

Attachment A

July 1, 2022 - June 30, 2025

Pursuant to Town of Warren Personnel By-Law, Section V, paragraph A- Adopted 5/15/95 and MGL Chapter 41 Section 108A

EMT / Training			
Grade / PS-1	FY23	FY24	FY25
Minimum	\$18.21	\$18.57	\$18.95
Step 1	\$18.76	\$19.13	\$19.51
Step 2	\$19.32	\$19.71	\$20.10
Step 3	\$19.90	\$20.30	\$20.70
Step 4	\$20.50	\$20.91	\$21.32
Step 5	\$21.11	\$21.53	\$21.96
Step 6	\$21.74	\$22.18	\$22.62
Step 7	\$22.40	\$22.84	\$23.30
Step 8	\$23.07	\$23.53	\$24.00
Step 9	\$23.76	\$24.24	\$24.72
Step 10	\$24.47	\$24.96	\$25.46

EMT / Firefighter			
Grade / PS-2	FY23	FY24	FY25
Minimum	\$21.55	\$21.98	\$22.42
Step 1	\$22.20	\$22.64	\$23.09
Step 2	\$22.86	\$23.32	\$23.79
Step 3	\$23.55	\$24.02	\$24.50
Step 4	\$24.25	\$24.74	\$25.23
Step 5	\$24.98	\$25.48	\$25.99
Step 6	\$25.73	\$26.25	\$26.77
Step 7	\$26.50	\$27.03	\$27.57
Step 8	\$27.30	\$27.84	\$28.40
Step 9	\$28.12	\$28.68	\$29.25
Step 10	\$28.96	\$29.54	\$30.13

COA Home Visitor / General Helper / Van Driver			
Grade / C-O	FY23	FY24	FY25
Minimum	\$15.50	\$15.81	\$16.13
Step 1	\$15.97	\$16.28	\$16.61
Step 2	\$16.44	\$16.77	\$17.11
Step 3	\$16.94	\$17.28	\$17.62
Step 4	\$17.45	\$17.79	\$18.15
Step 5	\$17.97	\$18.33	\$18.69
Step 6	\$18.51	\$18.88	\$19.26
Step 7	\$19.06	\$19.44	\$19.83
Step 8	\$19.63	\$20.03	\$20.43
Step 9	\$20.22	\$20.63	\$21.04
Step 10	\$20.83	\$21.25	\$21.67

Lunch Coordinator			
Grade / C-1	FY23	FY24	FY25
Minimum	\$18.50	\$18.87	\$19.25
Step 1	\$19.06	\$19.44	\$19.82
Step 2	\$19.63	\$20.02	\$20.42
Step 3	\$20.22	\$20.62	\$21.03
Step 4	\$20.82	\$21.24	\$21.66
Step 5	\$21.45	\$21.88	\$22.31
Step 6	\$22.09	\$22.53	\$22.98
Step 7	\$22.75	\$23.21	\$23.67
Step 8	\$23.44	\$23.90	\$24.38
Step 9	\$24.14	\$24.62	\$25.11
Step 10	\$24.86	\$25.36	\$25.87

Sec'y-Selectmen / Sewer / Conservation Clerk- Assessors / Treasures/ Asst. Tax Collector			
Grade / C-2	FY23	FY24	FY25
Minimum	\$16.40	\$16.73	\$17.06
Step 1	\$16.89	\$17.23	\$17.57
Step 2	\$17.40	\$17.75	\$18.10
Step 3	\$17.92	\$18.28	\$18.64
Step 4	\$18.46	\$18.83	\$19.20
Step 5	\$19.01	\$19.39	\$19.78
Step 6	\$19.58	\$19.97	\$20.37
Step 7	\$20.17	\$20.57	\$20.98
Step 8	\$20.78	\$21.19	\$21.61
Step 9	\$21.40	\$21.83	\$22.26
Step 10	\$22.04	\$22.48	\$22.93

Secretary - Building / Planning / Police / Highway / Asst. Town Clerk			
Grade / C-3	FY23	FY24	FY25
Minimum	\$18.00	\$18.36	\$18.73
Step 1	\$18.54	\$18.91	\$19.29
Step 2	\$19.10	\$19.48	\$19.87
Step 3	\$19.67	\$20.06	\$20.46
Step 4	\$20.26	\$20.66	\$21.08
Step 5	\$20.87	\$21.28	\$21.71
Step 6	\$21.49	\$21.92	\$22.36
Step 7	\$22.14	\$22.58	\$23.03
Step 8	\$22.80	\$23.26	\$23.72
Step 9	\$23.49	\$23.96	\$24.43
Step 10	\$24.19	\$24.67	\$25.17

PROVISIONS

Step advancement is automatic upon 3 year anniversary date of hire, not withstanding paragraph E.

Grade advancement for an existing position must be approved by vote of the Annual Town Meeting.

Use of "not otherwise classified" is reserved for new positions subject to appropriation at any town meeting but must be classified at the next Annual Town Meeting.

In accordance with MGL, Ch 41, Section 108A, elected officials are exempt from the compensation plan.

Compensation plan in no way alters or amends any other section of the personnel By-Law or supersedes authority of Town Meeting Appropriation

No amounts to be retroactive.

Step 10 is the last step that an employee can obtain.

Town Accountant & Administrative Assistant compensation per employment agreement, MGL Ch 41, 108N

Cemetery Labor / Highway Labor			
Grade / PW-1	FY23	FY24	FY25
Minimum	\$16.60	\$16.93	\$17.27
Step 1	\$17.10	\$17.44	\$17.79
Step 2	\$17.61	\$17.96	\$18.32
Step 3	\$18.14	\$18.50	\$18.87
Step 4	\$18.68	\$19.06	\$19.44
Step 5	\$19.24	\$19.63	\$20.02
Step 6	\$19.82	\$20.22	\$20.62
Step 7	\$20.42	\$20.82	\$21.24
Step 8	\$21.03	\$21.45	\$21.88
Step 9	\$21.66	\$22.09	\$22.53
Step 10	\$22.31	\$22.76	\$23.21

WWTP Operator / Mechanic - Driver Laborer			
Grade / PW-2	FY23	FY24	FY25
Minimum	\$22.38	\$22.83	\$23.28
Step 1	\$23.05	\$23.51	\$23.98
Step 2	\$23.74	\$24.22	\$24.70
Step 3	\$24.46	\$24.94	\$25.44
Step 4	\$25.19	\$25.69	\$26.21
Step 5	\$25.94	\$26.46	\$26.99
Step 6	\$26.72	\$27.26	\$27.80
Step 7	\$27.52	\$28.08	\$28.64
Step 8	\$28.35	\$28.92	\$29.50
Step 9	\$29.20	\$29.78	\$30.38
Step 10	\$30.08	\$30.68	\$31.29

Driver Labor / Mechanic			
Grade / PW-3	FY23	FY24	FY25
Minimum	\$26.83	\$27.37	\$27.91
Step 1	\$27.63	\$28.19	\$28.75
Step 2	\$28.46	\$29.03	\$29.61
Step 3	\$29.32	\$29.90	\$30.50
Step 4	\$30.20	\$30.80	\$31.42
Step 5	\$31.10	\$31.73	\$32.36
Step 6	\$32.04	\$32.68	\$33.33
Step 7	\$33.00	\$33.66	\$34.33
Step 8	\$33.99	\$34.67	\$35.36
Step 9	\$35.01	\$35.71	\$36.42
Step 10	\$36.06	\$36.78	\$37.51

FOREMAN			
Grade / PW-4	FY23	FY24	FY25
Minimum	\$26.58	\$27.11	\$27.65
Step 1	\$27.38	\$27.92	\$28.48
Step 2	\$28.20	\$28.76	\$29.34
Step 3	\$29.04	\$29.63	\$30.22
Step 4	\$29.92	\$30.51	\$31.12
Step 5	\$30.81	\$31.43	\$32.06
Step 6	\$31.74	\$32.37	\$33.02
Step 7	\$32.69	\$33.34	\$34.01
Step 8	\$33.67	\$34.34	\$35.03
Step 9	\$34.68	\$35.37	\$36.08
Step 10	\$35.72	\$36.44	\$37.16

WWTP Assistant Chief Operator			
Grade / PW -5	FY23	FY24	FY25
Minimum	\$28.56	\$29.13	\$29.71
Step 1	\$29.42	\$30.01	\$30.61
Step 2	\$30.30	\$30.91	\$31.52
Step 3	\$31.21	\$31.83	\$32.47
Step 4	\$32.14	\$32.79	\$33.44
Step 5	\$33.11	\$33.77	\$34.45
Step 6	\$34.10	\$34.78	\$35.48
Step 7	\$35.13	\$35.83	\$36.54
Step 8	\$36.18	\$36.90	\$37.64
Step 9	\$37.26	\$38.01	\$38.77
Step 10	\$38.38	\$39.15	\$39.93

WWTP Chief Operator			
Grade / PW-6	FY23	FY24	FY25
Minimum	\$34.68	\$35.37	\$36.08
Step 1	\$35.72	\$36.43	\$37.16
Step 2	\$36.79	\$37.53	\$38.28
Step 3	\$37.90	\$38.65	\$39.43
Step 4	\$39.03	\$39.81	\$40.61
Step 5	\$40.20	\$41.01	\$41.83
Step 6	\$41.41	\$42.24	\$43.08
Step 7	\$42.65	\$43.51	\$44.38
Step 8	\$43.93	\$44.81	\$45.71
Step 9	\$45.25	\$46.15	\$47.08
Step 10	\$46.61	\$47.54	\$48.49

PROVISIONS

Step advancement is automatic upon 3 year anniversary date of hire, not withstanding paragraph E.

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In accordance with MGL, Ch 41, Section 108A, elected officials are exempt from the compensation plan.

Compensation plan in no way alters or amends any other section of the personnel By-Law or supersedes authority of Town Meeting Appropriation

No amounts to be retroactive.

Step 10 is the last step that an employee can obtain.

Town Accountant & Administrative Assistant compensation per employment agreement, MGL Ch 41, 108N

Voted Annual Town Meeting May 14, 2022

Attachment A

July 1, 2022 - June 30, 2025

Pursuant to Town of Warren Personnel By-Law, Section V, paragraph A- Adopted 5/15/95 and MGL Chapter 41 Section 108A

Admin Assistant Selectmen / Town Administrator / Board of Health			
Grade / A-1	FY23	FY24	FY25
Minimum	\$21.87	\$22.31	\$22.75
Step 1	\$22.53	\$22.98	\$23.44
Step 2	\$23.20	\$23.67	\$24.14
Step 3	\$23.90	\$24.38	\$24.86
Step 4	\$24.61	\$25.11	\$25.61
Step 5	\$25.35	\$25.86	\$26.38
Step 6	\$26.11	\$26.64	\$27.17
Step 7	\$26.90	\$27.44	\$27.98
Step 8	\$27.70	\$28.26	\$28.82
Step 9	\$28.54	\$29.11	\$29.69
Step 10	\$29.39	\$29.98	\$30.58

Assistant Assessor / COA Director			
Grade / A-2	FY23	FY24	FY25
Minimum	\$25.32	\$25.83	\$26.34
Step 1	\$26.08	\$26.60	\$27.13
Step 2	\$26.86	\$27.40	\$27.95
Step 3	\$27.67	\$28.22	\$28.79
Step 4	\$28.50	\$29.07	\$29.65
Step 5	\$29.35	\$29.94	\$30.54
Step 6	\$30.23	\$30.84	\$31.45
Step 7	\$31.14	\$31.76	\$32.40
Step 8	\$32.07	\$32.72	\$33.37
Step 9	\$33.04	\$33.70	\$34.37
Step 10	\$34.03	\$34.71	\$35.40

Seasonal Staff Parks / Cemetery / Highway			
	FY23	FY24	FY25
State Minimum	\$14.25	\$15.00	\$15.75

Seasonal Staff Camp Supervisor			
	FY23	FY24	FY25
	\$15.50	\$16.25	\$17.00

Facilities Custodian			
Grade / BM-1	FY23	FY24	FY25
Minimum	\$16.60	\$16.93	\$17.27
Step 1	\$17.10	\$17.44	\$17.79
Step 2	\$17.61	\$17.96	\$18.32
Step 3	\$18.14	\$18.50	\$18.87
Step 4	\$18.68	\$19.06	\$19.44
Step 5	\$19.24	\$19.63	\$20.02
Step 6	\$19.82	\$20.22	\$20.62
Step 7	\$20.42	\$20.82	\$21.24
Step 8	\$21.03	\$21.45	\$21.88
Step 9	\$21.66	\$22.09	\$22.53
Step 10	\$22.31	\$22.76	\$23.21

Grade/ BM-2	FY23	FY24	FY25
Minimum			
Step 1			
Step 2			
Step 3			
Step 4			
Step 5			
Step 6			
Step 7			
Step 8			
Step 9			
Step 10			

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