

Town of Franklin

355 East Central Street
Franklin, Massachusetts 02038-1352



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TOWN ADMINISTRATOR

FISCAL YEAR 2024 COMPENSATION PLAN AND CLASSIFICATION PLAN

CLASSIFICATION PLAN		COMPENSATION PLAN		
GRADE	TITLE	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
GRADE 1	○ No titles	Minimum wage	\$53,582	\$62,512
GRADE 2	○ Administrative Assistant ○ Passport Agent ○ Recording Secretary ○ Supportive Programming Assistant	\$48,000	\$57,601	\$67,201
GRADE 3	○ Collections Specialist	\$51,600	\$61,921	\$72,241
GRADE 4	○ Executive Assistant	\$55,470	\$66,565	\$77,659
GRADE 5	○ Benefits Coordinator ○ Human Resources Administrator ○ Payroll Administrator	\$59,631	\$71,557	\$83,483
GRADE 6	○ Facilities Administrator ○ Head Chef & Kitchen Manager ○ Program Coordinator ○ Senior Center Nurse ○ Social Services Coordinator ○ Supportive Programming Coordinator	\$64,103	\$76,924	\$89,744

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 ○ Marketing & Communications Specialist ○ Sealer of Weights & Measures 	\$67,765	\$81,318	\$94,871
GRADE 8	<ul style="list-style-type: none"> ○ Appraiser ○ Assistant Admin & Budget Manager for Public Works ○ Budget & Fiscal Analyst ○ Conservation Agent & Natural Resources Protection Manager ○ Deputy Town Clerk ○ Director of Community Arts & Cultural Initiatives ○ Health Agent ○ Operations Assistant to Town Administrator ○ Public Health Nurse ○ Purchasing Agent ○ Senior Inspector ○ Staff Accountant ○ Staff Engineer ○ Town Planner 	\$71,154	\$85,384	\$99,615
GRADE 9	<ul style="list-style-type: none"> ○ Co-Response Program Manager ○ Deputy Director of Public Facilities for Maintenance & Trades ○ Director of GIS ○ Veterans' Services Officer 	\$74,711	\$89,654	\$104,596

GRADE 10	<ul style="list-style-type: none"> ○ Deputy Library Director ○ Deputy Director of Recreation ○ Deputy Director of Senior Center 	\$78,447	\$94,136	\$109,826
GRADE 11	<ul style="list-style-type: none"> ○ DPW Administration & Budget Manager ○ Deputy Comptroller ○ Deputy Highway & Grounds Superintendent ○ Deputy Town Engineer ○ Deputy Treasurer Collector ○ Deputy Water & Sewer Superintendent ○ Fleet Manager 	\$82,369	\$98,843	\$115,317
GRADE 12	<ul style="list-style-type: none"> ○ Deputy Director of Public Facilities for Custodial Services ○ Director of Recreation ○ Director Senior Center ○ Highway & Grounds Superintendent ○ Stormwater & Environmental Affairs Superintendent ○ Water & Sewer Superintendent ○ Town Clerk 	\$85,626	\$102,751	\$119,876
GRADE 13	<ul style="list-style-type: none"> ○ Building Commissioner ○ Director of Assessing ○ Health Director ○ Director of Human Resources ○ Library Director ○ Director of Planning & Community Development ○ Police Lieutenant ○ Treasurer-Collector 	\$100,610	\$120,733	\$140,855

GRADE 14	<ul style="list-style-type: none"> ○ Deputy Fire Chief ○ Deputy Chief of Police ○ Deputy Director of Public Facilities for Engineering ○ Deputy Director of Public Works ○ Town Engineer 	\$118,217	\$141,861	\$165,504
GRADE 15	<ul style="list-style-type: none"> ○ Chief of Police ○ Fire Chief/Emergency Mgmt Director ○ Deputy Town Administrator ○ Finance Director ○ Director of Public Facilities ○ Director of Public Works ○ Town Solicitor 	\$141,834	\$177,293	\$212,752