

## Job Grade Assignments

Laborer, Driver	DPW, Highway	4
Transfer Station Attendant	DPW/Transfer Station	4
Parks & Recreation Maintenance Worker	DPW, Highway	4
Custodian	Town Hall	4
Police Secretary	Police Department	6
Deputy Town Clerk	Town Hall	6
Selectmen's Secretary	Town Hall	6
Land Use Secretary	Town Hall	6
Assessing Clerk	Town Hall	6
Machine Operator	DPW, Highway	7
Patrol Officer	Police Department	7
Transfer Station Supervisor	DPW/Transfer Station	7
Facilities Supervisor, Driver	DPW, Highway	7
Patrol Officer/Prosecutor	Police Department	9
Highway Foreman	DPW, Highway	9
Bookkeeper	Town Hall	9
EMA Director	Town Hall	9
Sergeant	Police Department	9
Town Clerk	Town Hall	9
Tax Collector	Town Hall	9
Fire Chief	Fire Department	15
Public Works Director	DPW, Highway	15
Police Chief	Police Department	15
Town Administrator	Town Hall	17

Town of Warner									
Classification Scoring Matrix									
Effective 9/1/17									
Current Job Title	Department	Knowledge/Experience	Competency	Interpersonal Relationships	Internal Communications	Special Skills	Physical Demands	Work Environment	Total Proposed Grade
Laborer, Driver	DPW, Highway	50	50	75	25	0	100	25	425
Transfer Station Attendant	DPW/Transfer Station	50	50	75	25	0	100	25	425
Parks & Recreation Maintenance Worker	DPW, Highway	50	50	75	25	0	100	25	425
Custodian	Town Hall	50	50	75	25	0	100	25	425
Police Secretary	Police Department	100	100	125	75	0	100	10	695
Deputy Town Clerk	Town Hall	100	100	125	75	0	100	10	695
Selectmen's Secretary	Town Hall	100	100	125	75	0	100	10	695
Land Use Secretary	Town Hall	100	100	125	50	0	200	10	770
Assessing Clerk	Town Hall	100	100	125	50	0	200	10	770
Machine Operator	DPW, Highway	100	200	125	50	50	50	25	775
Patrol Officer	Police Department	100	100	125	75	100	100	50	800
Transfer Station Supervisor	DPW/Transfer Station	100	100	125	50	75	100	25	825
Facilities Supervisor, Driver	DPW, Highway	100	200	125	50	75	100	25	850
Patrol Officer/Prosecutor	Police Department	200	100	125	75	100	100	50	975
Highway Foreman	DPW, Highway	100	200	125	75	75	200	25	1025
Bookkeeper	Town Hall	200	100	125	75	100	300	10	1120
EMA Director	Town Hall	200	200	125	75	100	100	50	1125
Sergeant	Police Department	200	200	125	75	100	100	50	1125
Town Clerk	Town Hall	200	100	125	75	125	300	10	1170
Tax Collector	Town Hall	200	100	125	75	125	300	10	1170
Fire Chief	Fire Department	400	500	300	100	100	300	50	2150
Public Works Director	DPW, Highway	400	500	300	100	100	300	50	2150
Police Chief	Police Department	400	500	300	100	100	300	50	2150
Town Administrator	Town Hall	400	500	300	125	125	400	10	2470

Grade	Grade-Step matrix with 2025 COLA Increase 3%																								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	
1	13.49	13.76	14.04	14.32	14.61	14.90	15.20	15.50	15.81	16.13	16.45	16.78	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45	20.86	21.28	
2	14.86	15.16	15.46	15.77	16.09	16.41	16.74	17.07	17.41	17.76	18.12	18.48	18.85	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.09	22.53	22.98	23.44	
3	15.74	16.05	16.37	16.70	17.04	17.38	17.72	18.08	18.44	18.81	19.19	19.57	19.96	20.36	20.77	21.18	21.61	22.04	22.48	22.93	23.39	23.85	24.33	24.82	
4	17.01	17.35	17.69	18.05	18.41	18.78	19.15	19.53	19.92	20.32	20.73	21.14	21.57	22.00	22.44	22.89	23.34	23.81	24.29	24.77	25.27	25.77	26.29	26.82	
5	19.12	19.50	19.89	20.29	20.69	21.11	21.53	21.96	22.40	22.85	23.30	23.77	24.24	24.73	25.22	25.73	26.24	26.77	27.30	27.85	28.41	28.97	29.55	30.15	
6	21.91	22.35	22.79	23.25	23.71	24.19	24.67	25.17	25.67	26.18	26.71	27.24	27.78	28.34	28.91	29.49	30.08	30.68	31.29	31.92	32.55	33.21	33.87	34.55	
7	23.69	24.16	24.65	25.14	25.64	26.16	26.68	27.21	27.76	28.31	28.88	29.46	30.04	30.65	31.26	31.88	32.52	33.17	33.84	34.51	35.20	35.91	36.62	37.36	
8	25.13	25.63	26.15	26.67	27.20	27.75	28.30	28.87	29.45	30.04	30.64	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61	37.34	38.09	38.85	39.63	
9	28.39	29.97	30.57	31.18	31.81	32.44	33.09	33.76	34.43	35.12	35.82	36.54	37.27	38.01	38.77	39.55	40.34	41.15	41.97	42.81	43.67	44.54	45.43	46.34	
10	31.16	31.78	32.42	33.06	33.73	34.40	35.09	35.79	36.51	37.24	37.98	38.74	39.52	40.31	41.11	41.93	42.77	43.63	44.50	45.39	46.30	47.22	48.17	49.13	
11	33.04	33.70	34.38	35.06	35.77	36.48	37.21	37.96	38.71	39.49	40.28	41.08	41.91	42.74	43.60	44.47	45.36	46.27	47.19	48.14	49.10	50.08	51.08	52.10	
12	35.07	35.77	36.49	37.22	37.96	38.72	39.50	40.29	41.09	41.91	42.75	43.61	44.48	45.37	46.28	47.20	48.15	49.11	50.09	51.09	52.11	53.16	54.22	55.30	
13	36.47	37.20	37.95	38.70	39.48	40.27	41.07	41.90	42.73	43.59	44.46	45.35	46.26	47.18	48.12	49.09	50.07	51.07	52.09	53.13	54.20	55.28	56.39	57.51	
14	38.68	39.45	40.24	41.04	41.86	42.70	43.56	44.43	45.32	46.22	47.15	48.09	49.05	50.03	51.03	52.05	53.09	54.16	55.24	56.34	57.47	58.62	59.79	60.99	
15	41.01	41.83	42.67	43.53	44.40	45.28	46.19	47.11	48.06	49.02	50.00	51.00	52.02	53.06	54.12	55.20	56.30	57.43	58.58	59.75	60.95	62.16	63.41	64.68	
16	43.52	44.39	45.28	46.18	47.10	48.05	49.01	49.99	50.99	52.01	53.05	54.11	55.19	56.29	57.42	58.57	59.74	60.94	62.15	63.40	64.66	65.96	67.28	68.62	
17	46.19	47.11	48.05	49.01	49.99	50.99	52.01	53.05	54.11	55.20	56.30	57.43	58.57	59.75	60.94	62.16	63.40	64.67	65.96	67.28	68.63	70.00	71.40	72.83	
18	49.37	50.36	51.36	52.39	53.44	54.51	55.60	56.71	57.84	59.00	60.18	61.38	62.61	63.86	65.14	66.44	67.77	69.13	70.51	71.92	73.36	74.83	76.32	77.85	
19	52.39	53.43	54.50	55.59	56.70	57.84	58.99	60.17	61.38	62.61	63.86	65.14	66.44	67.77	69.12	70.50	71.91	73.35	74.82	76.32	77.84	79.40	80.99	82.61	
20	55.57	56.68	57.81	58.97	60.15	61.35	62.58	63.83	65.11	66.41	67.74	69.09	70.47	71.88	73.32	74.79	76.28	77.81	79.37	80.95	82.57	84.22	85.91	87.63	