personnel

Dear Madam President and Councilors,

Attached, please find the annual compensation ordinance, authorizing the annual compensation rates for our non-union personnel for the 2025 Fiscal Year.

The full budget proposal, breaking this authorization down, can be found in the FY2025 Budget Book listed as Item # 11258 on the City Council Agenda.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

RECEIVED
2024 MAY 13 AM 11:25
CITY CLERK'S OFFICE
GARDNER, MA

**Amendment to City Code
Chapter 171: Personnel
Article XVI: Classification and Compensation
§171-68
Compensation Schedule**

An amendment to §171-68 Compensation Schedule, 171b S

A classification plan is hereby established for offices and positions in the service of the City, and establishing compensation grades thereof.

All appointive officers and all positions in the City of Gardner, except those filled by popular election and those under the direction and control of the School Committee, shall be classified into positions, groups, and grades according to their duties pertaining to each as herein provided.

CLASSIFICATION CLASS TITLE

<u>Pay Grade</u>	<u>Class/Title</u>
S-4	Certified Pool Operator (Seasonal)
S-5	Head Lifeguard (Seasonal)
S-6	Lifeguard (Seasonal)
T-4	Temporary Seasonal Employees (Department of Public Works)
T-5	Temporary Seasonal Recreational Playground Supervisor
T-6	Temporary Seasonal Technical
GC-4	Golf Course Laborers/Pro-Shop Assistants - Temporary Seasonal Employment
GC-5	Golf Course Groundsman
GC-6	Golf Course Ranger
GC-8	Grounds Maintenance Man or Motor Equipment Repairman
GC-9	Working Foreman Grounds Maintenance Man or Working Foreman Motor Equipment Repairman

The officers, positions, and classifications are hereby allocated and fixed into salary grades in accordance with the following schedule:

A. DEPARTMENT HEADS

Position	Grade	07/01/24		
		Annual	Weekly	
Building Commissioner	G-10	\$87,558.74	\$1,683.82	
		\$350.00		
		\$87,908.74		
		<i>Masters</i>	<i>Bachelors</i>	<i>Associates</i>
Chief of Police	G-13	\$145,600.27	\$139,818.06	\$128,253.64
City Assessor	G-9	\$81,941.40	\$1,575.80	
City Auditor	G-10	\$94,187.47		
		MGL c. 32, §20(6)	\$3,500.00	
		Total Compensation	\$97,687.47	
City Clerk	G-10	\$89,309.91	\$1,878.61	
		MGL c. 41, §19F	\$3,500.00	
		MGL c. 41, §19G	\$550.00	
		Total Compensation	\$93,359.91	
City Collector/Treasurer	G-10	\$94,187.47	\$1,795.38	
		MGL c. 32, §20	\$300.00	
		Total Compensation	\$94,487.47	
City Engineer	G-11	\$95,428.04	\$1,817.07	
City Solicitor	G-10	\$90,337.92	\$1,835.15	
Council on Aging Director	G-6	\$64,519.52	\$1,737.27	
Director of Community Development & Planning	G-10	\$76,336.06	\$1,240.76	
		City	\$76,336.06	
		GRA	\$27,550.80	
		Total Compensation	\$103,886.86	
Director of Cable Operations	G-6	\$72,581.23	\$1,997.82	
Director of Public Health	G-10	\$78,827.12	\$1,395.79	
		Step 1	\$78,827.12	
		Article XI §171-45 Clothing	\$350.00	
		Total	\$79,177.12	

Step 2			\$83,374.84	\$1,603.36
	Article XI §171-45	Clothing	\$350.00	
		Total	\$83,724.84	
Step 3			\$87,922.56	\$1,690.82
	Article XI §171-45	Clothing	\$350.00	
		Total	\$88,272.56	

A. DEPARTMENT HEADS (Cont.)

Position	Grade	07/01/24		
		Annual	Weekly	Hourly
Fire Chief	G-12	\$117,983.63	\$1,852.98	
		Article X §171-44		
		Holiday	\$11,975.34	\$1,624.78
		Total	\$129,958.97	\$2,156.57
Golf Course Driving Range/Superintendent	G-9	\$85,788.97	\$1,649.79	
		Article XI §171-45		
		Clothing	\$350.00	
		Total	\$86,138.97	
Human Resources Director	G-11	\$96,354.87	\$1,852.98	
Information Technology Director	G-11	\$107,457.64	\$2,066.49	
Library Director	G-9	\$84,488.49	\$1,624.78	
Public Works Director	G-12	\$112,141.58	\$2,156.57	
		Article XI §171-45		
		Clothing	\$350.00	
		Total	\$112,491.58	
Purchasing Agent/Civil Enforcement Director	G-10	\$82,508.29		
		MGL c. 148A, §5	\$2,500.00	
		Total Compensation	\$85,008.29	\$1,634.77
Veterans' Director	G-6	\$64,991.14	\$1,249.83	

B. NON-UNION DIRECT AND SUPERVISORY STAFF POSITIONS

Position	Grade	07/01/24		
		Annual	Weekly	Hourly
Airport Manager		\$26,790.30	\$515.20	
Assistant City Clerk	G-3	\$47,913.33	\$921.41	\$24.90
		Step 2 (5 Yrs)	\$48,871.59	\$939.84
		Step 3 (10 Yrs)	\$49,849.04	\$958.64
Assistant City Auditor	G-4	\$54,523.62	\$1,048.53	\$28.34
Assistant City Engineer	G-8	\$75,180.45	\$1,445.78	
Assistant City Solicitor	G-3	\$49,934.02	\$960.27	
Assistant City Treasurer/Collector	G-5	\$59,795.13	\$1,149.91	
Assistant Director of Community Development**	G-7	\$3,745.19		
		City	\$71,158.42	
		CDBG	\$74,903.61	
		Total Compensation	\$74,903.61	\$1,440.45

B. NON-UNION DIRECT AND SUPERVISORY STAFF POSITIONS (Cont.)

Position	Grade	07/01/24		
		Annual	Weekly	Hourly
Assistant Director of Public Health	G-5	\$59,795.11	\$1,149.91	
		\$350.00		
		\$60,145.11		
Assistant Library Director	G-6	\$65,453.39	\$1,258.72	
Assistant Veteran's Service Agent		\$57,783.00	\$1,111.21	
Senior Civil Engineer	G-9	\$81,941.40	\$1,575.80	
		\$350.00		
		\$82,291.40		
Conservation/Planning Agent	G-6	\$66,115.63	\$1,271.45	
		Masters		
Deputy Chief of Police	G-11	\$126,294.75	\$2,447.79	
Director of Public Safety Regional Dispatch Center	G-9	\$83,226.22	\$1,600.50	
		\$350.00		
		\$83,576.22		
Economic Development Coordinator**	G-7	\$65,453.39	\$1,258.72	
Executive Secretary	G-4	\$26.36	\$1,024.57	\$27.69
Executive Aide		\$28.86	\$1,121.96	\$30.32
GIS Coordinator	G-5	\$80,239.58	\$1,543.07	
Golf Professional	G-6	\$1,435.54		
		Weekly		

Golf Pro Manager	G-6		\$1,236.98	Weekly		
Local Inspector	G-6		\$67,591.04		\$1,299.83	
			\$350.00			
			\$67,941.04			
Producer	G-2		\$59,726.61		\$1,148.59	
IT Systems Manager	G-6		\$71,490.13		\$1,374.81	
Electrical Inspector	G-6	\$33.44	\$67,584.16		\$1,299.70	\$35.13
			\$350.00			
			\$67,934.16			
Plumbing Inspector	G-6	\$33.44	\$36,531.98		\$702.54	\$35.13
			\$350.00			
			\$36,881.98			

B. NON-UNION DIRECT AND SUPERVISORY STAFF POSITIONS (Cont.)

Position	Grade	07/01/24		
		Annual	Weekly	Hourly
Transfer Station Supervisor	G-3	\$51,667.13	\$993.60	\$24.84
		\$350.00		
		\$52,017.13		
Civil Defense Director		\$10,275.91	\$856.33	
Sealer of Weights & Measures		\$10,465.80	\$872.15	

C. NON-UNION STAFF POSITIONS

Position	07/01/24		
	Annual	Weekly	Hourly
Business Manager - DPW	\$41,270.99	\$793.67	\$41.77
Prevention Coordinator	\$54,920.12	\$1,056.16	\$26.40
Domestic Violence Advocate	\$21,852.48	\$420.24	\$21.01
Food/Housing Inspector	\$52,530.00	\$1,010.19	\$27.30

Position	07/01/24 (Hourly)				
	Step 1	Step 2	Step 3	Step 4 (5 Yrs)	Step 5(10 Yrs)
Administrative Assistant	\$18.96	\$22.86	\$23.32	\$23.78	\$24.26
Administrative Coordinator	\$18.27	\$21.02	\$21.44	\$21.86	\$22.19
Administrative Clerk	\$17.46	\$19.89	\$20.29	\$20.69	\$21.10
Animal Shelter Attendant	\$15.75				
Budget/Project Manager**					
	City	\$1.22			
	GRA	\$0.72			
	CDBG	\$25.60			
	Total Compensation	\$27.55			
Building Maintenance Craftsman	\$20.27	\$22.87	\$25.48		
Building Maintenance Technician	\$18.53	\$21.05	\$23.56		
Council on Aging Coordinator	\$16.00	\$16.50			
Data Collector	\$16.00				
Financial Administrator	\$19.66	\$21.61	\$23.78		
Financial Clerk	\$17.81	\$19.59	\$21.30		
Parking Meter Clerk	\$18.65				
Production Assistant	\$16.56				
Transfer Station Monitor	\$16.07	\$17.15	\$18.22		

C. NON-UNION STAFF POSITIONS (Cont.)

Position	07/01/24 (Hourly)		
	Step 1	Step 2	Step 3
Golf Pro Shop Supervisor	\$15.77	\$16.38	\$17.00
Grounds Maintenance Worker	\$18.55	\$20.40	\$22.58
Mechanic	\$18.55	\$20.40	\$22.58
Working Foreman - Grounds			
Maintenance Worker	\$22.81		
Working Foreman - Mechanic	\$22.81		
Library Department Positions			
Staff Librarian	\$24.49		
Senior Library Technician	\$22.31		
Library Technician	\$21.04		
Library Clerical Staff	\$15.76	\$16.28	
Certified Pool Operator/ Head Lifeguard	\$24.76		

Certified Pool Operator/Lifeguard		\$20.80	
Election Warden		\$17.00	
Election Inspector		\$15.00	
Election Clerk		\$16.00	
Golf Course Laborer/Pro Shop Assistant	GC-4	\$15.50	
Golf Course Groundsman	GC-5	\$16.50	
Golf Course Ranger	GC-6	\$15.50	
Head Life Guard		\$17.86	\$18.91
Lifeguard	S-6	\$16.50	

D. NON-UNION STAFF: TEMPORARY, SEASONAL AND INTERMITTENT POSITIONS

Position	Grade
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07/01/24 (Hourly)		
Step 1	Step 2	Step3

Assistant Recreation Director		\$26.25		
Recreation Season Coach		\$750.00	Annual (per sport & season)	
Recreational Playground Supervisor (T-5)		\$17.50	\$18.25	
Recreational Support Staff		\$15.50		
Special Detail Police Officer		\$53.00		
Temporary Seasonal Laborer	T-4	\$15.75	\$16.25	\$16.75
Temporary Seasonal Technical	T-6	\$17.00		

**Compensation increase contingent upon positive evaluation of oversight commission, Board or individual (Mayor or City Council) with the approval of the Mayor.