





GROUP C		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6			
Account Clerk		18.41	19.50	20.68	21.91	23.23	24.62			
Animal Inspector		3,517.98	3,689.95	4,272.92	4,487.89	4,712.98	4,948.19			
Assistant Animal Control Officer		19.01	19.95	20.97	22.00	23.13	24.27			
Assistant Recreation Leader (25 hrs)		13,745.89	14,430.48	15,152.65	15,912.40	16,708.55	17,760.68			
Building Maintenance Worker		15.38	15.89	16.40	16.91	17.43	17.99			
Custodian (hourly)		19.04	19.98	20.98	22.03	23.14	24.28			
Electrician (hourly)		0.00	30.26	31.85	33.52	35.29	37.14			
Emergency Management Director		4,644.69	4,874.84	5,116.37	5,371.82	5,642.43	6,222.85			
Health Inspector (hourly)		0.00	0.00	29.73	31.20	32.78	34.41			
Library Clerical Assistant - Part Time		17.96	19.02	20.17	21.38	22.66	24.02			
Planner		24.38	25.59	26.88	28.22	29.64	31.10			
Professional Librarian - Part Time		26.96	28.52	30.17	31.94	33.76	35.72			
Property Reviewer (hourly)		24.38	25.59	26.88	28.22	29.64	31.10			
Public Health Nurse		0.00	0.00	35.90	37.68	39.57	41.57			
Recreation Director (hourly)		24.38	25.59	26.88	28.22	29.64	31.10			
Recreation Leader		27,494.13	28,869.95	30,299.43	31,829.49	33,415.92	35,082.20			
Reserve Dispatcher			23.58	25.61	27.87	30.31	31.40			
Secretary Hourly		19.01	19.95	20.97	22.00	23.13	24.27			
Special Need Director		23.80	25.05	26.37	27.74	29.21	30.75			
Webmaster		18.07	21.69	25.30	28.91	32.52	0.00			
Step	1	2	3	4	5	6	7	8	9	10
Local Building Inspector	32.08	32.88	33.70	34.55	35.42	36.30	37.20	38.13	39.08	40.05

GROUP D						
Activities Coordinator			Minimum	16.04	Maximum	19.74
Alternate Building Inspector						41.16
Assessor - Part Time					Monthly Wage	134.15
Assistant Team Leader						17.29
Camera Technician						20.96
Hearing Officer					Receives an annual stipend of	1,645.19
Historical Archivist						32.87
Intern						22.00
Junior Counselor						15.72
Librarian						27.68
Library Clerical Assistant						18.96
Library Page						16.40
Local Building Inspector						31.38
Nutrition Aide			Minimum	15.38	Maximum	19.14
Outreach Worker			Minimum	17.29	Maximum	20.96
Plumbing/Gas Inspector (weekly)			114.06	a day with a maximum of	571.71	per week
Plumbing/Gas Inspector, Alternate			114.06	a day with a maximum of	571.71	per week
Recreation Counselor						15.72
Rider						15.72
Seasonal Laborer						18.00
Senior Counselor						15.72
Team Leader						21.49
Technology Specialist (hourly)			Minimum	20.0000	Maximum	28.64
Transportation Escort						15.72
Van Driver						16.77
Video Assistant						16.40
Volunteer Coordinator						16.77
Wiring Inspector (weekly)			114.06	a day with a maximum of	571.71	per week
Wiring Inspector, Alternate			114.06	a day with a maximum of	571.71	per week



<b>Group 3A</b>	<b>40</b>	56,563	59,847	63,331	67,019	70,929	75,074	78,078
Motor Equipment Repairman;		1,083.59	1,146.50	1,213.24	1,283.88	1,358.79	1,438.20	1,495.75
Special HMEO - (SHMEO) to		27.0897	28.6625	30.3310	32.0970	33.9696	35.9549	37.3938
include: Carpenter; Mason; Park								
Maintenance Craftsman; Sweeper								
Operator; Tree Surgeon; Water &								
Sewer Maintenance Craftsman								
<b>Group 3B</b>	<b>40</b>	59,023	62,507	66,204	70,119	74,272	78,675	81,819
Head Filter Operator; Master		1,130.71	1,197.45	1,268.28	1,343.28	1,422.84	1,507.19	1,567.41
Motor Equipment Repairman;		28.2677	29.9362	31.7070	33.5820	35.5709	37.6797	39.1853
SHMEO Crew Leader								
<b>Group 4</b>	<b>40</b>	61,481	65,169	69,080	73,224	77,614	82,274	85,563
Chemist - WTP PT/FT		1,177.80	1,248.44	1,323.37	1,402.75	1,486.86	1,576.13	1,639.14
Electrician		29.4450	31.2110	33.0842	35.0689	37.1716	39.4033	40.9786
Senior Engineer								
Supervisor - Highway/Forestry;								
Water & Sewer; Fleet								
Maintenance								
<b>Group 6</b>	<b>20</b>	17,917	18,163	19,250	20,404	21,655	22,942	23,859
Drivers		343.24	347.95	368.77	390.89	414.85	439.50	457.06
		17.1619	17.3977	18.4383	19.5443	20.7426	21.9751	22.8531

# Town of Tewksbury



## SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	PERIOD	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE PCT
07/01/2024	PRR5 POLICE CHI 12P	DEPUTY		A ANNUAL	W WEEKLY	11	52.2000	8.00	40.00	5.00	.00	.00
Change was made by 2.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	50.6345	0.0000	2,025.38	105,724.60							
02	0.0000	51.8805	0.0000	2,075.22	108,326.33							
03	0.0000	53.1638	0.0000	2,126.55	111,006.14							
04	0.0000	54.4723	0.0000	2,178.89	113,737.96							
05	0.0000	55.8180	0.0000	2,232.72	116,547.83							
06	0.0000	57.1885	0.0000	2,287.54	119,409.75							
07	0.0000	58.5965	0.0000	2,343.86	122,349.72							
08	0.0000	60.0420	0.0000	2,401.68	125,367.73							
09	0.0000	61.5248	0.0000	2,460.99	128,463.81							
10	0.0000	63.0450	0.0000	2,521.80	131,637.92							

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ DAY	PERIOD	HRS/ PERIOD	DAYS/ YEAR	HRS/ YEAR	USE PCT
07/01/2024	PRR5 POLICE CHI 13P	POLICE CHIEF		A ANNUAL	W WEEKLY	11	52.2000	8.00	40.00	5.00	.00	.00
Change was made by 2.5000%												
No Dollar amount used.												
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	0.0000	0.0000	0.0000	0.00	0.00							
01	0.0000	55.1203	0.0000	2,204.81	115,090.85							
02	0.0000	56.4783	0.0000	2,259.13	117,926.75							
03	0.0000	57.8740	0.0000	2,314.96	120,840.71							
04	0.0000	59.3068	0.0000	2,372.27	123,832.71							
05	0.0000	60.7648	0.0000	2,430.59	126,876.73							
06	0.0000	62.2600	0.0000	2,490.40	129,998.83							
07	0.0000	63.7925	0.0000	2,551.70	133,198.99							
08	0.0000	65.3625	0.0000	2,614.50	136,477.16							
09	0.0000	66.9825	0.0000	2,679.30	139,859.44							
10	0.0000	68.6398	0.0000	2,745.59	143,319.74							

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## Police Department - FY25

52.2 weeks Includes Uniform Allowance

Title			Step 1	Step 2	Step 3	Step 4
<b>Patrolman</b>			54,773.08	60,426.33	66,667.80	69,267.41
			1,049.29	1,157.59	1,277.16	1,326.96
40 hours weekly			26.2323	28.9398	31.9290	33.1740
Title					Step 1	Step 2
<b>Sergeant</b>					78,350.09	81,449.86
					1,500.96	1,560.34
40 hours weekly					37.5240	39.0086
Title					Step 1	Step 2
<b>Lieutenant</b>					92,161.67	95,819.57
					1,765.55	1,835.62
40 hours weekly					44.1387	45.8906

# Town of Tewksbury



## SALARY TABLES

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	PRR4 PRRB SAFET 12F		DEPT FIRE CHIEF 12F	A ANNUAL	W WEEKLY	11	52.2000	8.00	40.00	.00	N
Change was made by 2.5000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	.00000	0.00000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	0.0000	49.8505	0.00000	1,994.02	1,994.02	104,088.04	104,088.04	104,088.04	104,088.04	104,088.04	104,088.04
02	0.0000	51.0843	0.00000	2,043.37	2,043.37	106,664.01	106,664.01	106,664.01	106,664.01	106,664.01	106,664.01
03	0.0000	52.3550	0.00000	2,094.20	2,094.20	109,317.29	109,317.29	109,317.29	109,317.29	109,317.29	109,317.29
04	0.0000	53.6505	0.00000	2,146.02	2,146.02	112,022.08	112,022.08	112,022.08	112,022.08	112,022.08	112,022.08
05	0.0000	54.9828	0.00000	2,199.31	2,199.31	114,804.13	114,804.13	114,804.13	114,804.13	114,804.13	114,804.13
06	0.0000	56.3400	0.00000	2,253.60	2,253.60	117,637.71	117,637.71	117,637.71	117,637.71	117,637.71	117,637.71
07	0.0000	57.7340	0.00000	2,309.36	2,309.36	120,548.57	120,548.57	120,548.57	120,548.57	120,548.57	120,548.57
08	0.0000	59.1650	0.00000	2,366.60	2,366.60	123,536.70	123,536.70	123,536.70	123,536.70	123,536.70	123,536.70
09	0.0000	60.6333	0.00000	2,425.33	2,425.33	126,602.12	126,602.12	126,602.12	126,602.12	126,602.12	126,602.12
10	0.0000	62.1383	0.00000	2,485.53	2,485.53	129,744.81	129,744.81	129,744.81	129,744.81	129,744.81	129,744.81

EFF. DATE	GROUP/BU	GRADE/RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC PERIODS	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR	USE PCT
07/01/2024	PRR4 PRRB SAFET 13F		FIRE CHIEF 13F	A ANNUAL	W WEEKLY	11	52.2000	8.00	40.00	.00	N
Change was made by 2.5000%											
No Dollar amount used.											
STEP/LEVEL	PERCENT	HOURLY RATE	DAILY RATE	PERIOD SALARY	PERIOD SALARY	ANNUAL SALARY					
00	0.0000	.00000	0.00000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	0.0000	54.2920	0.00000	2,171.68	2,171.68	113,361.57	113,361.57	113,361.57	113,361.57	113,361.57	113,361.57
02	0.0000	55.6368	0.00000	2,225.47	2,225.47	116,169.41	116,169.41	116,169.41	116,169.41	116,169.41	116,169.41
03	0.0000	57.0185	0.00000	2,280.74	2,280.74	119,034.48	119,034.48	119,034.48	119,034.48	119,034.48	119,034.48
04	0.0000	58.4373	0.00000	2,337.49	2,337.49	122,016.86	122,016.86	122,016.86	122,016.86	122,016.86	122,016.86
05	0.0000	59.8808	0.00000	2,395.23	2,395.23	125,130.77	125,130.77	125,130.77	125,130.77	125,130.77	125,130.77
06	0.0000	61.3610	0.00000	2,454.44	2,454.44	128,321.97	128,321.97	128,321.97	128,321.97	128,321.97	128,321.97
07	0.0000	62.8785	0.00000	2,515.14	2,515.14	131,690.39	131,690.39	131,690.39	131,690.39	131,690.39	131,690.39
08	0.0000	64.4330	0.00000	2,577.32	2,577.32	134,236.12	134,236.12	134,236.12	134,236.12	134,236.12	134,236.12
09	0.0000	66.0368	0.00000	2,641.47	2,641.47	137,884.91	137,884.91	137,884.91	137,884.91	137,884.91	137,884.91
10	0.0000	67.6778	0.00000	2,707.11	2,707.11	141,710.96	141,710.96	141,710.96	141,710.96	141,710.96	141,710.96

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## Fire Department - FY25

52.2 weeks with Uniform Allowance

<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>Firefighter</b>	55,770.62	60,076.94	64,746.91	67,296.64
	1,068.40	1,150.90	1,240.36	1,289.21
<b>42 hours weekly</b>	25.4382	27.4024	29.5324	30.6954
<b>Title</b>			<b>Step 1</b>	<b>Step 2</b>
<b>Lieutenant</b>			73,164.02	76,045.19
			1,401.61	1,456.80
<b>42 hours weekly</b>			33.3717	34.6858
<b>Title</b>			<b>Step 1</b>	<b>Step 2</b>
<b>Captain</b>			82,675.33	85,931.07
			1,583.82	1,646.19
<b>42 hours weekly</b>			37.7100	39.1950

