

Town of Franklin

355 East Central Street
Franklin, Massachusetts 02038-1352



TOWN OF FRANKLIN
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TOWN ADMINISTRATOR

FISCAL YEAR 2025 COMPENSATION PLAN AND CLASSIFICATION PLAN

CLASSIFICATION PLAN		COMPENSATION PLAN		
GRADE	TITLE	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
GRADE 1	○ No titles	Minimum wage	\$54,922	\$64,075
GRADE 2	○ Administrative Assistant ○ Passport Agent ○ Recording Secretary ○ Supportive Programming Assistant ○ Van Driver	\$49,200	\$59,041	\$68,881
GRADE 3	○ Collections Specialist ○ Permitting Specialist	\$52,890	\$63,469	\$74,047
GRADE 4	○ Executive Assistant	\$56,857	\$68,229	\$79,600
GRADE 5	○ Benefits Coordinator ○ Human Resources Administrator ○ Payroll Administrator	\$61,122	\$73,346	\$85,570

GRADE 6	<ul style="list-style-type: none"> ○ Facilities Administrator ○ Head Chef & Kitchen Manager ○ Program Coordinator ○ Senior Center Nurse ○ Social Services Coordinator ○ Supportive Programming Coordinator 	\$65,706	\$78,847	\$91,988
GRADE 7	<ul style="list-style-type: none"> ○ Archivist ○ Assistant Town Planner ○ Co-Response Clinician ○ DPW Inspector ○ Electrical & Plumbing/Gas Inspectors ○ Engineering Assistant ○ GIS Specialist 	\$69,459	\$83,351	\$97,243
GRADE 8	<ul style="list-style-type: none"> ○ Appraiser ○ Assistant Admin & Budget Manager for Public Works ○ Budget & Fiscal Analyst ○ Director of Conservation ○ Deputy Director of Human Resources ○ Deputy Town Clerk ○ Health Agent ○ Operations Assistant to Town Administrator ○ Public Health Nurse ○ Senior Inspector ○ Staff Engineer ○ Town Planner 	\$72,933	\$87,519	\$102,105

GRADE 9	<ul style="list-style-type: none"> ○ Chief Procurement Officer ○ Co-Response Program Manager ○ Deputy Director of Public Facilities for Maintenance & Trades ○ Director of Arts, Culture & the Creative Economy ○ Director of GIS 	\$76,579	\$91,895	\$107,211
GRADE 10	<ul style="list-style-type: none"> ○ Deputy Library Director ○ Deputy Director of Recreation ○ Deputy Director of Senior Center 	\$80,408	\$96,489	\$112,572
GRADE 11	<ul style="list-style-type: none"> ○ Administration & Budget Manager - DPW ○ Deputy Highway & Grounds Superintendent ○ Deputy Town Engineer ○ Deputy Treasurer Collector ○ Deputy Water & Sewer Superintendent ○ Director of Veterans' Services ○ Fleet Manager 	\$84,428	\$101,314	\$118,200
GRADE 12	<ul style="list-style-type: none"> ○ Comptroller ○ Deputy Director of Public Facilities for Custodial Services ○ Director of Recreation ○ Director of the Senior Center ○ Highway & Grounds Superintendent ○ Stormwater & Environmental Affairs Superintendent ○ Water & Sewer Superintendent 	\$87,767	\$105,320	\$122,873

GRADE 13	<ul style="list-style-type: none"> ○ Building Commissioner ○ Director of Assessing ○ Director of Public Health ○ Director of Human Resources ○ Library Director ○ Director of Planning & Community Development ○ Police Lieutenant ○ Treasurer-Collector 	\$103,125	\$123,751	\$144,376
GRADE 14	<ul style="list-style-type: none"> ○ Deputy CFO & Budget Director ○ Deputy Fire Chief ○ Deputy Police Chief ○ Deputy Director of Public Facilities for Engineering ○ Deputy Director of Public Works ○ Town Engineer 	\$121,172	\$145,408	\$169,642
GRADE 15	<ul style="list-style-type: none"> ○ Chief Financial Officer ○ Deputy Town Administrator ○ Fire Chief and Emergency Management Director ○ Director of Public Facilities ○ Director of Public Works ○ Police Chief ○ Town Solicitor 	\$145,380	\$181,725	\$218,071