



TOWN OF FRANKLIN

RESOLUTION 18-23

Compensation Plan – FY 2019

Whereas: The Human Resources Director, pursuant to Chapter 25 of the Code of the Town of Franklin, has reviewed the Compensation Plan which establishes minimum and maximum salaries for pay ranges;

Whereas: This pay plan shall be submitted to the Town Council for approval prior to implementation.

NOW THEREFORE BE IT enacted by the Town Council of the Town of Franklin that the Compensation Plan is hereby amended as attached.

This Resolution shall become effective according to the rules and regulations of the Town of Franklin Home Rule Charter.

DATED: _____, 2018

VOTED:
UNANIMOUS _____

A True Record Attest:

YES _____ **NO** _____

Teresa M. Burr
Town Clerk

ABSTAIN _____

ABSENT _____

Glenn Jones, Clerk
Franklin Town Council

Town of Franklin

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Franklin, Massachusetts 02038-1352



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OFFICE OF HUMAN RESOURCES

MEMORANDUM

TO: Jeffrey Nutting, Town Administrator
FROM: Karen Bratt, Human Resources Director *KMB*
DATE: May 8, 2018
SUBJECT: FY19 Compensation Plan

I have updated the Town of Franklin's Compensation Plan to include a 3% increase on the minimum and maximum salaries for all grades. This increase is in line with the Collective Bargaining Agreements for all 9 unions, which include a 3% increase for FY19 effective July 8, 2018.

By offering the 3% increase, we can ensure that our compensation is competitive in the municipal marketplace so that we may attract and retain qualified candidates for our positions.

TOWN OF FRANKLIN

FY18 COMPENSATION PLAN				CLASSIFICATION PLAN	FY19 COMPENSATION PLAN				
	Min	Mid	Max	Position Titles	Min	Mid	Max		
Hourly Rate:	\$10.00	\$11.84	\$13.67	G1	Concession Stand Sales Person	G1	\$10.00	\$12.04	\$14.08
Annual Rate:					Gate Guard				
					Library Page				
					Poll Worker				
35 hours/week	\$18,200.00	\$21,548.80	\$24,879.40		Program Aide	\$18,200.00	\$21,912.89	\$25,625.78	
40 hours/week	\$20,800.00	\$24,627.20	\$28,433.60		Referee	\$20,800.00	\$25,043.30	\$29,286.61	
Hourly Rate:	\$10.98	\$12.95	\$14.92	G2	Arts & Crafts Instructor	G2	\$11.31	\$13.34	\$15.37
Annual Rate:					Camp/Program Counselor				
					Cook				
					Seasonal Labor				
35 hours/week	\$19,983.60	\$23,569.00	\$27,154.40		Supportive Day Program Assistant	\$20,583.11	\$24,276.07	\$27,969.03	
40 hours/week	\$22,838.40	\$26,936.00	\$31,033.60		Substitute Library Assistant	\$23,523.55	\$27,744.08	\$31,964.61	
Hourly Rate:	\$12.00	\$14.15	\$16.30	G3		G3	\$12.36	\$14.57	\$16.79
Annual Rate:									
35 hours/week	\$21,840.00	\$25,753.00	\$29,666.00			\$22,495.20	\$26,525.59	\$30,555.98	
40 hours/week	\$24,960.00	\$29,432.00	\$33,904.00			\$25,708.80	\$30,314.96	\$34,921.12	
Hourly Rate:	\$13.03	\$14.15	\$16.30	G4	Office Assistant I	G4	\$13.42	\$15.10	\$16.79
Annual Rate:									
35 hours/week	\$23,714.60	\$25,753.00	\$29,666.00			\$24,426.04	\$27,491.01	\$30,555.98	
40 hours/week	\$27,102.40	\$29,432.00	\$33,904.00			\$27,915.47	\$31,418.30	\$34,921.12	
Hourly Rate:	\$14.26	\$16.85	\$19.45	G5	Matron	G5	\$14.69	\$17.36	\$20.03
Annual Rate:					Office Assistant II				
					Parking Control Officer				
35 hours/week	\$25,953.20	\$30,667.00	\$35,399.00		Senior Camp/Program Counselor	\$26,731.80	\$31,596.38	\$36,460.97	
40 hours/week	\$29,660.80	\$35,048.00	\$40,456.00			\$30,550.62	\$36,110.15	\$41,669.68	
Hourly Rate:	\$15.55	\$18.39	\$21.22	G6	Bus Driver - Part-Time	G6	\$16.02	\$18.94	\$21.86
Annual Rate:					Camp/Program Director				
					ADD - Custodian - Part-Time				
					Dispatcher - Part-Time				
					Managing Cook				
					Office Assistant III				
					Program Supervisor				
					Recycling Center Laborer				
35 hours/week	\$28,301.00	\$33,469.80	\$38,620.40		Senior Supervisor	\$29,150.03	\$34,464.52	\$39,779.01	
40 hours/week	\$32,344.00	\$38,251.20	\$44,137.60		Substitute Custodian		\$39,388.02	\$45,461.73	
Hourly Rate:	\$17.01	\$20.10	\$23.18	G7	Engineering Aide	G7	\$17.52	\$20.70	\$23.88
Annual Rate:					Instructor				
					Program Coordinator, Recreation				
35 hours/week	\$30,958.20	\$36,582.00	\$42,187.60			\$31,886.95	\$37,670.09	\$43,453.23	
40 hours/week	\$35,380.80	\$41,808.00	\$48,214.40			\$36,442.22	\$43,051.53	\$49,660.83	
Hourly Rate:	\$18.59	\$21.96	\$25.32	G8	Outreach Coordinator	G8	\$19.15	\$22.61	\$26.08
Annual Rate:					Painter				
					Recycling Center Supervisor				
					Secretary				
35 hours/week	\$33,833.80	\$39,967.20	\$46,082.40			\$34,848.81	\$41,156.84	\$47,464.87	
40 hours/week	\$38,667.20	\$45,676.80	\$52,665.60			\$39,827.22	\$47,036.39	\$54,245.57	
Hourly Rate:	\$20.13	\$23.89	\$27.64	G9	Executive Secretary	G9	\$20.73	\$24.60	\$28.47
Annual Rate:					Program Coordinator, Senior Center				
35 hours/week	\$36,636.60	\$43,479.80	\$50,304.80			\$37,735.70	\$44,774.82	\$51,813.94	
40 hours/week	\$41,870.40	\$49,691.20	\$57,491.20			\$43,126.51	\$51,171.22	\$59,215.94	

TOWN OF FRANKLIN

FY18 COMPENSATION PLAN				CLASSIFICATION PLAN	FY19 COMPENSATION PLAN				
	Min	Mid	Max	Position Titles	Min	Mid	Max		
Hourly Rate:	\$22.16	\$26.18	\$30.20	G10	Facilities Administrator Licensing Administrator Senior Engineering Aide Supportive Day Program Coordinator Veteran's Services Officer	G10	\$22.82	\$26.97	\$31.11
Annual Rate:									
35 hours/week	\$40,331.20	\$47,647.60	\$54,964.00			\$41,541.14	\$49,077.03	\$56,612.92	
40 hours/week	\$46,092.80	\$54,454.40	\$62,816.00			\$47,475.58	\$56,088.03	\$64,700.48	
Hourly Rate:	\$24.20	\$28.59	\$32.98	G11	DPW Inspector	G11	\$24.93	\$29.45	\$33.97
Annual Rate:									
35 hours/week	\$44,044.00	\$52,033.80	\$60,023.60			\$45,365.32	\$53,594.81	\$61,824.31	
40 hours/week	\$50,336.00	\$59,467.20	\$68,598.40			\$51,846.08	\$61,251.22	\$70,656.35	
Hourly Rate:	\$26.36	\$31.19	\$36.02	G12	Administrative Assistant Assistant Town Clerk Deputy Director, Recreation Health Agent Human Resources Administrator Payroll Administrator Permit Inspector	G12	\$27.15	\$32.13	\$37.10
Annual Rate:									
35 hours/week	\$47,975.20	\$56,765.80	\$65,556.40			\$49,414.46	\$58,468.77	\$67,523.09	
40 hours/week	\$54,828.80	\$64,875.20	\$74,921.60			\$56,473.66	\$66,821.46	\$77,169.25	
Hourly Rate:	\$28.85	\$34.09	\$39.34	G13	Appraiser Assistant Library Director Assistant to Town Administrator Nurse Office Manager Planner I Solid Waste Coordinator	G13	\$29.72	\$35.12	\$40.52
Annual Rate:									
35 hours/week	\$52,507.00	\$62,043.80	\$71,598.80			\$54,082.21	\$63,914.49	\$73,746.76	
40 hours/week	\$60,008.00	\$70,907.20	\$81,827.20			\$61,808.24	\$73,045.13	\$84,282.02	
Hourly Rate:	\$31.50	\$37.23	\$42.96	G14	Assistant Comptroller Assistant Treasurer/Collector Asst. Highway Superintendent Conservation Agent Engineering Assistant Environmental Affairs Specialist Planner II Public Works Management Analyst Senior Appraiser Senior Inspector	G14	\$32.45	\$38.35	\$44.25
Annual Rate:									
35 hours/week	\$57,330.00	\$67,758.60	\$78,187.20			\$59,049.90	\$69,791.36	\$80,532.82	
40 hours/week	\$65,520.00	\$77,438.40	\$89,356.80			\$67,485.60	\$79,761.55	\$92,037.50	
Hourly Rate:	\$34.81	\$40.95	\$47.09	G15	Asst. Water/Sewer Superintendent Construction Inspector Director, Council on Aging GIS Administrator Human Resources Manager Purchasing Agent	G15	\$35.85	\$42.18	\$48.50
Annual Rate:									
35 hours/week	\$63,354.20	\$74,529.00	\$85,703.80			\$65,254.83	\$76,764.87	\$88,274.91	
40 hours/week	\$72,404.80	\$85,176.00	\$97,947.20			\$74,576.94	\$87,731.28	\$100,885.62	
Hourly Rate:	\$38.29	\$45.05	\$51.81	G16	Manager of Public Facilities Recreation Director	G16	\$39.44	\$46.40	\$53.36
Annual Rate:									
35 hours/week	\$69,687.80	\$81,991.00	\$94,294.20			\$71,778.43	\$84,450.73	\$97,123.03	
40 hours/week	\$79,643.20	\$93,704.00	\$107,764.80			\$82,032.50	\$96,515.12	\$110,997.74	
Hourly Rate:	\$42.12	\$49.55	\$56.15	G17	Assistant Town Engineer Building Commissioner Deputy Director of Ops, Public Facilities Director of Assessing Health Director Highway/Grounds Superintendent Library Director Planning & Community Development Director Water/Sewer Superintendent	G17	\$43.38	\$50.61	\$57.83
Annual Rate:									
35 hours/week	\$76,658.40	\$90,181.00	\$102,193.00			\$78,958.15	\$92,108.47	\$105,258.79	
40 hours/week	\$87,609.60	\$103,064.00	\$116,792.00			\$90,237.89	\$105,266.82	\$120,295.76	

TOWN OF FRANKLIN

FY18
COMPENSATION PLAN

CLASSIFICATION PLAN

FY19
COMPENSATION PLAN

	Min	Mid	Max		Position Titles		Min	Mid	Max
Hourly Rate:	\$46.33	\$54.51	\$62.69	G18	Comptroller	G18	\$47.72	\$56.15	\$64.57
					Director of Human Resources				
Annual Rate:					Police Lieutenant				
35 hours/week	\$84,320.60	\$99,208.20	\$114,095.80		Treasurer/Collector		\$86,850.22	\$102,184.45	\$117,518.67
40 hours/week	\$96,366.40	\$113,380.80	\$130,395.20				\$99,257.39	\$116,782.22	\$134,307.06
Hourly Rate:	\$50.97	\$59.96	\$68.95	G19	Deputy Director of Operations, DPW	G19	\$52.50	\$61.76	\$71.02
					Deputy Fire Chief				
					Deputy Police Chief				
Annual Rate:					Deputy Town Administrator				
35 hours/week	\$92,765.40	\$109,127.20	\$125,489.00		Director of Public Facilities		\$95,548.36	\$112,401.02	\$129,253.67
40 hours/week	\$106,017.60	\$124,716.80	\$143,416.00		Town Engineer		\$109,198.13	\$128,458.30	\$147,718.48
Hourly Rate:	\$56.06	\$65.96	\$75.85	G20	DPW Director	G20	\$57.74	\$67.93	\$78.13
					Finance Director				
					Fire Chief				
Annual Rate:					Police Chief				
35 hours/week	\$102,029.20	\$120,047.20	\$138,047.00		Town Solicitor		\$105,090.08	\$123,639.24	\$142,188.41
40 hours/week	\$116,604.80	\$137,196.80	\$157,768.00				\$120,102.94	\$141,301.99	\$162,501.04