

**PERSONNEL, WAGE and SALARY  
ADMINISTRATION BY-LAWS  
with AMENDMENTS**

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**CHAPTER 10  
Sections 1-19**



**The By-Laws of the  
Inhabitants of Watertown  
With Amendments**

**PUBLISHED BY  
THE ADVISORY BOARD OF REVIEW  
AUGUST 1, 1958**

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WAT  
1958

# ADJOURNED ANNUAL MEETING

April 13, 1949

## Article 26

On motion duly made and seconded, it was

**VOTED:** Pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws to amend the By-Laws of the Town by adding thereto Chapter 10, Section 1-14 inclusive to be titled "Personnel, Wage and Salary Administration," as follows:

## CHAPTER 10

### Personnel, Wage and Salary Administration

A By-Law governing the adoption of the Classification and Compensation plans for positions in the Town service.

#### **SECTION 1—Compensation of Officers and Employees.**

Subject to the provisions of this by-law the salary or compensation of employees of the Town shall be established.

#### **SECTION 2—Adoption of Classification Plan.**

That the classification and standardization of all positions in the town service as contemplated and adopted by the Civil Service Commission, with such amendments or changes as may be made thereto, be and the same are hereby adopted as the classification plan for all positions in the town service. The titles of the classes of positions named shall forthwith become the official titles of every position allocated to the respective classes and shall be used on all payrolls, budget estimates and official records and reports relating to such positions.

#### **SECTION 3—Adoption of Compensation Plan.**

That the salary and wage schedules for the respective classes of positions as arranged under appropriate services of the classification plan and set forth in the following sections, with such amendments as may be made thereto from time to time by the Town Meeting, be and the same are hereby adopted and shall constitute the "COMPENSATION PLAN." Said "COMPENSATION PLAN" establishing the standard salary schedules is, in words, letters, and numerals, as hereafter follows.

#### **SECTION 4—Salary Schedules for Positions in the Administrative and Clerical Service:**

"That the following salary schedules for positions in the Administrative and Clerical Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Standard Basic Salary Intermediate Range			Maximum	
	Minimum	After 1st Year	After 2nd Year	After 3rd Year	
<b>GRADE 3-A</b>					
Junior Clerk .....	2,690	2,820	2,960	3,090	
Junior Clerk-Typist .....	2,690	2,820	2,960	3,090	
Junior Clerk-Stenographer .....	2,690	2,820	2,960	3,090	
Clerk-Cashier .....	2,690	2,820	2,960	3,090	
<b>GRADE 4</b>					
Senior Clerk .....	3,090	3,230	3,360	3,500	
Senior Clerk-Typist .....	3,090	3,230	3,360	3,500	
Senior Clerk-Stenographer .....	3,090	3,230	3,360	3,500	
Telephone Operator .....	3,090	3,230	3,360	3,500	
Senior-Clerk-Typist-Billing Machine Operator .....	3,090	3,230	3,360	3,500	
Transcribing Machine Operator ...	3,090	3,230	3,360	3,500	
<b>GRADE 5-A</b>					
Permanent Assistant Registrar .....	3,500	3,630	3,770	3,900	
<b>GRADE 6</b>					
Principal Clerk .....	3,650	3,790	3,920	4,060	
Principal Clerk-Typist .....	3,650	3,790	3,920	4,060	
Principal Clerk-Stenographer .....	3,650	3,790	3,920	4,060	
Confidential Secretary to Selectmen .....	3,650	3,790	3,920	4,060	
	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 11</b>					
Purchasing Agent .....	5,300	5,660	6,020	6,370	6,730

**SECTION 5—Salary Schedules for Positions in the Agriculture (Including Conservation) Service:**

“That the following salary schedules for positions in the Agriculture (including Conservation) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 8</b>					
Forestry Foreman .....	4,060	4,260	4,460	4,660	4,880

**SECTION 6—Salary Schedules for Positions in the Custodian (including Domestic) Service:**

“That the following salary schedules for positions in the Custodian (including Domestic) Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 2</b>					
Institution House Worker	2,350	2,470	2,580	2,690	2,800
Matron-Infirmmary .....	2,350	2,470	2,580	2,690	2,800
Janitress .....	2,350	2,470	2,580	2,690	2,800

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
<b>GRADE 5-B</b>				
Junior Building Custodian .....	3,520	3,650	3,790	3,920
<b>GRADE 6-B</b>				
Senior Building Custodian .....	3,790	3,920	4,060	4,190

**SECTION 7—Salary Schedules for Positions in the Library Service**

“That the following salary schedules for positions in the Library Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	Minimum	After 1st Year	After 2nd Year	Maximum After 3rd Year
<b>GRADE 3-A</b>				
Library Assistant .....	2,490	2,620	2,760	2,890
<b>GRADE 4</b>				
Sub-Professional Library				
Technician .....	2,960	3,090	3,230	3,360
<b>GRADE 5-A</b>				
General Assistants .....	3,500	3,630	3,770	3,900
<b>GRADE 6-B</b>				
Junior Department Heads	3,610	3,740	3,880	4,010
<b>GRADE 7</b>				
Senior Department Heads	3,680	3,880	4,080	4,280
<b>GRADE 9</b>				
Assistant Librarian .....	4,260	4,590	4,950	5,310
<b>GRADE 11</b>				
Librarian (Chief) .....	5,310	5,660	6,020	6,370

Initial employment in the library service in any of the professional positions or classifications included in this section may be at rates above the minimum rate shown, when, in the judgment of the Trustees of the Free Public Library prior experience and training justifies such rate. (Voted: Art. 65, April 11, 1955)

**SECTION 8—Salary Schedules for Positions in the Engineering Service:**

“That the following salary schedules for positions in the Engineering Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	<u>Minimum</u>	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 6</b>					
Engineering Aid— Grade 1 ✓	3,520	3,650	3,790	3,920	4,060
	<u>Minimum</u>	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 7</b>					
Engineering Aid— Grade 2 ✓	3,680	3,880	4,080	4,280	4,480
<b>GRADE 9</b>					
Junior Civil Engineer— Grade 3	4,260	4,590	4,950	5,310	5,660
<b>GRADE 10</b>					
Civil Engineer— Grade 4 ✓	4,950	5,310	5,660	6,020	6,200
<b>GRADE 11-A</b>					
Town Engineer— Grade 5	5,840	6,200	6,550	6,910	7,090

**SECTION 9—Salary Schedules for Positions in the Health and Welfare Services:**

“That the following salary schedules for positions in the Health and Welfare Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	<u>Minimum</u>	1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 3</b>					
Keeper—Infirmary	2,440	2,580	2,710	2,850	2,980
<b>GRADE 3-A</b>					
Hygienist ✓	2,560	2,690	2,820	2,960	3,090

	Minimum	After 1st Year	After 2nd Year	After 3rd Year	Maximum After 4th Year
<b>GRADE 6-C</b>					
Public Health Nurse .....	3,790	3,920	4,060	4,160	4,330
<b>GRADE 7</b>					
Social Worker .....	3,680	3,880	4,080	4,280	4,480
<b>GRADE 9</b>					
Health Inspector .....	4,260	4,590	4,950	5,310	5,660
Principal Social Work Supervisor .....	4,260	4,590	4,950	5,310	5,660
<b>GRADE 10</b>					
Commissioner of Veteran's Service .....	4,950	5,310	5,660	6,020	6,200
<b>GRADE 11</b>					
Health Officer .....	5,310	5,660	6,020	6,370	6,730
<b>GRADE 11-A</b>					
Welfare Agent .....	5,840	6,200	6,550	6,910	7,090

**SECTION 10—Salary Schedules for Positions in the Mechanical and Construction Service:**

"That the following salary schedules for positions in the Mechanical and Construction Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

<b>GRADE 6-B</b>					
Water Meter Inspector ..	3,610	3,740	3,880	4,010	4,150
<b>GRADE 8</b>					
Cemetery Superintendent	4,060	4,260	4,460	4,660	4,880
Sealer of Weights and Measures .....	4,060	4,260	4,460	4,660	4,880
Water Registrar—Clerk to the Board of Water Commissioners .....	4,060	4,260	4,460	4,660	4,880
<b>GRADE 8-A</b>					
Inspector of Wire Maintenance .....	4,080	4,280	4,480	4,680	4,910
<b>GRADE 8-B</b>					
Supt. of Parks .....	4,360	4,560	4,770	4,980	5,140
<b>GRADE 8-C</b>					
Foreman— Working Carpenter .....	4,530	4,740	4,950	5,160	5,370
Asst. Supt. of Wires .....	4,530	4,740	4,950	5,160	5,370
<b>GRADE 9</b>					
Asst. Supt.— Water Department .....	4,260	4,590	4,950	5,310	5,660

<b>GRADE 10</b>					
Asst. Supt. of Highways	4,950	5,310	5,660	6,020	6,200
Inspector of Buildings	4,950	5,310	5,660	6,020	6,200
Inspector of Plumbing and Sanitation	4,950	5,310	5,660	6,020	6,200
<b>GRADE 11</b>					
Superintendent of Wires	5,310	5,660	6,020	6,370	6,730
Superintendent of Water Department	5,310	5,660	6,020	6,370	6,730
<b>GRADE 11-B</b>					
Superintendent of Highway Department	6,200	6,700	7,200	7,700	8,200

**SECTION 11—Salary Schedules for Positions in the Public Safety Service:**

“That the following salary schedules for positions in the Public Safety Service and the same are hereby adopted as the standard salary schedules for all such positions in the town service:

	<u>Minimum</u>	<u>After 1st Year</u>	<u>After 2nd Year</u>	<u>Maximum After 3rd Year</u>	
<b>GRADE 6-E</b>					
Fireman (Private)	4,290	4,430	4,570	4,710	
Fire Alarm Signal Operator	4,290	4,430	4,570	4,710	
Patrolman	4,290	4,430	4,570	4,710	
Stenographer—Clerk (Male-Police)	4,290	4,430	4,570	4,710	
Wagonman Clerk	4,290	4,430	4,570	4,710	
Chauffeur—Mechanician	4,290	4,430	4,570	4,710	
	<u>Minimum</u>	<u>1st Year</u>	<u>After 2nd Year</u>	<u>After 3rd Year</u>	<u>Maximum After 4th Year</u>
<b>GRADE 8-C</b>					
Fire Lieutenant	4,520	4,730	4,940	5,150	5,310
Police Sergeants	4,520	4,730	4,940	5,150	5,310
Mechanician—Fire Dept.	4,520	4,730	4,940	5,150	5,310
<b>GRADE 9-A</b>					
Captain—Fire Dept.	4,680	5,040	5,400	5,750	5,830
Police Lieutenant	4,680	5,040	5,400	5,750	5,830
<b>GRADE 10</b>					
Deputy Chief (Fire Dept.)	4,950	5,310	5,660	6,020	6,200
Police Captain	4,950	5,310	5,660	6,020	6,200
<b>GRADE 11-A</b>					
Chief (Fire Dept.)	5,840	6,200	6,550	6,910	7,090
Police Chief	5,840	6,200	6,550	6,910	7,090

**SECTION 11-A—Salary Schedules for Positions in the Mechanical  
and Construction Service:**

**HOURLY WAGE SCHEDULES**

Group A—Laborer (unskilled) .....	Hourly Rate \$1.82 per hour
Group B—Laborer (skilled) .....	Hourly Rate \$1.88 per hour
Motor Equipment Operator	
Grade 1 .....	Hourly Rate \$1.88 per hour
Motor Equipment Operator	
Grade 2 .....	Hourly Rate \$1.88 per hour
Painter .....	Hourly Rate \$1.88 per hour
Garage Man .....	Hourly Rate \$1.93 per hour
Group C—Construction Handyman	
(Park Dept.) .....	Hourly Rate \$1.93 per hour
Motor Equipment Operator	
Grade 3 .....	Hourly Rate \$1.93 per hour
Tree Climber .....	Hourly Rate \$1.93 per hour
Tree Surgeon .....	Hourly Rate \$1.93 per hour
Group D—Blacksmith .....	Hourly Rate \$2.05 per hour
Carpenter .....	Hourly Rate \$2.05 per hour
Mason .....	Hourly Rate \$2.05 per hour
Motor Equipment	
Repairman .....	Hourly Rate \$2.05 per hour
Sign Painter .....	Hourly Rate \$1.98 per hour
Storekeeper .....	Hourly Rate \$2.05 per hour
Timekeeper .....	Hourly Rate \$2.05 per hour
Water System Maintenance	
Craftsman (Water Dept.)	Hourly Rate \$2.05 per hour
Group E—Cement Finisher .....	Hourly Rate \$2.10 per hour
Shovel Operator .....	Hourly Rate \$2.10 per hour
Foreman—Highway Dept. ....	Hourly Rate \$2.10 per hour
Foreman—Park Dept. ....	Hourly Rate \$2.10 per hour
Water Service—	
Working Foreman .....	Hourly Rate \$2.10 per hour
Working Foreman—	
Cemetery .....	Hourly Rate \$2.10 per hour
Working Foreman—	
Painter .....	Hourly Rate \$2.10 per hour
Working Foreman—	
Tree Dept. ....	Hourly Rate \$2.10 per hour
Working Foreman—	
Highway .....	Hourly Rate \$2.10 per hour
Group F—Water Meter Repair	
Foreman .....	Hourly Rate \$2.27 per hour
Supervisor Foreman—	
Highway Dept. ....	Hourly Rate \$2.27 per hour
Group G—Motor Equipment Main-	
tenance Foreman .....	Hourly Rate \$2.43 per hour
Water Construction	
Foreman .....	Hourly Rate \$2.43 per hour

“An employee performing work of Classification or grade higher than his official title classification shall receive the hourly rate of pay provided for such higher classification or grade, while performing such work; provided that an employee performing work in one such classification or grade for an aggregate of 32 weeks during the calendar year shall be held



to have worked in such classification or grade during the entire calendar year, and shall receive not less than the hourly rate of pay provided for such classification or grade" — this amendment to take effect as of January 1, 1958, and for the year 1958 and subsequent years, said wages shall be based upon period of time worked by the employee during the previous calendar year in conformity with this amendment. (Voted Art. 6, Oct. 14, 1957.)

An employee shall not be reduced in official title classification or grade except after proper hearing duly had. (Voted: Art. 61, April 11, 1955.)

**SECTION 11-B—Salary Schedules for Positions in the Recreation Service**  
**GRADE 10**

Recreation Director .....	4,950	5,310	5,660	6,020	6,200
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**SECTION 12—Initial Adjustments to the Compensation Plan.**

That in order to bring all salary rates into conformity with those provided in the compensation plan, the following rules of application and adjustment shall be effective in fixing the rates of pay of incumbents of positions at the time any salary range included in the compensation plan or any amendment thereto takes effect:

(a) The rate of pay of an employee receiving less than the minimum of the range prescribed for the class to which his position is allocated shall be increased to the minimum except when the amount under the minimum is less than one increment when paragraph C shall apply.

(b) If the present salary is above the maximum prescribed in the new schedule, the present incumbent shall continue at the present salary and the schedule shall not apply until the position is vacated.

(c) The rate of pay of an employee receiving compensation between any two rates between the minimum and maximum of the range prescribed for the class to which his position is allocated shall be adjusted to an equivalent of one full increment each year within the salary range until he reaches his maximum.

(d) Annual increment shall become effective on the anniversary day of each year following appointment, or following final adoption of this plan, unless there is filed written objection thereto by the appropriate appointing authority with the Town Auditor on or before the expiration of each said year.

**SECTION 13.** That if any section, subsection, sentence, clause, phrase, or figure of this by-law is for any reason held to be unconstitutional or invalid, such decision and invalidity or voidance shall not affect the validity of the remaining portions of this by-law.

**SECTION 14.** That this by-law shall take effect and be in force from and after the earliest period allowed by law.

ATTEST:

s/ GEORGE B. WELLMAN,  
Town Clerk

The foregoing Chapter 10, Sections 1-14 inclusive was originally adopted at Adjourned Annual Town Meeting, April 13, 1949 and amended from time to time thereafter.

**SECTION 15.** The Moderator shall annually appoint a Committee under this Chapter of the By-Laws to be known as the Advisory Board of Review, composed of ten members, two of whom shall be members of the Board of Selectmen, three of whom shall be members of the Finance Committee, two of whom shall be Town employees, one of whom shall be of those employees classified under Chapter X, section 11-A, and the other three residents of the Town, not Town office holders or Town employees, whose duty it shall be to hold hearings, make investigations and recommendations to the Town Meeting concerning all requested changes of classifications, grades and salary schedules included in Chapter 10 of the Town By-laws. The Moderator shall appoint members to fill vacancies in such Committee whenever vacancies occur. Said Advisory Board of Review shall file its annual report with the Board of Selectmen and the Finance Committee not later than the thirty-first day of December in each year. Upon receipt of such report, the Finance Committee shall, after consideration of the subject matter, make a report to the Town Meeting as a part of its estimates of Town expenditures, together with such recommendations as the Finance Committee deems expedient. (Voted: Art. 40, March 26, 1951; amended Art. 62, April 11, 1955.)

**Amendment to Section 15 (Art. 31, April 16, 1956):** The Town Meeting shall not consider and vote any amendment to Chapter 10, unless the proposed amendment has first been considered by the Advisory Board of Review and the Finance Committee, and the Report of the Advisory Board of Review thereon is made to the Town Meeting.

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**Voted (Art. 16, August 6, 1956):** To amend the present existing By-Laws of the Inhabitants of Watertown in Chapter 10 thereof by repealing and striking out section 16, 17, and 18, effective as of January 1, 1956, for the current year.

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**SECTION 19—Subsequent Adjustments to the Compensation Plan.**

All employees of the Town who were receiving a salary above the maximum prescribed when Chapter 10 of these By-Laws was adopted and who under the provisions of said Chapter 10, Section 12, Clause (b) continued thereafter to receive a salary in excess of the salary schedules for their respective positions shall receive an increment in salary equal to the increment granted other employees in the same classification by subsequent changes of the salary schedules for such position and the said schedules shall not apply until the position is vacated.

This provision shall be retroactive to January 1, 1952.  
(Section 19, voted May 26, 1952 under Article 11.)

**SECTION 20.** Members of the maintenance personnel of the Wire Department who are required to work in excess of the regular working week of 40 hours shall be compensated for such overtime. (Voted: Art. 25, April 7, 1958.)

**ATTEST:**

a/ GEORGE B. WELLMAN,  
Town Clerk

## JOB CLASSIFICATIONS BY GRADE

Grade	Section	Title	Salary	
			Minimum	Maximum
2	6	Institution House Worker	\$2350	2800
	6	Janitress	2350	2800
	6	Matron-Infirmary	2350	2800
3	7	Library Assistant	2440	2980
	9	Keeper—Infirmary	2440	2980
3-A	4	Clerk-Cashier	2690	3090
	4	Junior Clerk	2690	3090
	4	Junior Clerk-Stenographer	2690	3090
	4	Junior Clerk-Typist	2690	3090
	9	Hygienist	2560	3090
4	4	Senior Clerk	3090	3500
	4	Senior Clerk-Stenographer	3090	3500
	4	Senior Clerk-Typist	3090	3500
	4	Telephone Operator	3090	3500
	4	Senior Clerk Typist—Billing Machine Operator	3090	3500
	4	Transcribing Machine Operator	3090	3500
	7	Sub-Professional Library Technician	2960	3500
5-A	4	Permanent Assistant Registrar	3500	3900
	7	General Assistants, Library	3500	3900
5-B	6	Junior Building Custodian	3520	3920
6	4	Principal Clerk	3650	4060
	4	Principal Clerk-Stenographer	3650	4060
	4	Principal Clerk-Typist	3650	4060
	4	Confidential Secretary to Selectmen	3650	4060
	8	Engineering Aid (Grade 1)	3520	4060
6-B	6	Senior Building Custodian	3790	4190
	7	Junior Department Heads, Library	3610	4150
	10	Water Meter Inspector	3610	4150
6-C	9	Public Health Nurse	3790	4330
6-E	11	Chauffeur-Mechanician	4290	4710
	11	Patrolman	4290	4710
	11	Stenographer-Clerk (Male) (Police)	4290	4710
	11	Wagonman-Clerk (Police)	4290	4710
	11	Fire Alarm Signal Operator	4290	4710
	11	Firefighter (Private)	4290	4710
7	7	Senior Department Heads	3680	4480
	9	Social Worker	3680	4480
	8	Engineering Aid (Grade 2)	3680	4480
8	5	Forestry Foreman	4060	4880
	10	Cemetery Superintendent	4060	4880
	10	Sealer of Weights and Measures	4060	4880
	10	Water Registrar, Clerk to Board of Water Commissioners	4060	4880

GRADE	SECTION	TITLE	SALARY	
			MINIMUM	MAXIMUM
8-A	10	Inspector of Wire Maintenance	4080	4910
8-B	10	Superintendent of Parks	4260	5140
8-C	10	Foreman, Working Carpenter	4530	5370
	10	Asst. Superintendent Poles & Wires	4530	5370
	11	Police Sergeant	4520	5310
	11	Fire Lieutenant	4520	5310
	11	Mechanician (Fire Department)	4520	5310
9	7	Assistant Librarian	4260	5660
	8	Junior Civil Engineer (Grade 3)	4260	5660
	9	Health Inspector	4260	5660
	9	Principal Social Work Supervisor	4260	5660
	10	Asst. Superintendent Water Department	4260	5660
	10	Supervisor Foreman (Highway Department)	4260	5660
9-A	11	Lieutenant (Police Department)	4680	5830
	11	Captain (Fire Department)	4680	5830
10	10	Assistant Superintendent of Highway	4950	6200
	8	Civil Engineer (Grade 4)	4950	6200
	9	Commissioner of Veterans' Service	4950	6200
	10	Inspector of Buildings	4950	6200
	10	Inspector of Plumbing and Sanitation	4950	6200
	11	Captain (Police Department)	4950	6200
	11	Deputy Chief (Fire Department)	4950	6200
11-B		Recreation Director	4950	6200
11	4	Purchasing Agent	5300	6730
	7	Librarian (Chief)	5310	6730
11	9	Health Officer	5310	6730
	10	Superintendent of Poles and Wires	5310	6730
	10	Superintendent of Water Department	5310	6730
11-A	8	Town Engineer	5840	7090
	9	Welfare Agent	5840	7090
	11	Chief, Fire Department	5840	7090
	11	Chief, Police Department	5840	7090
11-B	10	Superintendent of Highway Department	6200	8200
SECTION 11-A				
Group	A	Laborer (Unskilled)	\$1.82 per hour	
Group	B	Labor (Skilled)	1.88 per hour	
		Motor Equipment Operator (Grade 1)	1.88 per hour	
		Motor Equipment Operator (Grade 2)	1.88 per hour	
		Painter	1.88 per hour	
		Garageman	1.93 per hour	
Group	C	Construction Handyman (Park Dept.)	1.93 per hour	
		Motor Equipment Operator (Grade 3)	1.93 per hour	
		Tree Climber	1.93 per hour	
		Tree Surgeon	1.93 per hour	

GRADE SECTION	TITLE	SALARY	
		MINIMUM	MAXIMUM
Group D	Blacksmith	2.05	per hour
	Carpenter	2.05	per hour
	Mason	2.05	per hour
	Motor Equipment Repairman	2.05	per hour
	Painter Skilled	2.05	per hour
	Storekeeper	2.05	per hour
	Timekeeper	2.05	per hour
	Water System Maintenance Craftsman	2.05	per hour
Group E	Cement Finisher	2.10	per hour
	Shovel Operator	2.10	per hour
	Foreman (Highway)	2.10	per hour
	Foreman (Park)	2.10	per hour
	Working Foreman (Cemetery)	2.10	per hour
	Working Foreman (Painter)	2.10	per hour
	Working Foreman Tree Department	2.10	per hour
	Working Foreman (Highway)	2.10	per hour
Working Foreman (Water Service)	2.10	per hour	
Group F	Water Meter Repair Foreman	2.27	per hour
Group G	Motor Equipment Maintenance Foreman	2.44	per hour
	Water Construction Foreman	2.44	per hour