



TOWN OF ARLINGTON
DEPARTMENT OF HUMAN RESOURCES

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PAY AND CLASSIFICATION PLAN

Fiscal Year 2025

SEIU
ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL
CLASSIFICATION PLAN

GRADE	POSITION TITLES	GRADE	POSITION TITLES
SEIU-14	DP Systems Manager	SEIU-7	Local Building Inspector
SEIU-13	NO POSITIONS ASSIGNED		Senior Programmer
SEIU-12	Operations Manager		Supervisor of Motor Equip. Repairs
SEIU-11	Assistant Town Engineer Executive Director - COA Mngr of Enterprise Applications - IT Project Manager - Facilities Deputy Treasurer/Deputy Collector		Forestry Supervisor
			Cemetery Supervisor
			Recreation Facilities Supervisor
			Network and Desktop Support Technician
SEIU-10	Senior Civil Engineer Grants Administrator	SEIU-6	Supervisor of Custodians - Night Senior Crime Analyst – Community Safety Director of Veteran's Services
SEIU-9	Supervisor of Highway Supervisor of Water & Sewer Custodial Supervisor – Day Assistant Comptroller Supervisor of Bldg Maintenance	SEIU-5	Water and Sewer Account Manager Assistant Town Clerk
SEIU-8	Plumbing and Gas Inspector Master Mech/Public Safety Radio Coord. Wire Inspector/Supt. Of Wires Parks Supervisor Program Supervisor - Recreation	SEIU-4	Administrative Assistant – Police
		SEIU-3	NO POSITIONS ASSIGNED
		SEIU-2	NO POSITIONS ASSIGNED
		SEIU-1	NO POSITIONS ASSIGNED

PREVIOUSLY KNOW AS SEIU-ATP

As amended June 2024

**SEIU Union
Pay Plan
FY2025**

	1	2	3	4	5	6	7	8	9	10
FY25										
SEIU 1	41,551	43,109	44,724	46,402	48,143	49,948	51,824	53,767	55,783	56,899
SEIU 2	46,168	47,899	49,695	51,558	53,495	55,497	57,578	59,737	61,977	63,217
SEIU 3	52,400	54,367	56,403	58,519	60,715	62,990	65,353	67,804	70,347	71,754
SEIU 4	59,736	61,977	64,300	66,715	69,213	71,811	74,503	77,297	80,195	81,800
SEIU 5	62,724	65,075	67,518	70,046	72,672	75,400	78,228	81,161	84,205	85,889
SEIU 6	65,545	68,005	70,554	73,200	75,945	78,795	81,748	84,814	87,994	89,754
SEIU 7	68,497	71,064	73,730	76,496	79,363	82,338	85,428	88,631	91,954	93,794
SEIU 8	70,892	73,551	76,309	79,171	82,139	85,219	88,413	91,730	95,169	97,072
SEIU 9	73,372	76,123	78,978	81,941	85,014	88,201	91,506	94,937	98,497	100,467
SEIU 10	75,943	78,792	81,746	84,810	87,990	91,290	94,714	98,265	101,950	103,989
SEIU 11	80,499	83,516	86,650	89,899	93,267	96,769	100,399	104,164	108,070	110,231
SEIU 12	86,940	90,197	93,581	97,052	100,730	104,509	108,427	112,493	116,712	119,046
SEIU 13	93,025	96,512	100,131	103,884	107,783	111,824	116,021	120,372	124,885	127,383
SEIU 14	101,396	105,198	109,142	113,238	117,485	121,888	126,460	131,202	136,122	138,844

FY2025 SEIU

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service and step 10 following 15 years of service

Amended June 2024

Some salaries may differ from Munis by \$1

**NON- UNION
ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL
CLASSIFICATION PLAN**

GRADE	POSITION TITLES	GRADE	POSITION TITLES
MTP-14	Town Engineer Deputy Director of IT Director of Youth Services	MTP-6	Executive Secretary/AA – TM Env Planner/Conservation Agent Supervisor Vol. Services Worker's Comp Claims Coordinator Paralegal Tree Warden ADA Coordinator School Sustainability Coordinator
MTP-13	Public Information Officer Director of Public Health	MTP-5	Health Compliance Off/Sealer of W&M Office Manager – BOS Homeless Outreach Coordinator ZBA Administrator Director of KidCare AfterSchool – Ops Director of KidCare AfterSchool - Cur
MTP-12	Assistant Director of Planning & Community Development Assistant Director of Public Works Systems IT Analyst-Project Mngr Purchasing Officer Economic Development Coordinator Director of GIS/Project Manager Clinical Director – AYCC Building Automation Sys Mgr	MTP-4	Benefits Administrator Senior Loan Officer Administrative Assistant – Facilities Comm Outreach and Engagement
MTP-11	Psychologist Sustainability Manager Senior Transportation Planner Director Diversity, Equity and Inclusion	MTP-3	Administrative Assistant – BOS Pre-School Director Communications Coordinator
MTP-10	Public Health Nurse Manager Budget Coordinator Management Analyst - TM	MTP-2	KidCare PreSchool Asst Director Medical Records Clerk
MTP-9	Assistant Director – HR	MTP-1	After School Instructor Pre-School Instructor Waste Compliance Inspector
MTP-8	Asst Clinical Director – AYCC Geriatric Nurse Clinician Public Health Compliance Officer Prevention Services Manager Public Health Nurse Environmental Plan/Conserv Agent		
MTP-7	Health Compliance Off Ins Dom Violence and Comm Resource Specialist Social Worker – COA Mental Health Clinician - AYCC Recycling/Zero Waste Coordinator		

**Non-Union
ADMINISTRATIVE, TECHNICAL and PROFESSIONAL
Pay Plan**

FY25	1	2	3	4	5	6	7	8	9
MTP 1	40,229	41,720	43,268	44,873	46,538	48,265	50,057	51,916	53,843
MTP 2	44,649	46,305	48,024	49,806	51,657	53,576	55,568	57,632	59,771
MTP 3	50,613	52,494	54,445	56,469	58,569	60,747	63,005	65,353	67,779
MTP 4	57,631	59,778	62,000	64,308	66,700	69,183	71,748	74,434	77,197
MTP 5	60,488	62,741	65,077	67,497	70,013	72,622	75,324	78,134	81,035
MTP 6	63,193	65,541	67,985	70,515	73,144	75,867	78,695	81,628	84,658
MTP 7	66,015	68,472	71,022	73,666	76,411	79,259	82,215	85,279	88,445
MTP 8	68,309	70,851	73,492	76,231	79,069	82,019	85,074	88,250	91,526
MTP 9	70,682	73,314	76,047	78,881	81,822	84,871	88,037	91,322	94,712
MTP 10	73,143	75,865	78,692	81,626	84,668	87,826	91,102	94,502	98,010
MTP 11	77,500	80,388	83,385	86,493	89,722	93,067	96,539	100,142	103,860
MTP 12	83,662	86,780	90,017	93,378	96,859	100,475	104,226	108,115	112,129
MTP 13	89,486	92,824	96,286	99,879	103,608	107,475	111,491	115,651	119,944
MTP 14	97,499	101,137	104,912	108,826	112,892	117,108	121,478	126,018	130,696

FY2025 MTP

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service

AFSCME
ADMINISTRATIVE, TECHNICAL AND PROFESSIONAL
CLASSIFICATION PLAN

GRADE POSITION TITLES

ATP 14 - ATP8 – No Positions Assigned

ATP 7 Lead HVAC Technician

ATP-6 Junior Civil Engineer
CDBG/Grants Administrator
Cash Manager
Head of Circulation

ATP-5 Assessor's Office Manager.
Electrician
Plumber
Parking and Collections Manager
Admin Asst/Billing Agent AYCC

ATP-4 Office Manager – COA
Office Manager – Planning and Community Development
Animal Control Officer
Office Manager – Fire
Office Manager – Libraries
Office Manager – Health and Human Services
Office Manager – Information Technology
Office Manager - Inspections

ATP-3 Assistant Facilities Coordinator - Recreation

ATP-2 Water Account Clerk

APT-1 Off Hrs Rink and Rec Supervisor

AFSCME Union
ADMINISTRATIVE, TECHNICAL and PROFESSIONAL
Pay Plan
FY2025

	1	2	3	4	5	6	7	8	9
FY25									
ATP 1	40,800	42,290	43,839	45,444	47,110	48,837	50,630	53,601	55,611
ATP 2	45,219	46,875	48,595	50,376	52,228	54,146	56,139	59,318	61,543
ATP 3	51,185	53,065	55,016	57,040	59,139	61,318	63,575	67,037	69,551
ATP 4	58,201	60,348	62,571	64,877	67,272	69,753	72,333	76,118	78,972
ATP 5	61,059	63,312	65,648	68,068	70,583	73,192	75,895	79,817	82,810
ATP 6	63,763	66,112	68,555	71,087	73,715	76,438	79,265	83,312	86,436
ATP 7	66,586	69,043	71,592	74,236	76,981	79,831	82,785	86,964	90,225
ATP 8	68,880	71,423	74,062	76,801	79,640	82,591	85,646	89,933	93,305
ATP 9	71,252	73,886	76,619	79,452	82,394	85,444	88,609	93,006	96,494
ATP 10	73,713	76,435	79,262	82,196	85,237	88,396	91,672	96,184	99,791
ATP 11	78,071	80,958	83,955	87,062	90,291	93,637	97,109	101,825	105,643
ATP 12	84,233	87,350	90,588	93,949	97,429	101,044	104,795	109,799	113,917
ATP 13	90,057	93,395	96,855	100,450	104,180	108,046	112,063	117,339	121,739
ATP 14	98,069	101,707	105,481	109,396	113,460	117,680	122,048	127,701	132,489

FY2025 ATP

* Step 9 awarded after 10 years of service on the July 1 following 10 years of service

**NON-UNION
OFFICE ADMINISTRATIVE
CLASSIFICATION PLAN**

<u>GRADE</u>	<u>POSITION TITLES</u>
OFNU-1	No Positions Assigned
OFNU-2	No Positions Assigned
OFNU-3	Principal Clerk – Select Board Receptionist/Program Assistant – HHS
OFNU-4	Principal Clerk – DPW Principal Clerk/Bookkeeper – DPW
OFNU-5	Information and Referral Specialist – COA DEI (Diversity, Equity and Inclusion) Assistant
OFNU-6	Assistant Claims Coordinator – Legal Benefits Accountant - HR
OFNU-7	No Positions Assigned

As amended June 2024

**Non- Union
OFFICE ADMINISTRATION
Pay Plan
Fy2025**

FY2025	1	2	3	4	5	6	7	8	9
1	35,188	36,488	37,840	39,239	40,694	42,201	43,767	45,391	47,075
2	36,922	38,289	39,706	41,178	42,706	44,292	45,932	47,637	49,404
3	42,027	43,584	45,201	46,879	48,619	50,423	52,298	54,240	56,252
4	43,894	45,523	47,212	48,969	50,785	52,671	54,631	56,663	58,765
5	45,850	47,551	49,317	51,150	53,049	55,021	57,066	59,189	61,384
6	49,253	51,085	52,982	54,949	56,993	59,112	61,312	63,594	65,953
7	52,181	54,121	56,130	58,221	60,383	62,633	64,961	67,378	69,877

FY2025 OFNU

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service

Amended June 2024

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**AFSCME
OFFICE ADMINISTRATIVE
CLASSIFICATION PLAN**

GRADE	POSITION TITLES
OA-1	Telephone Operator
OA-2	Sr. Clerk & Typist - Assessors Library Assistant Senior Clerk & Typist - Police
OA-3	Pr. Acct. Clerk/Cashier - Treasurer Output Media Handler Pr. Clerk – Cemetery Pr.
OA-4	Pr. Clerk – DPW Pr. Acct. Cl./Bk. - DPW Senior Library Assistant Detention Attendant Pr. Clerk - Town Clerk Pr. Acct. Cl./Bk. - Comptroller
OA-5	Administrative Assistant - DPW Head Cashier Pr. Sr. Acct. Cl./Bk. – Treasurer Pr. Clerk & Typist – Community Safety Assistant Collector (W) Assistant Collector (E) Records Attendant – Police Treasurer's Assistant Special Projects Clerk – Police Recreation Administrative Asst – Payroll Recreation Administrative Asst – Accounts Payable Asst. Reg. Voters
OA-6	Water Account Clerk. - DPW Assistant Collector (RE)
OA-7	Data Collector Senior Accountant

As amended June 2024

AFSCME Union
OFFICE ADMINISTRATION
Pay Plan
Fy2025

FY2025	1	2	3	4	5	6	7	8	9
1	35,760	37,059	38,408	39,810	41,265	42,772	44,337	47,074	48,839
2	37,493	38,861	40,277	41,749	43,275	44,861	46,504	49,322	51,172
3	42,597	44,156	45,772	47,450	49,190	50,995	52,870	55,926	58,023
4	44,465	46,095	47,783	49,539	51,356	53,242	55,201	58,348	60,536
5	46,421	48,122	49,889	51,721	53,619	55,591	57,633	60,872	63,154
6	49,824	51,657	53,553	55,519	57,565	59,683	61,883	65,278	67,726
7	52,752	54,691	56,703	58,793	60,955	63,204	65,533	69,065	71,654

FY2025 OFFA

*Step 9 awarded after 10 years of service on the July 1 following 10 years of service

Amended June 2024

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680 UNION MC CLASSIFICATION PLAN

<u>GRADE</u>	<u>POSITION TITLES</u>
MC 8	Bldg Craftsman (Planning and CD) Working Foreman/Motor Equip. Rep. HVAC Technician II Working Foreman - Tree Climber Working Foreman Highway Working Foreman Water & Sewer Working Foreman - Parks
MC 7	Motor Equipment Repairman - DPW Motor Equipment Repairman - Comm. Safety Working Foreman - Carpenter Working Foreman - Cemetery Foreman - Paint Shop Working Foreman - Mason Water Systems Maintenance Craftsman
MC 6	Senior Building Custodian - AHS Senior Building Custodian - Grounds Public Safety Dispatcher Motor Equipment Operator III - Water Motor Equipment Operator III - Catch Basin Motor Equipment Operator III - Crane Tree Climber
MC 5	Special Motor Equip. Operator III Heavy Motor Equipment Operator II - Patch Crew Carpenter Mason Dispatcher - DPW Water Meter Technician
MC 4	Senior Building Custodian - Town Construction Handyman Senior Building Custodian - School Heavy Motor Equipment Operator II Park Maintenance Craftsman Facility Attendant Night Dispatcher - DPW
MC 3	Motor Equipment Operator I
MC 2	Bldg Custodian - School
MC 1	Laborer - Natural Resources Grounds Maintenance Worker Laborer - Highway, Water, Sewer Parking Control Officer Van Driver*

*Non Union Positions

As amended June 2024

**AFSCME Hourly
FY2025
MC Pay Plan
Union Employees**

FY25	1	2	3	4	5	6	7
MC 1	\$20.57	\$21.36	\$22.22	\$23.07	\$23.98	\$25.53	\$26.49
MC 2	\$22.10	\$22.94	\$23.82	\$24.76	\$25.73	\$27.33	\$28.36
MC 3	\$22.61	\$23.49	\$24.45	\$25.38	\$26.35	\$28.01	\$29.06
MC 4	\$23.29	\$24.18	\$25.14	\$26.11	\$27.12	\$28.81	\$29.89
MC 5	\$24.10	\$25.09	\$26.05	\$27.07	\$28.10	\$29.83	\$30.94
MC 6	\$25.43	\$26.44	\$27.45	\$28.53	\$29.64	\$31.45	\$32.62
MC 7	\$26.54	\$27.57	\$28.65	\$29.79	\$30.96	\$32.77	\$34.00
MC 8	\$27.33	\$28.40	\$29.50	\$30.68	\$31.86	\$33.73	\$34.99

FY2025 MC

* Step 7 awarded after 10 years of service on the July following 10 years of service

**PROFESSIONAL LIBRARIANS
CLASSIFICATION PLAN**

GRADE	POSITION TITLES
L4	Assistant Library Director IT Manager – Library
L3	Head of Adult Services Head of Children’s Services Branch Librarian
L2	Head of Technical Services Head of Teen Services Technology Librarian
L1	Adult Services Librarian Librarian Children’s Librarian

As amended June 2022

**Professional Librarian
FY2025**

FY25	MINIMUM	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	59,866	62,110	64,439	66,855	69,362	71,964	74,663
2	67,472	70,002	72,627	75,349	78,176	81,107	84,148
3	71,946	74,644	77,443	80,348	83,362	86,488	89,730
4	81,299	84,347	87,510	90,792	94,198	97,729	101,395

FY2025 Librarians

**Patrol Officer's Association
Ranking Officers and Firefighters
Pay Plan
FY2025**

PATROL OFFICERS ASSOCIATION	
FY24	
1(Hire)	63,056
2 (1y)	66,209
3 (2y)	69,519
4 (7y)	71,605
5 (10y)	73,753

RANKING OFFICERS ASSOCIATION						
FY21						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SERGEANT	74,503	75,248	75,992	76,739	77,483	78,229
LIEUTENANT	87,168	88,041	88,911	89,784	90,655	91,527
CAPTAIN	101,115	102,126	103,137	104,148	105,160	106,170

FIREFIGHTERS	
FY24	
Firefighters	
1 (Hire)	58,340
2 (1y)	60,306
3 (2y)	65,550
4 (5y)	67,025
5 (10y)	69,505
6 (15y)	71,938
FF Max (25y)	73,736
Lieutenants	
base	78,652
2 (5y)	80,422
3 (10y)	82,433
4 (15y)	84,494
LT Max (25y)	85,592
Captains	
base	90,452
2 (5y)	92,487
3 (10y)	94,799
4 (15y)	97,169
Captian Max (25y)	98,432
Deputy Chiefs	
base	104,019
2 (5y)	106,359
3 (10y)	109,018
4 (15y)	111,743
Deputy Chief Max (2	113,196

Management Classification and Salary Plan

FY2025

FY25	1	2	3	4	5	Mid	Max
1	95,661	99,248	102,970	106,831	110,838	114,994	138,236
2	105,994	109,969	114,093	118,371	122,810	127,415	153,166
3	116,593	120,965	125,501	130,208	135,091	140,156	168,480

Management 3

- Chief of Fire (Fire and Rescue)
- Chief of Police
- Chief Information Officer
- Deputy Town Manager - Finance
- Deputy Town Manager - Operations
- Director of Planning and Community Development
- Director of Public Works
- Facilities Director
- Town Counsel

Management 2

- Benefits Attorney/Workers' Compensation Agent
- Comptroller
- Director of Health and Human Services
- Director of Inspectional Services
- Library Director
- Treasurer and Collector of Taxes
- Director of Human Resources

Management 1

- Board Administrator
- Director of Assessment
- Director of Recreation

Note: Progression through steps and the range based on Performance

Amended June 24

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