

# Town of Franklin

355 East Central Street  
Franklin, Massachusetts 02038-1352



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TOWN ADMINISTRATOR

## FISCAL YEAR 2023 COMPENSATION PLAN AND CLASSIFICATION PLAN

CLASSIFICATION PLAN		COMPENSATION PLAN		
GRADE	TITLE	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
<b>GRADE 1</b>	○ No titles	Minimum wage	\$52,275	\$60,988
<b>GRADE 2</b>	○ Administrative Assistant ○ Passport Agent	\$46,830	\$56,196	\$65,562
<b>GRADE 3</b>	○ Collections Specialist	\$50,342	\$60,410	\$70,479
<b>GRADE 4</b>	○ Executive Assistant	\$54,118	\$64,941	\$75,765
<b>GRADE 5</b>	○ Benefits Coordinator ○ Human Resources Administrator ○ Payroll Administrator	\$58,176	\$69,812	\$81,447
<b>GRADE 6</b>	○ Community Social Worker ○ Facilities Administrator ○ Head Chef & Kitchen Manager ○ Program Coordinator ○ Senior Center Nurse ○ Supportive Programming Coordinator	\$62,540	\$75,048	\$87,555

<p><b>GRADE 7</b></p>	<ul style="list-style-type: none"> <li>○ Archivist</li> <li>○ Assistant Town Planner</li> <li>○ DPW Inspector</li> <li>○ Electrical &amp; Plumbing/Gas Inspectors</li> <li>○ Engineering Assistant</li> <li>○ GIS Specialist</li> <li>○ Marketing &amp; Communications Specialist</li> <li>○ Sealer of Weights &amp; Measures</li> </ul>	<p>\$66,113</p>	<p>\$79,335</p>	<p>\$92,558</p>
<p><b>GRADE 8</b></p>	<ul style="list-style-type: none"> <li>○ Appraiser</li> <li>○ Conservation Agent &amp; Natural Resources Protection Manager</li> <li>○ Deputy Town Clerk</li> <li>○ Health Agent</li> <li>○ Purchasing Agent</li> <li>○ Senior Inspector</li> <li>○ Town Planner</li> <li>○ Public Health Nurse</li> <li>○ Staff Accountant</li> <li>○ Assistant to Town Administrator</li> <li>○ Assistant Admin &amp; Budget Manager for Public Works</li> <li>○ Budget &amp; Fiscal Analyst</li> <li>○ Director of Community Arts &amp; Cultural Initiatives</li> </ul>	<p>\$69,418</p>	<p>\$83,302</p>	<p>\$97,185</p>
<p><b>GRADE 9</b></p>	<ul style="list-style-type: none"> <li>○ Director of GIS</li> <li>○ Deputy Director of Public Facilities for Maintenance &amp; Trades</li> <li>○ Veterans' Services Officer</li> </ul>	<p>\$72,889</p>	<p>\$87,467</p>	<p>\$102,045</p>
<p><b>GRADE 10</b></p>	<ul style="list-style-type: none"> <li>○ Deputy Library Director</li> <li>○ Deputy Director of Recreation</li> <li>○ Deputy Director of Senior Center</li> </ul>	<p>\$76,533</p>	<p>\$91,840</p>	<p>\$107,147</p>

<b>GRADE 11</b>	<ul style="list-style-type: none"> <li>○ Deputy Comptroller</li> <li>○ Deputy Highway &amp; Grounds Superintendent</li> <li>○ Deputy Town Engineer</li> <li>○ Deputy Treasurer Collector</li> <li>○ Deputy Water &amp; Sewer Superintendent</li> <li>○ DPW Administration &amp; Budget Manager</li> <li>○ Fleet Manager</li> </ul>	\$80,360	\$96,432	\$112,504
<b>GRADE 12</b>	<ul style="list-style-type: none"> <li>○ Deputy Director of Public Facilities for Custodial Services</li> <li>○ Director of Assessing</li> <li>○ Director of Recreation</li> <li>○ Director Senior Center</li> <li>○ Highway &amp; Grounds Superintendent</li> <li>○ Stormwater &amp; Environmental Affairs Superintendent</li> <li>○ Water &amp; Sewer Superintendent</li> <li>○ Town Clerk</li> </ul>	\$83,538	\$100,245	\$116,953
<b>GRADE 13</b>	<ul style="list-style-type: none"> <li>○ Building Commissioner</li> <li>○ Director of Human Resources</li> <li>○ Director of Planning &amp; Community Development</li> <li>○ Health Director</li> <li>○ Library Director</li> <li>○ Police Lieutenant</li> <li>○ Treasurer-Collector</li> </ul>	\$98,157	\$117,788	\$137,419
<b>GRADE 14</b>	<ul style="list-style-type: none"> <li>○ Deputy Fire Chief</li> <li>○ Deputy Chief of Police</li> <li>○ Deputy Director of Public Facilities for Engineering</li> <li>○ Deputy Director of Public Works</li> <li>○ Town Engineer</li> </ul>	\$115,334	\$138,401	\$161,468

<b>GRADE 15</b>	<ul style="list-style-type: none"> <li>○ Chief of Police</li> <li>○ Fire Chief/EMS Director</li> <li>○ Deputy Town Administrator</li> <li>○ Finance Director</li> <li>○ Director of Public Facilities</li> <li>○ Director of Public Works</li> <li>○ Town Solicitor</li> </ul>	\$138,375	\$172,969	\$207,563