

**ARTICLE #10  
SPRING TOWN MEETING**

**BPAA  
SALARY SCHEDULE  
JULY 1, 2026**

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>WEEKLY SALARY</b>						
<b>GRADE ONE</b>						
Asst. Animal Control Officer	Grade One	982.68	1021.98	1062.86	1105.38	1149.59
<b>GRADE TWO</b>						
Animal Control Officer	Grade Two	1250.47	1300.49	1352.50	1406.60	1477.49
Associate Planner	Grade Two	1250.47	1300.49	1352.50	1406.60	1477.49
Conservation Land Use Asst.	Grade Two	1250.47	1300.49	1352.50	1406.60	1477.49
<b>GRADE FOUR</b>						
Health Agent/Sanitarian-wkly	Grade Four	1437.12	1494.60	1554.39	1616.56	1697.99
Health Agent/Sanitarian-hrly	Grade Four	38.32	39.86	41.45	43.11	45.28
Program Coordinator Of Recreation	Grade Four	1437.12	1494.60	1554.39	1616.56	1697.99
<b>GRADE FIVE</b>						
Appraiser/Asst. Assessor	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
Assistant Collector	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
Community Service Coordinator	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
Depty Dir. of Public Health	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
Dir. of Veterans Serv.	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
Public Health Nurse	Grade Five	1579.00	1642.15	1707.84	1776.15	1865.65
<b>GRADE SEVEN</b>						
Asst. Dir. of Rec. Serv.	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Asst. Library Director	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Assistant Treasurer	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Inspector of Wires	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Local Inspector	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Plumbing Inspector	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
Project Manager Engineer	Grade Seven	1820.53	1893.35	1969.08	2047.85	2151.11
<b>GRADE EIGHT</b>						
Operations Supervisor	Grade Eight	1820.53	1893.35	1969.08	2047.85	2151.11
Senior Planner	Grade Eight	1820.53	1893.35	1969.08	2047.85	2151.11
<b>GRADE TEN</b>						
Assistant Inspector of Buildings	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
Assistant Town Engineer	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
Asst. Treasurer/Collector	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
Dir. of Public Health	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
Environmental Affairs Inv.	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
Stormwater Engineer	Grade Ten	2023.15	2104.07	2188.23	2275.76	2390.39
<b>GRADE ELEVEN</b>						
COA Director	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Dir. of Recreational Serv.	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Head Treatment Plant Oper.	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Inspector of Buildings	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Library Director	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Superintendent of Cemetery	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Superintendent of Highway	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
Superintendent of Parks & Trees	Grade Eleven	2207.73	2296.04	2387.88	2483.40	2608.56
<b>GRADE TWELVE</b>						
Planning Director	Grade Twelve	2069.68	2152.46	2238.56	2328.11	2445.37

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TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>YEARLY SALARY</b>						
<b>GRADE ONE</b>						
Asst. Animal Control Officer	Grade One	51,295.70	53,347.52	55,481.43	57,700.68	60,008.71
Conservation Land Use Asst.	Grade Two	65,274.35	67,885.33	70,600.74	73,424.77	77,124.82
Animal Control Officer	Grade Two	65,274.35	67,885.33	70,600.74	73,424.77	77,124.82
Associate Planner	Grade Two	65,274.35	67,885.33	70,600.74	73,424.77	77,124.82
<b>GRADE TWO</b>						
Health Agent/Sanitarian-wkly	Grade Four	75,017.51	78,018.21	81,138.94	84,384.49	88,635.21
Health Agent/Sanitarian-hrly	Grade Four					
Program Coordinator Of Recreation	Grade Four	75,017.51	78,018.21	81,138.94	84,384.49	88,635.21
<b>GRADE FOUR</b>						
Appraiser/Asst. Assessor	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
Assistant Collector	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
Community Service Coordinator	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
Depty Dir. of Public Health	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
Dir. of Veterans Serv.	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
Public Health Nurse	Grade Five	82,423.54	85,720.48	89,149.30	92,715.27	97,386.74
<b>GRADE SEVEN</b>						
Asst. Dir. of Rec. Serv.	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Asst. Library Director	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Assistant Treasurer	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Inspector of Wires	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Local Inspector	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Plumbing Inspector	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Project Manager Engineer	Grade Seven	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
<b>GRADE EIGHT</b>						
Operations Supervisor	Grade Eight	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
Senior Planner	Grade Eight	95,031.61	98,832.88	102,786.19	106,897.64	112,287.84
<b>GRADE TEN</b>						
Assistant Inspector of Buildings	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
Assistant Town Engineer	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
Asst. Treasurer/Collector	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
Dir. of Public Health	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
Environmental Affairs Inv.	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
Stormwater Engineer	Grade Ten	105,608.18	109,832.51	114,225.81	118,794.84	124,778.52
<b>GRADE ELEVEN</b>						
COA Director	Grade Eleven	114,801.98	119,394.06	124,169.82	129,136.61	135,644.99
Dir. of Recreational Serv.	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Head Treatment Plant Oper.	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Inspector of Buildings	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Library Director	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Superintendent of Cemetery	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Superintendent of Highway	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
Superintendent of Parks & Trees	Grade Eleven	115,243.53	119,853.27	124,647.40	129,633.29	136,166.70
<b>GRADE TWELVE</b>						
Planning Director	Grade Twelve	108,037.17	112,358.66	116,853.00	121,527.12	127,648.43

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TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>YEARLY SALARY</b>							
<b>GRADE ONE</b>							
Asst. Animal Control Officer	Grade One	1002.33	1042.42	1084.12	1127.48	1172.58	1219.49
<b>GRADE TWO</b>							
Animal Control Officer	Grade Two	1275.48	1326.49	1379.55	1434.74	1507.04	1567.32
Associate Planner	Grade Two	1275.48	1326.49	1379.55	1434.74	1507.04	1567.32
Conservation Land Use Asst.	Grade Two	1275.48	1326.49	1379.55	1434.74	1507.04	1567.32
<b>GRADE FOUR</b>							
Health Agent/Sanitarian-wkly	Grade Four	1465.86	1524.49	1585.47	1648.89	1731.95	1801.23
Health Agent/Sanitarian-hrly	Grade Four	39.09	40.65	42.28	43.97	46.19	48.03
Program Coordinator Of Recreation	Grade Four	1465.86	1524.49	1585.47	1648.89	1731.95	1801.23
<b>GRADE FIVE</b>							
Appraiser/Asst. Assessor	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
Assistant Collector	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
Community Service Coordinator	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
Depty Dir. of Public Health	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
Dir. of Veterans Serv.	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
Public Health Nurse	Grade Five	1610.57	1675.00	1742.00	1811.68	1902.96	1979.08
<b>GRADE SEVEN</b>							
Asst. Dir. of Rec. Serv.	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Asst. Library Director	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Assistant Treasurer	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Inspector of Wires	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Local Inspector	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Plumbing Inspector	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Project Manager Engineer	Grade Seven	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
<b>GRADE EIGHT</b>							
Operations Supervisor	Grade Eight	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
Senior Planner	Grade Eight	1856.94	1931.22	2008.47	2088.80	2194.13	2281.90
<b>GRADE TEN</b>							
Assistant Inspector of Buildings	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
Assistant Town Engineer	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
Asst. Treasurer/Collector	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
Dir. of Public Health	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
Environmental Affairs Inv.	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
Stormwater Engineer	Grade Ten	2063.61	2146.15	2232.00	2321.28	2438.20	2535.73
<b>GRADE ELEVEN</b>							
COA Director	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Dir. of Recreational Serv.	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Head Treatment Plant Oper.	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Inspector of Buildings	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Library Director	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Superintendent of Cemetary	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Superintendent of Highway	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
Superintendent of Parks & Trees	Grade Eleven	2251.88	2341.96	2435.64	2533.06	2660.73	2767.16
<b>GRADE TWELVE</b>							
Planning Director	Grade Twelve	2111.07	2195.51	2283.33	2374.67	2494.28	2594.05

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JULY 1, 2027**

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>YEARLY SALARY</b>							
<b>GRADE ONE</b>							
Asst. Animal Control Officer	Grade One	52,321.61	54,414.47	56,591.05	58,854.70	61,208.88	63,657.24
<b>GRADE TWO</b>							
Animal Control Officer	Grade Two	66,579.84	69,243.03	72,012.75	74,893.26	78,667.31	81,814.00
Associate Planner	Grade Two	66,579.84	69,243.03	72,012.75	74,893.26	78,667.31	81,814.00
Conservation Land Use Asst.	Grade Two	66,579.84	69,243.03	72,012.75	74,893.26	78,667.31	81,814.00
<b>GRADE FOUR</b>							
Health Agent/Sanitarian-wkly	Grade Four	76,517.86	79,578.57	82,761.71	86,072.18	90,407.91	94,024.23
Health Agent/Sanitarian-hrly	Grade Four						
Program Coordinator Of Recreation	Grade Four	76,517.86	79,578.57	82,761.71	86,072.18	90,407.91	94,024.23
<b>GRADE FIVE</b>							
Appraiser/Asst. Assessor	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
Assistant Collector	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
Community Service Coordinator	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
Depty Dir. of Public Health	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
Dir. of Veterans Serv.	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
Public Health Nurse	Grade Five	84,072.01	87,434.89	90,932.29	94,569.58	99,334.48	103,307.86
<b>GRADE SEVEN</b>							
Asst. Dir. of Rec. Serv.	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Asst. Library Director	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Assistant Treasurer	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Inspector of Wires	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Local Inspector	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Plumbing Inspector	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Project Manager Engineer	Grade Seven	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
<b>GRADE EIGHT</b>							
Operations Supervisor	Grade Eight	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
Senior Planner	Grade Eight	96,932.25	100,809.53	104,841.92	109,035.59	114,533.60	119,114.95
<b>GRADE TEN</b>							
Assistant Inspector of Buildings	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
Assistant Town Engineer	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
Asst. Treasurer/Collector	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
Dir. of Public Health	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
Environmental Affairs Inv.	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
Stormwater Engineer	Grade Ten	107,720.34	112,029.16	116,510.32	121,170.74	127,274.10	132,365.06
<b>GRADE ELEVEN</b>							
COA Director	Grade Eleven	117,098.02	121,781.94	126,653.22	131,719.35	138,357.89	143,892.21
Dir. of Recreational Serv.	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Head Treatment Plant Oper.	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Inspector of Buildings	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Library Director	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Superintendent of Cemetary	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Superintendent of Highway	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
Superintendent of Parks & Trees	Grade Eleven	117,548.40	122,250.33	127,140.35	132,225.96	138,890.04	144,445.64
<b>GRADE TWELVE</b>							
Planning Director	Grade Twelve	110,197.91	114,605.83	119,190.06	123,957.66	130,201.40	135,409.46