

TOWN OF CONCORD
Personnel Policy and Procedure #7-1

Miscellaneous Compensation Schedule
for Temporary and Limited-Status Classifications
Date Effective: 9/13/2023

<u>JOB TITLE BY DEPARTMENT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
General		
Intern	\$15.00	\$25.00
Office Clerk	\$15.00	\$32.00
Office Assistant	\$15.75	\$37.00
Recording Secretary	\$15.75	\$35.00
Clerk of Works	\$15.75	\$50.00
Management Specialist/Consultant	\$50.00	\$100.00
Professional Project Specialist	\$20.00	\$75.00
Project Archivist	\$15.75	\$30.00
Project Specialist	\$15.00	\$25.00
IT Program Manager	\$50.00	\$100.00
IT Project Manager	\$30.00	\$75.00
IT Project Specialist	\$30.00	\$75.00
Senior Worker	————	\$15.00
Custodian	\$15.00	\$30.00
Maintenance Custodian	\$20.00	\$35.00
Laborer	\$15.00	\$30.00
Skilled Laborer	\$20.00	\$35.00
Project Painter	\$25.00	\$40.00
Project Electrician	\$30.00	\$50.00
Project Plumber	\$30.00	\$50.00
Construction Specialist	\$30.00	\$60.00
Town Manager's Office		
Veterans' Agent	\$20.00	\$39.00
Senior Services		
Van Driver	\$17.00	\$25.00
Volunteer & Public Relations Coordinator	\$17.00	\$25.00
Finance Department		
Data Lister	\$25.00	\$30.00
Election Officer	\$15.00	\$17.00
Parking Hearing Officer	\$20.00	\$25.00

<u>JOB TITLE BY DEPARTMENT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Fire Department		
Call Firefighter	_____	\$15.00*
	* = plus \$400 per year stipend and \$100 per year stipend for EMT, FF1, FF2 Certifs.	
Library		
Librarian	\$22.00	\$32.00
Library Assistant	\$19.75	\$28.89
Library Page	\$15.00	\$16.25
Library Project Specialist	\$15.00	\$32.00
Reference Librarian	\$22.00	\$32.00
Light Department		
Telecommunications Specialist	\$25.00	\$100.00
Electrical/Line Specialist	\$25.00	\$100.00
PEG/Minuteman Media		
Editor	\$15.75	\$25.00
Studio Aide	\$15.00	\$17.00
Videographer	\$15.75	\$25.00
Planning & Land Management		
Assistant Local Inspector	\$30.00	\$55.00
Conservation Crew	\$15.00	\$25.00
Electrical Inspector (& Assistant)	\$30.00	\$55.00
Plumbing & Gas Inspector (& Assistant)	\$30.00	\$55.00
Public Health Nurse	\$25.00	\$50.00
Ranger	\$15.00	\$25.00
Sanitary Inspector	\$20.00	\$50.00
Sealer of Weights & Measures	\$20.00	\$45.00
Visitor Center Associate		
<i>May perform any/all of the following functions:</i>	<i>Rate varies based on function(s) performed during shift</i>	
• Ambassador	\$19.00	\$25.00
• Attendant	\$15.00	\$20.00
• Clerk	\$15.00	\$32.00
• Tour Guide	\$20.00	\$30.00
Police Department		
Lieutenant/Captain Extra Duty Assignment	_____	
• Shift Coverage & Town Detail Rate		\$83.00
• Outside Detail Rate		Same rate paid to Sergeants
Public Safety Dispatcher (Non-Union)	_____	\$30.00
School Crossing Guard	_____	\$30.00 (w/2 hrs min. pay/day)
Special Police Officer		\$30.00 for Police Department assignments; \$50.00 for Town Details Outside Details: same rate as paid to regular, full-time police officers
Mutual-Aid Detail Officer/Sergeant	\$50.00	
Parking Officer	\$19.00	\$31.00
Traffic Officer	\$20.00	\$50.00
See PPP #7-2 for "Miscellaneous Compensation Schedule – Recreation"		
See PPP #7-3 for "Miscellaneous Compensation Schedule – Human Services"		