

**TOWN OF BOXFORD - COMPENSATION PLAN for
NON-BENEFIT ELIGIBLE CLASSIFICATION PLAN EMPLOYEES
FISCAL YEAR 2024**

<u>HOURLY EMPLOYEES CLASSIFICATION</u>	<u>HOURLY RATE FY2024</u>
1. Library Personnel	
Circulation Attendant	\$15.00
Library Assistant	\$17.28
2. Minutes Secretary	\$18.17 - \$22.09
3. Clerical Associate	\$17.75
4. Assistant Town Clerk	\$28.67
5. Alternate Building Inspector	\$29.03
6. Recycle Attendant	\$17.92
7. Election Officers	
Wardens	\$15.00
Inspectors	\$15.50
8. Plumbing/Gas Inspector	\$374.29 (weekly)
9. Wiring Inspector	\$374.29 (weekly)
10. DPW Summer Help	
Starting	\$17.00
Returning 2nd Year	\$17.35
Each Successive Returning Year	+ \$.35/ hour
11. Parks Program (Seasonal)	
Director	\$34.68 - \$40.80
Assistant Director	\$19.89 - \$25.00
Nurse	\$26.00 - \$37.00
Senior Counselor	\$15.50
Junior Counselor	\$15.00
12. Outreach Worker	\$18.83
13. Van Driver	\$15.83

TOWN OF BOXFORD, MA - NON-UNION CLASSIFICATION PLAN

Grade N-1

No position assigned.

Grade N-2

No position assigned.

Grade N-3

No position assigned.

Grade N-4

Animal Control Officer

Grade N-5

Administrative Services Manager/ HR Coordinator

Grade N-6

No position assigned.

Grade N-7

Assistant Treasurer/Collector of Taxes

Grade N-8

No position assigned.

Grade N-9

Director of Communications
Director of Senior Services
Town Clerk

Grade N-10

Director of Public Health
Director of Public Libraries
Inspector of Buildings

Grade N-11

Director of Assessments
Director of Land Use
Assistant Town Administrator
Treasurer/Collector

Grade N-12

No position assigned.

Grade N-13

DPW Superintendent/Town Engineer
Fire Chief

Grade N-14

Police Chief
Director of Municipal Finance/Town Accountant

Grade N-15

Town Administrator

TOWN OF BOXFORD – PROPOSED NON-UNION COMPENSATION PLAN FY 2024

<i>Grade</i>		<i>Min</i>	<i>Mid</i>	<i>Max</i>
1	Hourly	\$ 19.78	\$ 23.74	\$ 27.70
	Weekly	\$ 791.38	\$ 949.66	\$ 1,107.93
	Annual	\$ 41,310.00	\$ 49,572.00	\$ 57,834.00
2	Hourly	\$ 21.47	\$ 25.76	\$ 30.05
	Weekly	\$ 858.65	\$ 1,030.38	\$ 1,202.11
	Annual	\$ 44,821.35	\$ 53,785.62	\$ 62,749.89
3	Hourly	\$ 23.29	\$ 27.95	\$ 32.61
	Weekly	\$ 931.63	\$ 1,117.96	\$ 1,304.28
	Annual	\$ 48,631.16	\$ 58,357.40	\$ 68,083.63
4	Hourly	\$ 25.27	\$ 30.32	\$ 35.38
	Weekly	\$ 1,010.82	\$ 1,212.98	\$ 1,415.15
	Annual	\$ 52,764.81	\$ 63,317.78	\$ 73,870.74
5	Hourly	\$ 27.42	\$ 32.90	\$ 38.39
	Weekly	\$ 1,096.74	\$ 1,316.09	\$ 1,535.44
	Annual	\$ 57,249.82	\$ 68,699.79	\$ 80,149.75
6	Hourly	\$ 29.75	\$ 35.70	\$ 41.65
	Weekly	\$ 1,189.96	\$ 1,427.96	\$ 1,665.95
	Annual	\$ 62,116.06	\$ 74,539.27	\$ 86,962.48
7	Hourly	\$ 32.28	\$ 38.73	\$ 45.19
	Weekly	\$ 1,291.11	\$ 1,549.33	\$ 1,807.55
	Annual	\$ 67,395.92	\$ 80,875.11	\$ 94,354.29
8	Hourly	\$ 35.02	\$ 42.03	\$ 49.03
	Weekly	\$ 1,400.85	\$ 1,681.02	\$ 1,961.20
	Annual	\$ 73,124.58	\$ 87,749.49	\$ 102,374.41
9	Hourly	\$ 38.00	\$ 45.60	\$ 53.20
	Weekly	\$ 1,519.93	\$ 1,823.91	\$ 2,127.90
	Annual	\$ 79,340.17	\$ 95,208.20	\$ 111,076.23
10	Hourly	\$ 41.23	\$ 49.47	\$ 57.72
	Weekly	\$ 1,649.12	\$ 1,978.94	\$ 2,308.77
	Annual	\$ 86,084.08	\$103,300.90	\$ 120,517.71
11	Hourly	\$ 44.73	\$ 53.68	\$ 62.63
	Weekly	\$ 1,789.30	\$ 2,147.15	\$ 2,505.01
	Annual	\$ 93,401.23	\$112,081.47	\$ 130,761.72
12	Hourly	\$ 48.53	\$ 58.24	\$ 67.95
	Weekly	\$ 1,941.39	\$ 2,329.66	\$ 2,717.94
	Annual	\$101,340.33	\$121,608.40	\$ 141,876.46
13	Hourly	\$ 52.66	\$ 63.19	\$ 73.72
	Weekly	\$ 2,106.40	\$ 2,527.68	\$ 2,948.96
	Annual	\$109,954.26	\$131,945.11	\$ 153,935.96
14	Hourly	\$ 57.14	\$ 68.56	\$ 79.99
	Weekly	\$ 2,285.45	\$ 2,742.54	\$ 3,199.63
	Annual	\$119,300.37	\$143,160.44	\$ 167,020.52
15	Hourly	\$ 61.80	\$ 74.16	\$ 86.51
	Weekly	\$ 2,471.84	\$ 2,966.21	\$ 3,460.57
	Annual	\$129,030.00	\$154,836.00	\$ 180,642.00