

**TOWN OF BOXFORD - COMPENSATION PLAN for
NON-BENEFIT ELIGIBLE EMPLOYEES
FISCAL YEAR 2025**

<u>HOURLY EMPLOYEES CLASSIFICATION</u>	<u>HOURLY RATE FY2025</u>
1. Library Personnel	
Circulation Attendant	\$15.30
Library Assistant	\$17.63
2. Minutes Secretary	\$18.53 - \$22.53
3. Clerical Associate	\$20.00
5. Alternate Building Inspector	\$29.61
6. Recycle Attendant	\$18.28
7. Election Officers	
Wardens	\$15.30
Inspectors	\$15.81
8. Plumbing/Gas Inspector	\$381.78 (weekly)
9. Wiring Inspector	\$381.78 (weekly)
10. DPW Summer Help	
Starting	\$17.34
Returning 2nd Year	\$17.68
Each Successive Returning Year	+ \$.35/ hour
11. Parks Program (Seasonal)	
Director	\$35.37 - \$41.61
Assistant Director	\$20.29 - \$25.50
Nurse	\$26.52 - \$37.74
Senior Counselor	\$15.50
Junior Counselor	\$15.00
12. Outreach Worker	\$19.20
13. Van Driver	\$16.15

TOWN OF BOXFORD, MA - FIRE DEPARTMENT RATES

Fiscal Year 2025

Call Firefighter Hourly Rates

FY25

Probationary Base	\$	18.00
Private Base	\$	19.01
Lieutenant Base	\$	20.83
Captain Base	\$	21.74
Deputy Chief Base	\$	24.78

Call Firefighter Skills Hourly Rates

FY25

Pump Operator	\$	1.25
EMT-Basic	\$	2.50
Paramedic/Registered Nurse	\$	2.50
Firefighter I/II Certification (Fire Academy)	\$	3.50

Firefighter Annual Stipends

FY25

Deputy Chief	\$	2,918.24
Captain	\$	925.48
Lieutenant	\$	421.07
Training Director	\$	1,137.64
EMS Director	\$	1,137.64

TOWN OF BOXFORD, MA - NON-UNION CLASSIFICATION PLAN

FISCAL YEAR 2025

Grade N-1

No position assigned.

Grade N-2

No position assigned.

Grade N-3

Assistant Treasurer/Collector of Taxes

Grade N-4

Administrative Services Manager/ HR Coordinator

Grade N-5

Director of Communications

Director of Senior Services

Town Clerk

Grade N-6

Director of Public Health

Director of Public Libraries

Inspector of Buildings

Grade N-7

Director of Assessments

Director of Land Use

Assistant Town Administrator

Treasurer/Collector

Grade N-8

No position assigned.

Grade N-9

DPW Superintendent/Town Engineer

Fire Chief

Grade N-10

Police Chief

Director of Municipal Finance/Town Accountant

Grade N-11

Town Administrator

TOWN OF BOXFORD – PROPOSED NON-UNION COMPENSATION PLAN FY 2025

Based on 40-hour work week.

Grade		Min	Mid	Max
1	Hourly	\$ 27.97	\$ 33.56	\$ 39.15
	Weekly	\$ 1,118.67	\$ 1,342.41	\$ 1,566.14
	Annual	\$ 58,394.82	\$ 70,073.78	\$ 81,752.75
2	Hourly	\$ 30.34	\$ 36.41	\$ 42.48
	Weekly	\$ 1,213.76	\$ 1,456.51	\$ 1,699.27
	Annual	\$ 63,358.38	\$ 76,030.05	\$ 88,701.73
3	Hourly	\$ 32.92	\$ 39.51	\$ 46.09
	Weekly	\$ 1,316.93	\$ 1,580.32	\$ 1,843.70
	Annual	\$ 68,743.84	\$ 82,492.61	\$ 96,241.38
4	Hourly	\$ 35.72	\$ 42.87	\$ 50.01
	Weekly	\$ 1,428.87	\$ 1,714.65	\$ 2,000.42
	Annual	\$ 74,587.07	\$ 89,504.48	\$ 104,421.89
5	Hourly	\$ 38.76	\$ 46.51	\$ 54.26
	Weekly	\$ 1,550.33	\$ 1,860.39	\$ 2,170.46
	Annual	\$ 80,926.97	\$ 97,112.36	\$ 113,297.76
6	Hourly	\$ 42.05	\$ 50.46	\$ 58.87
	Weekly	\$ 1,682.10	\$ 2,018.52	\$ 2,354.94
	Annual	\$ 87,805.76	\$ 105,366.91	\$ 122,928.07
7	Hourly	\$ 45.63	\$ 54.75	\$ 63.88
	Weekly	\$ 1,825.08	\$ 2,190.10	\$ 2,555.11
	Annual	\$ 95,269.25	\$ 114,323.10	\$ 133,376.95
8	Hourly	\$ 49.51	\$ 59.41	\$ 69.31
	Weekly	\$ 1,980.21	\$ 2,376.26	\$ 2,772.30
	Annual	\$ 103,367.14	\$ 124,040.56	\$ 144,713.99
9	Hourly	\$ 53.71	\$ 64.46	\$ 75.20
	Weekly	\$ 2,148.53	\$ 2,578.24	\$ 3,007.94
	Annual	\$ 112,153.34	\$ 134,584.01	\$ 157,014.68
10	Hourly	\$ 58.28	\$ 69.93	\$ 81.59
	Weekly	\$ 2,331.16	\$ 2,797.39	\$ 3,263.62
	Annual	\$ 121,686.38	\$ 146,023.65	\$ 170,360.93
11	Hourly	\$ 63.03	\$ 75.64	\$ 88.24
	Weekly	\$ 2,521.28	\$ 3,025.53	\$ 3,529.79
	Annual	\$ 131,610.60	\$ 157,932.72	\$ 184,254.84