

TOWN OF FRANKLIN
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**TOWN
ADMINISTRATOR**
TOWN of FRANKLIN

**FISCAL YEAR 2026
COMPENSATION PLAN AND
CLASSIFICATION PLAN**

CLASSIFICATION PLAN		COMPENSATION PLAN		
GRADE	TITLES	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
GRADE 1	<ul style="list-style-type: none"> No titles 	Minimum Wage	\$56,295	\$65,677
GRADE 2	<ul style="list-style-type: none"> Administrative Assistant Passport Agent Recording Secretary Supportive Programming Assistant Van Driver 	\$50,430	\$60,517	\$70,603
GRADE 3	<ul style="list-style-type: none"> Collections Specialist Permitting Specialist 	\$54,212	\$65,056	\$75,898
GRADE 4	<ul style="list-style-type: none"> Executive Assistant 	\$58,278	\$69,935	\$81,590
GRADE 5	<ul style="list-style-type: none"> Benefits Coordinator HR Administrator Payroll Administrator 	\$62,650	\$75,180	\$87,709

<p>GRADE 6</p>	<ul style="list-style-type: none"> ● Facilities Administrator ● Head Chef & Kitchen Manager ● Program Coordinator ● Senior Center Nurse ● Social Services Coordinator ● Supportive Programming Coordinator 	<p>\$67,348</p>	<p>\$80,818</p>	<p>\$94,287</p>
<p>GRADE 7</p>	<ul style="list-style-type: none"> ● Archivist ● Assistant Town Planner ● Co-Response Clinician ● DPW Inspector ● Electrical & Plumbing/Gas Inspectors ● Engineering Assistant ● GIS Specialist 	<p>\$71,196</p>	<p>\$85,435</p>	<p>\$99,674</p>
<p>GRADE 8</p>	<ul style="list-style-type: none"> ● Appraiser ● Assistant Admin & Budget Manager, DPW ● Budget & Fiscal Analyst ● Director of Conservation ● Deputy Director of Human Resources ● Deputy Town Clerk ● Health Agent ● Operations Manager, TA ● Public Health Nurse ● Senior Inspector ● Staff Engineer ● Town Planner 	<p>\$74,756</p>	<p>\$89,707</p>	<p>\$104,658</p>

<p>GRADE 9</p>	<ul style="list-style-type: none"> ● Chief Procurement Officer ● Co-Response Program Manager ● Deputy Director of Public Facilities, Maintenance & Trades ● Director of Arts, Culture & the Creative Economy ● Director of GIS 	<p>\$78,493</p>	<p>\$94,193</p>	<p>\$109,891</p>
<p>GRADE 10</p>	<ul style="list-style-type: none"> ● Deputy Library Director ● Deputy Director of Recreation ● Deputy Director of Senior Center 	<p>\$82,418</p>	<p>\$98,902</p>	<p>\$115,386</p>
<p>GRADE 11</p>	<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 	<p>\$86,539</p>	<p>\$103,847</p>	<p>\$121,155</p>
<p>GRADE 12</p>	<ul style="list-style-type: none"> ● Comptroller ● Deputy Director of Public Facilities, Custodial Services ● Director of Recreation ● Director of the Senior Center ● Highway & Grounds Superintendent 	<p>\$89,961</p>	<p>\$107,953</p>	<p>\$125,945</p>

	<ul style="list-style-type: none"> • Stormwater & Environmental Affairs Superintendent • Water & Sewer Superintendent 			
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 	\$105,703	\$126,845	\$147,986
GRADE 14	<ul style="list-style-type: none"> • Deputy CFO & Budget Director • Deputy Fire Chief • Deputy Police Chief • Deputy Director of Public Facilities, Engineering • Deputy Director of Public Works • Town Engineer 	\$124,202	\$149,043	\$173,883
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 	\$149,014	\$186,268	\$223,523