

**TOWN OF HALIFAX
ANNUAL TOWN MEETING WARRANT
MAY 14, 2012**

ARTICLE 1 To hear and act on the reports of the Town Officers and Committees.

Finance Committee recommendation at Town Meeting.

ARTICLE 2 To see if the Town will vote to amend the Wage and Personnel By-Law as recommended by the Wage and Personnel Board or take any action thereon:

What follows is the list of amendments recommended by the Wage and Personnel Board. A list of other proposed amendments either not voted upon or not recommended is available in the Selectmen's Office, on the Town's website:

http://www.town.halifax.ma.us/Pages/HalifaxMA_Bcomm/Selectmen/townmeetings/town

and at the Town Meeting. The Town's practice is that, in addition to the amendments recommended by the Wage and Personnel Board, these proposals can be brought up at Town Meeting – Charlie Seelig, April 4, 2012.

Except for the following proposed amendments to the Wage and Personnel By-Law, the Wage and Personnel Board recommends that all positions and provisions in the By-Law remain unchanged.

- (1) To reclassify one of the Library Associate positions at Grade 6 to Library Director Assistant at Grade 7.
- (2) To reclassify the position of Outreach Worker of the Council on Aging from a Grade 4 to a Grade 6.
- (3) To grant all non-union Wage and Personnel employees an across the board wage increase of 2%.
- (4) To grant an increase in the yearly clothing allowance for the Water Department (Appendix A, Group B) from \$450.00 to \$550.00.
- (5) In Chapter 35, Section 7 Amendment of Plan, replace the following:

- C. Upon receipt of a request, the Board shall hold a hearing thereon at which all persons interested shall be entitled to be present and be heard. Written notice of such hearing shall be given, not less than two weeks preceding the date thereof, to the petitioner or petitioners and to heads of departments and employees affected.

With the following:

- C. Upon receipt of a request, the Board shall hold a Public Hearing no later than the last business day in January, at which all persons interested shall be entitled to be present and be heard. Written notice of such hearing shall be given, not less than two weeks preceding the date thereof, to the petitioner or petitioners and to heads of departments and employees affected. All proposals must be submitted two weeks prior to the yearly hearing in order to be considered at the Annual Town Meeting.

(6) In Chapter 35, Section 17 Increases, replace the following:

- B. Any employee who has been at the maximum step on his/her schedule for five (5) years may, upon recommendation of his department head, be considered for a merit increase to be acted upon at the Annual Town Meeting, said merit increase to be no more than five percent (5%) of the employee's current base salary.

With the following:

- B. Performance evaluations for all employees must be conducted annually in writing and a Certificate of Completion must be provided to the Wage and Personnel Board.
- C. Any employee who has been at the maximum step on his/her schedule for five (5) years may, upon recommendation of his/her department head, be considered for a merit increase to be acted upon at the Annual Town Meeting, said merit increase to be no more than five percent (5%) of the employee's current base salary. Performance Evaluation forms must be completed annually. The employee must have received an overall rating of CE (Consistently Exceeds).

And re-letter the rest of this section.

(7) In Chapter 35, Section 22.1 B Grade 4, replace the following:

(5) Recycling Attendant/Driver.

With the following:

(5) Recycling Attendant.

(8) In Chapter 35, Section 22.1 Grade 8, add the following:

(3) Recycling Driver with CDL

(9) In Chapter 35, Section 27-A Vacation Leave, replace the following:

(5) An employee may carry forward vacation time accrued during the previous fiscal year and up to an additional 80 hours.

With the following:

(5) Effective July 1, 2013 for Fiscal Year 2014, an employee may carry forward vacation time accrued during the previous fiscal year and up to an additional one week's earned vacation time (40 hours for full time employees, part time employees hours pro-rated by the number of hours worked per week).

(10) In Chapter 35, Section 27-B Vacation Leave, replace the following:

B. Vacation Accrual for Regular Full time employees will be as follows:

Years of Service	Monthly Vacation Earned	Annual Accrual
Start Date to 5 th Anniversary	6.67 hrs	2 weeks/80 hours
5+ years to 10 th Anniversary	10.00 hrs	3 weeks/120 hours
10+ years to 15 th Anniversary	13.34 hrs	4 weeks/160 hours
15 th year	14.00 hrs	4 weeks + 8 hours
16 th year	14.67 hrs	4 weeks + 16 hours
17 th year	15.33 hrs	4 weeks + 24 hours
18 th year	16.00 hrs	4 weeks + 32 hours
19 th + years	16.66 hrs	5 weeks/200 hours

With the following:

B. Vacation Accrual for Regular Full time employees will be as follows:

Years of Service	Monthly Vacation Earned	Annual Accrual
Start date to end of 4 th year	6.67 hrs	2 weeks/80 hours
Start of 5 th year to end of 9 th year	10.00 hrs	3 weeks/120 hours
Start of 10 th year to end of 14 th year	13.34 hrs	4 weeks/160 hours
Start of 15 th year	14.00 hrs	4 weeks + 8 hours
Start of 16 th year	14.67 hrs	4 weeks + 16 hours
Start of 17 th year	15.33 hrs	4 weeks + 24 hours
Start of 18 th year	16.00 hrs	4 weeks + 32 hours
Start of 19 th + years	16.66 hrs	5 weeks/200 hours

- (11) Chapter 35, Section 28.1 Non-Union Sick Leave Bank, will remain the same with the following exceptions:

Under **Management**, replace:

5. The Board shall ensure that adequate and accurate records and communications are maintained between the Board and Wage and Personnel, the Accountant and the Treasurer's Office (personnel files). Minutes will be kept as to all decisions made and the minutes shall be kept on file in the Town Clerk's office.

With the following:

5. The Board shall ensure that adequate and accurate records and communications are maintained between the Board and Wage and Personnel, the Accountant and the Treasurer's Office (personnel files). Minutes will be kept as to all decisions made and the minutes shall be kept on file with the Sick Bank Board.

Under **Management**, replace:

8. The Board shall consider all applications submitted to it for sick leave and shall determine the amount, if any, of sick leave to be granted from the bank. Decisions by the Board are final and are not subject to any grievance or appeal process.

With the following:

8. The Board shall consider all applications submitted to it for sick leave and shall determine the amount, if any, of sick leave to be granted from the bank. No employee shall be awarded more than 40 days from the sick bank in any 12 month period. No more than 20 days can be used from the sick bank consecutively unless formally petitioned to the Sick Bank Board in writing. 1 day is defined as 1/5 of the employee's normal weekly work hours. Decisions by the Board are final and are not subject to any grievance or appeal process.

Under **Establishment**, replace:

1. Permanent full time, part time (20 hours or more per week) employees who are covered under the Wage and Personnel by-law, who are eligible to earn sick leave credits may make voluntary contributions to the sick leave bank.

With the following:

1. Permanent full time, part time (20 hours or more per week) employees who are covered under the Wage and Personnel by-law, who are eligible to earn sick leave credits may make voluntary contributions to the sick leave bank, with the amount not to exceed 200 hours per employee per year.

Add under **Access to non-union sick leave bank**, as number 1:

1. The petitioner has been employed continuously for 12 months with the Town of Halifax.

And renumber the remainder of the section accordingly.

- (12) In Section 35-31.1 replace the following heading:

35-31.1 Occasional Public Safety Dispatchers

With the following heading:

35.5.1 Part-Time Civilian Dispatchers

(13) In Chapter 35-31.1 replace the following:

- A. Occasional Public Safety Dispatchers who work at least 350 hours a quarter will accrue 12 hours leave to be used as sick, personal, or vacation time with a maximum accrual of 240 hours at any one time (Quarters are defined as 7/1-9/30; 10/1-12/31; 1/1-3/31/ and 4/1-6/30 of each fiscal year).
- B. Occasional Public Safety dispatchers will be paid time and a half for hours worked on holidays, with time and a half starting at 12:00 noon on Christmas Eve and New Year's Eve. For the holidays of Thanksgiving, Christmas and New Year's Day, double time will be paid for hours worked.

With the following:

- A. Part Time Civilian Dispatchers who work at least 350 hours a quarter will accrue 12 hours leave to be used as sick, personal, or vacation time with a maximum accrual of 240 hours at any one time (Quarters are defined as 7/1-9/30; 10/1-12/31; 1/1-3/31/ and 4/1-6/30 of each fiscal year).
- B. Part Time Civilian Dispatchers will be paid time and a half for hours worked on holidays, with time and a half starting at 12:00 noon on Christmas Eve and New Year's Eve. For the holidays of Thanksgiving, Christmas and New Year's Day, double time will be paid for hours worked.

(14) In Appendix A, Under Group C – Fire Department (Non-Union) Personnel, delete the following:

Chief's Clothing Allowance \$575.00 annually

Retainer – Call Deputy Chief Retainer Call Firefighter plus \$75.00

Retainer – Call Captain Retainer Call Firefighter plus \$50.00

Retainer – Call Firefighter \$ 50.00 annually after 1 year
\$ 75.00 annually after 2 years
\$100.00 annually after 3 years
\$125.00 annually after 5 years
\$150.00 annually after 10 years
\$175.00 annually after 15 years
\$200.00 annually after 20 years

The retainer paid annually to the Call Firefighter is to be received only by those men who do not miss more than three meetings or drills throughout the year. If more than three meetings or drills are missed without suitable explanation to the Fire Chief, they shall not be eligible for full guarantee.

Retainer – Call Captain shall be one hour's pay at Call Captain's pay per duty day as an on-call Captain. On-call time Monday through Friday 6:00 p.m. to 8:00 a.m., Saturday and Sunday 8:00 p.m. to 8:00 a.m.

Retainer - EMT shall be one hour's pay at regular E.M.T. rate per duty day on call. On-call duty time shall be 6:00 p.m. to 6:00 a.m.; this retainer to take effect after EMT has served one full year as EMT.

A Call Firefighter shall start on Step 1 and remain at this level for at least one year from the time he/she is appointed. At the end of the probationary period (one year) the Firefighter shall be given a practical test; the Firefighter shall have two tries at passing the test; if the Firefighter does not pass the examination at this time he shall remain at Step 1 and be retested in six (6) months. If the Firefighter does not pass the examination at this time, he/she shall be terminated.

The standards for the practical examination shall be set by the Chief of the Fire Department.

To advance to Step 4 a Firefighter must qualify as a Pump Operator and Driver.

FIRE RELATED COURSES – Each member of the Fire Department who attends a Fire course sponsored by the Massachusetts Fire Academy shall receive the following compensation for satisfactorily completing the course.

(1) Mileage for each day of travel to and from the training site (at the Town of Halifax mileage rate).

(2) Meal Allowance of \$5.00 (if the training course requires the Firefighter to spend over six hours at the training site).

A Firefighter shall receive payment after he/she produces a certificate of completion from the Massachusetts Fire Academy.

Before a Firefighter attends a course he must obtain approval from the Fire Chief.

RECERTIFICATION – Each EMT shall be paid for attending required recertification courses in order to maintain certification as EMT – the amount paid to be at the EMT rate.

EXTRA DETAILS – Extra Details to outside contractors (not town-related details) are to be paid at an hourly rate equal to a full-time Captain's hourly rate and will be for a minimum of four hours' pay.

EDUCATIONAL INCENTIVE

All Call FF's hired after October 01, 2005 shall receive an incentive based yearly bonus system for the certifications they receive up to a maximum of \$500.00. The breakdown of certifications and dollar amount is as follows:

Certification Level

Firefighter I/II	\$150	(Minimum Certification)
Fire Officer I	\$100	(Requires FF I/II and Instructor I Certification)
Fire Officer II	\$ 50	
Fire Officer III	\$ 50	
Fire Officer IV	\$ 50	
Fire Instructor I	\$100	(Requires FF I/II Certification)
Fire Instructor II	\$ 50	
Fire Inspector I	\$ 50	(Requires FF I/II Certification)
Fire Inspector II	\$ 50	
Pump Operator	\$ 50	
Aerial Operator	\$ 50	

LENGTH OF SERVICE INCENTIVE

All Call FF's hired prior to October 01, 2005 shall receive an incentive based yearly bonus system for the certifications they receive up to a maximum of \$500.00. Members hired prior to

October 01, 2005 are not required to complete the Firefighter I/II certification due to being on the department for more than 15 years will have the years of service time pro-rated to max out to \$500. This years of service exclusion will not be available to anyone hired after October 01, 2005.

Incentive for Non-Certified Members hired before October 02, 1998

15 Years of Service	\$100
20 years of Service	\$200
25 Years of Service	\$300
30 Years of Service	\$400
35 Years or More	\$500 (Max)

POINT SYSTEM FOR LENGTH OF SERVICE AND
EDUCATION INCENTIVES

All Call FF shall receive points for attending training drills and calls. The point system for receiving the incentive is based on a 12 month period, and would be pro-rated based on the number of training sessions and calls available to respond to. Each call responded to is worth 1.5 points. Each training session is worth 6.25 points.

An example of this is as follows:

If the department has one training per month, 12 per year, and you attend 12 training sessions offered, you receive 75 points or 75% of the incentive. If you respond to at least 17 calls per year, you receive another 25 points or 25%. This system balances out depending on the member's availability over the calendar year. If you come to half of the training offered and respond to 34 calls, you hit 100% of the point total.

MINIMUM ENTRY LEVEL QUALIFICATIONS

A Call Firefighter shall start on Step 1 and remain at this level for at least one year from the time he/she is appointed.

All Call FF's shall attend a FF I/II program, and shall certify to the Firefighter I/II NFPA 1001 Standard for Firefighter Professional Qualifications, within one year of appointment, or as soon as practicable. The Call FF shall remain on probation until such time as they successfully complete FF I/II certification.

If the Firefighter fails to certify to the FF I/II standard, he/she shall be terminated.

CALL FIREFIGHTER TRAINING AND REIMBURSEMENT

All Call FF's shall be paid for all training at their hourly rate. To advance to Step 4 a Firefighter must certify as a Pump Operator and/or Aerial Operator through the Massachusetts Firefighting Academy.

FIRE RELATED COURSES – Each member of the Fire Department who attends a Fire course sponsored by the Massachusetts Fire Academy shall obtain approval from the Fire Chief prior to attending the course.

RECERTIFICATION – Each EMT shall be paid for attending required recertification courses in order to maintain certification as EMT – the amount paid to be at the EMT rate plus the cost of the EMT course.

EXTRA DETAILS – Extra Details to outside contractors (not town-related details) are to be paid at an hourly rate equal to a full-time Captain's hourly rate and will be for a minimum of four hours' pay.

And replace it with the following:

Chief's Clothing Allowance \$575.00 annually.

A Call Firefighter shall start on Step 1 and remain at this level for at least one year from the time he/she is appointed. At the end of the probationary period (one year) the Firefighter shall be given a practical test; the Firefighter shall have two tries at passing the test; if the Firefighter does not pass the examination at this time he shall remain at Step 1 and be retested in six (6) months. If the Firefighter does not pass the examination at this time, he/she shall be terminated.

The standards for the practical examination shall be set by the Chief of the Fire Department.

To advance to Step 4 a Firefighter must qualify as a Pump Operator and Driver.

FIRE RELATED COURSES – Each member of the Fire Department who attends a Fire course sponsored by the Massachusetts Fire Academy shall receive the following compensation for satisfactorily completing the course.

(1) Mileage for each day of travel to and from the training site (at the Town of Halifax mileage rate).

(2) Meal Allowance of \$5.00 (if the training course requires the Firefighter to spend over six hours at the training site).

A Firefighter shall receive payment after he/she produces a certificate of completion from the Massachusetts Fire Academy.

Before a Firefighter attends a course he must obtain approval from the Fire Chief.

RECERTIFICATION – Each EMT shall be paid for attending required recertification courses in order to maintain certification as an EMT – the amount paid to be at the EMT rate.

EXTRA DETAILS – Extra Details to outside contractors (not town-related details) are to be paid at an hourly rate equal to a full-time Captain's hourly rate and will be for a minimum of four hours' pay.

EDUCATIONAL INCENTIVE

All Call FF's hired after October 01, 2005 shall receive an incentive based yearly bonus system for the certifications they receive up to a maximum of \$1,000. The breakdown of certifications and dollar amount is as follows:

Certification Level

Firefighter I/II	\$250 (Minimum Certification)
Fire Officer I	\$250 (Requires FF I/II and Instructor I Certification)
Fire Officer II	\$100
Fire Officer III	\$100
Fire Officer IV	\$100
Fire Instructor I	\$200 (Requires FF I/II Certification)
Fire Instructor II	\$100
Fire Inspector I	\$100 (Requires FF I/II Certification)
Fire Inspector II	\$100
Pump Operator	\$100
Aerial Operator	\$100

LENGTH OF SERVICE INCENTIVE

All Call FF's hired prior to October 01, 2005 shall receive an incentive based yearly bonus system for the certifications they receive up to a maximum of \$1,000. Members hired prior to October 01, 2005 are not required to complete the Firefighter I/II certification due to being on the department for more than 15 years will have the years of service time pro-rated to max out to \$1,000. This years of service exclusion will not be available to anyone hired after October 01, 2005.

Incentive for Non-Certified Members hired before October 02, 1998

15 Years of Service	\$200
20 Years of Service	\$400
25 Years of Service	\$600
30 Years of Service	\$800
35 Years or More	\$1,000 (Max)

POINT SYSTEM FOR LENGTH OF SERVICE AND EDUCATION INCENTIVES

All Call FF shall receive points for attending training drills and calls. The point system for receiving the incentive is based on a 12 month period, and would be pro-rated based on the number of training sessions and calls available to respond to. Each call responded to is worth 1.5 points. Each training session is worth 6.25 points.

An example of this is as follows:

If the department has one training per month, 12 per year, and you attend 12 training sessions offered, you receive 75 points or 75% of the incentive. If you respond to at least 17 calls per year, you receive another 25 points or 25%. This system balances out depending on the member's availability over the calendar year. If you come to half of the training offered and respond to 34 calls, you hit 100% of the point total.

MINIMUM ENTRY LEVEL QUALIFICATIONS

A Call Firefighter shall start on Step 1 and remain at this level for at least one year from the time he/she is appointed.

All Call FF's shall attend a FF I/II program, and shall certify to the Firefighter I/II NFPA 1001 Standard for Firefighter Professional Qualifications, within one year of appointment, or as soon as practicable. The Call FF shall remain on probation until such time as they successfully complete FF I/II certification.

If the Firefighter fails to certify to the FF I/II standard, he/she shall be terminated.

CALL FIREFIGHTER TRAINING AND REIMBURESMENT

All Call FF's shall be paid for all training at their hourly rate. To advance to Step 4 a Firefighter must certify as a Pump Operator and/or Aerial Operator through the Massachusetts Firefighting Academy.

FIRE RELATED COURSES – Each member of the Fire Department who attends a Fire course sponsored by the Massachusetts Fire Academy shall obtain approval from the Fire Chief prior to attending the course.

RECERTIFICATION – Each EMT shall be paid for attending required recertification courses in order to maintain certification as an EMT – the amount paid to be at the EMT rate plus the cost of the EMT course.

EXTRA DETAILS – Extra Details to outside contractors (not town-related details) are to be paid at an hourly rate equal to a full-time Captain's hourly rate and will be for a minimum of four hours' pay.

- (15) In Chapter 35, Section 22.1 J Grade U, replace the following:

J. Grade U:

Fire Department

- (1) Full-Time Captain (collective bargaining)
- (2) Full-Time Fire Fighter/Emergency Medical Technician (collective bargaining).
- (3) Call Deputy Chief.*
- (4) Call Captain.*
- (5) Call Emergency Medical Technician. EMT-A.*
- (6) Call Emergency Medical Technician-Intermediate. EMT-I*
- (7) Call Emergency Medical Technician – Cardiac. EMT-D*
- (8) Call Emergency Medical Technician – Paramedic. EMT-P*
- (9) Call Fire Fighter.*
- (10) Call Scuba.*

*exempt from Fair Labor Standards Act.

With the following:

J. Grade U:

Fire Department

- (1) Full-Time Captain (collective bargaining).
- (2) Full-Time Firefighter/Emergency Medical Technician (collective bargaining).
- (3) Call Deputy Chief.*
- (4) Call Captain.*
- (5) Call Lieutenant.*
- (6) Call Emergency Medical Technician. EMT*
- (7) Call Emergency Medical Technician – Intermediate. EMT-I*
- (8) Call Emergency Medical Technician – Paramedic. EMT-P*
- (9) Call Firefighter.*

*exempt from Fair Labor Standards Act.

- (16) Delete the following positions: EMT-A, EMT-D (this becomes EMT), CPR Instructor, Call Emergency Medical Technician – Cardiac, and Call - Scuba from Chapter 35, Section 22.1 Grades, Part J-3 and Section V, Classes and Rates
- (17) Amend Section V, Classes and Rates as follows:

Grades and Steps

GRADE 2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$12.94	\$13.63	\$14.35	\$15.12	\$15.89	\$16.38
To:	\$13.20	\$13.90	\$14.64	\$15.42	\$16.21	\$16.71
GRADE 4	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$14.49	\$15.19	\$15.91	\$16.66	\$17.46	\$17.98
To:	\$14.78	\$15.49	\$16.23	\$16.99	\$17.81	18.34
GRADE 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$16.13	\$16.82	\$17.50	\$18.24	\$18.98	\$19.54
To:	\$16.45	\$17.16	\$17.85	\$18.60	\$19.36	\$19.93

GRADE 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$17.64	\$18.32	\$19.02	\$19.75	\$20.51	\$21.13
To:	\$17.99	\$18.69	\$19.40	\$20.15	\$20.92	\$21.55

GRADE 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$19.12	\$19.83	\$20.52	\$21.27	\$22.04	\$22.71
To:	\$19.50	\$20.23	\$20.93	\$21.70	\$22.48	\$23.16

GRADE 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$52,409	\$53,892	\$55,415	\$56,980	\$58,592	\$60,350
To:	\$53,458	\$54,970	\$56,524	\$58,120	\$59,764	\$61,557

GRADE 11	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$58,663	\$60,168	\$61,711	\$63,292	\$64,914	\$66,862
To:	\$59,837	\$61,372	\$62,946	\$64,558	\$66,213	\$68,200

GRADE 12	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$68,765	\$70,256	\$71,781	\$73,340	\$74,932	\$77,180
Holiday	\$3,169	\$3,235	\$3,306	\$3,379	\$3,450	\$3,552
Grand Total	\$71,934	\$73,49	\$75,087	\$76,719	\$78,382	\$80,732

To:	\$70,141	\$71,662	\$73,217	\$74,807	\$76,431	\$78,724
Holiday	\$3,233	\$3,300	\$3,373	\$3,447	\$3,519	\$3,624
Grand Total	\$73,374	\$74,962	\$76,590	\$78,254	\$79,950	\$82,348

GRADE 14	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
From:	\$75,080	\$76,611	\$78,176	\$79,772	\$81,399	\$83,841
To:	\$76,582	\$78,144	\$79,740	\$81,368	\$83,027	\$85,518

Grade "U" Unclassified

**Administrative and
Clerical**

Registrar of Voters	From	\$11.99	To	\$12.23
Election Workers	From	\$11.52	To	\$11.75
Assessing Lister	From	\$11.49	To	\$11.72
Water Inspector	From	\$32.96	To	\$33.12

Veterans Agent	From	\$9,163	To	\$9,347
Veterans Service Officer	From	\$1,060	To	\$1,082
Assistant Building Inspector	From	\$1,912	To	\$1,951

Fire Department

Call Deputy Chief	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$19.03	\$20.26	\$21.56	\$22.26	\$23.67	\$24.39
To:	\$19.41	\$20.67	\$21.99	\$22.71	\$24.14	\$24.88

Call Captain	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$16.91	\$17.89	\$18.95	\$20.05	\$21.19	\$21.84
To:	\$17.25	\$18.25	\$19.33	\$20.45	\$21.61	\$22.28

Call Lieutenant	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<i>New Section</i>	\$16.25	\$17.25	\$18.25	\$19.25	\$20.25	\$21.25

Call Firefighter	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
From:	\$15.37	\$16.40	\$17.03	\$17.92	\$18.88	\$19.44
To:	\$15.68	\$16.73	\$17.37	\$18.28	\$19.26	\$19.83

Section for EMT-A has been deleted

Call EMT*	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
From:	\$18.74	\$19.50	\$20.32	\$20.93
To:	\$19.11	\$19.89	\$20.73	\$21.03

**This section was previously EMT-D*

Call EMT-I	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
From:	\$19.32	\$20.12	\$20.94	\$21.58
To:	\$19.71	\$20.52	\$21.36	\$22.01

Call EMT-P	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
From:	\$19.99	\$20.85	\$21.72	\$22.37
To:	\$20.39	\$21.27	\$22.15	\$22.82

Sections for Call Scuba Diver and CPR Instructor have been deleted

**PARKS AND
RECREATION**

Director/ Instructor - 2	From	\$18.40	To	\$18.77
Supervisor Assistant/ Instructor 1	From	\$14.61	To	\$14.90
Life Guard	From	\$10.29	To	\$10.50
Aide/Helper	From	\$13.53	To	\$13.80
MA Minimum Wage				

OTHER

Recycling Laborer/ Heavy Equipment Operator	From	\$20.67	To	\$21.08
Cemetery Superintendent	From	\$9,804	To	\$10,001
Inspector of Animals	From	\$2,758	To	\$2,814
Scaler of Weights and Measures	From	\$1,984	To	\$2,024

Proposed by the Wage and Personnel Board

Finance Committee Recommendation at Town Meeting

ARTICLE 3 To see if the Town will vote to determine the salaries of several elective Town Officers, July 1, 2012 to June 30, 2013 or take any action thereon:

	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>
Moderator	\$200	\$200	\$200	\$200
Town Clerk	\$35,487	\$35,487	\$36,020	\$36,020
Selectmen (ea)	\$1,500	\$1,500	\$1,500	\$1,500
Treasurer	----	----	----	----
Town Collector	----	----	----	----
Treasurer-Collector	\$60,798	\$60,798	\$61,710	\$61,710
Assessors (ea)	\$1,500	\$1,500	\$1,500	\$1,500
Highway Surveyor	\$64,501	\$64,501	\$65,469	\$65,469

Proposed by the Finance Committee

Finance Committee Recommendation at Town Meeting

ARTICLE 4 Operating Budget.

To determine what sums of money the Town will raise and appropriate, including appropriations from available funds, to defray charges and expenses to the Town, including debts and interest or take any action thereon.

(SEE NEXT PAGES)

Proposed by the Finance Committee

Finance Committee Recommendation at Town Meeting