

Assistant(s)-Town Clerk, Tax Collector, Treasurer			
Administrative Assistants-Highway, Planning/Building			
Administrative Assistants-Police, Sewer			
COA Meals Coordinator			
Grade D	FY26	FY27	FY28
Step 1	\$19.82	\$20.22	\$20.62
Step 2	\$20.32	\$20.73	\$21.14
Step 3	\$20.83	\$21.25	\$21.67
Step 4	\$21.35	\$21.78	\$22.21
Step 5	\$21.88	\$22.32	\$22.76
Step 6	\$22.43	\$22.88	\$23.34
Step 7	\$22.99	\$23.45	\$23.92
Step 8	\$23.56	\$24.03	\$24.51
Step 9	\$24.15	\$24.63	\$25.13
Step 10	\$24.75	\$25.25	\$25.75
Step 11	\$25.39	\$25.90	\$26.42
Step 12	\$26.00	\$26.52	\$27.05
Step 13	\$26.65	\$27.18	\$27.73
Step 14	\$27.32	\$27.87	\$28.42
Step 15	\$28.00	\$28.56	\$29.13

COA-Program Assistant, Van Driver/Custodian			
Departmental Assistants, Assessor, Conservation			
Facilities Custodian			
Highway-Driver/Laborer (No CDL)			
Grade E	FY26	FY27	FY28
Step 1	\$17.70	\$18.05	\$18.42
Step 2	\$18.14	\$18.50	\$18.87
Step 3	\$18.59	\$18.96	\$19.34
Step 4	\$19.05	\$19.43	\$19.82
Step 5	\$19.53	\$19.92	\$20.32
Step 6	\$20.02	\$20.42	\$20.83
Step 7	\$20.52	\$20.93	\$21.35
Step 8	\$21.03	\$21.45	\$21.88
Step 9	\$21.56	\$21.99	\$22.43
Step 10	\$22.10	\$22.54	\$22.99
Step 11	\$22.65	\$23.10	\$23.57
Step 12	\$23.22	\$23.68	\$24.16
Step 13	\$23.80	\$24.28	\$24.76
Step 14	\$24.39	\$24.88	\$25.38
Step 15	\$25.00	\$25.50	\$26.01

Seasonal Parks & Rec-Lifeguard, Camp Supervisor			
Seasonal	FY26	FY27	FY28
Step 1	\$17.50	\$17.85	\$18.21

Fire Fighter/EMT			
Grade / FD-2	FY26	FY27	FY28
Step 1	\$22.86	\$23.32	\$23.78
Step 2	\$23.43	\$23.90	\$24.38
Step 3	\$24.02	\$24.50	\$24.99
Step 4	\$24.62	\$25.11	\$25.61
Step 5	\$25.24	\$25.74	\$26.26
Step 6	\$25.87	\$26.39	\$26.92
Step 7	\$26.52	\$27.05	\$27.59
Step 8	\$27.18	\$27.72	\$28.28
Step 9	\$27.86	\$28.42	\$28.99
Step 10	\$28.56	\$29.13	\$29.71
Step 11	\$29.27	\$29.86	\$30.45
Step 12	\$30.00	\$30.60	\$31.21
Step 13	\$30.75	\$31.37	\$31.99
Step 14	\$31.52	\$32.15	\$32.79
Step 15	\$32.31	\$32.96	\$33.62

**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 15 is the last step that an employee can obtain.  
 Town Accountant compensation per employment agreement, MGL Ch 41, 108N

<b>Attachment A</b>	<b>July 1, 2025 - June 30, 2028</b>
<b>Pursuant to Town of Warren Personnel By-Law, Section V, paragraph A- Adopted 5/15/95 and MGL Chapter 41 Section 108A</b>	

<b>Part-Time EMT Hourly / Training</b>			
<b>Grade / FD-1</b>	<b>FY26</b>	<b>FY27</b>	<b>FY28</b>
<b>Step 1</b>	\$19.34	\$19.73	\$20.12
<b>Step 2</b>	\$19.82	\$20.22	\$20.62
<b>Step 3</b>	\$20.32	\$20.73	\$21.14
<b>Step 4</b>	\$20.83	\$21.25	\$21.67
<b>Step 5</b>	\$21.35	\$21.78	\$22.21
<b>Step 6</b>	\$21.88	\$22.32	\$22.76
<b>Step 7</b>	\$22.43	\$22.88	\$23.34
<b>Step 8</b>	\$22.99	\$23.45	\$23.92
<b>Step 9</b>	\$23.56	\$24.03	\$24.51
<b>Step 10</b>	\$24.15	\$24.63	\$25.13
<b>Step 11</b>	\$24.75	\$25.25	\$25.75
<b>Step 12</b>	\$25.39	\$25.90	\$26.42
<b>Step 13</b>	\$26.00	\$26.52	\$27.05
<b>Step 14</b>	\$26.65	\$27.18	\$27.73
<b>Step 15</b>	\$27.32	\$27.87	\$28.42

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

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

Sewer Chief Operator			
Grade A	FY26	FY27	FY28
Step 1	\$36.04	\$36.76	\$37.50
Step 2	\$36.94	\$37.68	\$38.43
Step 3	\$37.86	\$38.62	\$39.39
Step 4	\$38.81	\$39.59	\$40.38
Step 5	\$39.78	\$40.58	\$41.39
Step 6	\$40.77	\$41.59	\$42.42
Step 7	\$41.79	\$42.63	\$43.48
Step 8	\$42.83	\$43.69	\$44.56
Step 9	\$43.90	\$44.78	\$45.67
Step 10	\$45.00	\$45.90	\$46.82
Step 11	\$46.13	\$47.05	\$47.99
Step 12	\$47.28	\$48.23	\$49.19
Step 13	\$48.46	\$49.43	\$50.42
Step 14	\$49.67	\$50.66	\$51.68
Step 15	\$50.91	\$51.93	\$52.97

Highway-Foreman, Mechanic			
Assistant Assessor / COA Director			
Sewer Asssistant Chief Operator			
Grade B	FY26	FY27	FY28
Step 1	\$30.44	\$31.05	\$31.67
Step 2	\$31.20	\$31.82	\$32.46
Step 3	\$31.98	\$32.62	\$33.27
Step 4	\$32.78	\$33.44	\$34.10
Step 5	\$33.60	\$34.27	\$34.96
Step 6	\$34.44	\$35.13	\$35.83
Step 7	\$35.30	\$36.01	\$36.73
Step 8	\$36.18	\$36.90	\$37.64
Step 9	\$37.08	\$37.82	\$38.58
Step 10	\$38.01	\$38.77	\$39.55
Step 11	\$38.96	\$39.74	\$40.53
Step 12	\$39.93	\$40.73	\$41.54
Step 13	\$40.93	\$41.75	\$42.58
Step 14	\$41.95	\$42.79	\$43.64
Step 15	\$43.00	\$43.86	\$44.74

Sewer Operator/Mechanic			
BOH Adminrator, Parks & Rec Program Supervisor			
Selectmen/Town Adminrator- Executive Assistant			
Highway Heavy Equipment Operator			
Grade C	FY26	FY27	FY28
Step 1	\$24.78	\$25.28	\$25.78
Step 2	\$25.40	\$25.91	\$26.43
Step 3	\$26.04	\$26.56	\$27.09
Step 4	\$26.69	\$27.22	\$27.77
Step 5	\$27.36	\$27.91	\$28.47
Step 6	\$28.04	\$28.60	\$29.17
Step 7	\$28.74	\$29.31	\$29.90
Step 8	\$29.46	\$30.05	\$30.65
Step 9	\$30.20	\$30.80	\$31.42
Step 10	\$30.95	\$31.57	\$32.20
Step 11	\$31.72	\$32.35	\$33.00
Step 12	\$32.51	\$33.16	\$33.82
Step 13	\$33.32	\$33.99	\$34.67
Step 14	\$34.15	\$34.83	\$35.53
Step 15	\$35.00	\$35.70	\$36.41

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