

Town of Franklin

355 East Central Street
Franklin, Massachusetts 02038-1352



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TOWN ADMINISTRATOR

FISCAL YEAR 2023 COMPENSATION PLAN AND CLASSIFICATION PLAN

CLASSIFICATION PLAN		COMPENSATION PLAN		
GRADE	TITLE	MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
GRADE 1	○ No titles	Minimum wage	\$52,275	\$60,988
GRADE 2	○ Administrative Assistant ○ Passport Agent	\$46,830	\$56,196	\$65,562
GRADE 3	○ Collections Specialist	\$50,342	\$60,410	\$70,479
GRADE 4	○ Executive Assistant	\$54,118	\$64,941	\$75,765
GRADE 5	○ Benefits Coordinator ○ Human Resources Administrator ○ Payroll Administrator	\$58,176	\$69,812	\$81,447
GRADE 6	○ Community Social Worker ○ Facilities Administrator ○ Head Chef & Kitchen Manager ○ Program Coordinator ○ Senior Center Nurse ○ Supportive Programming Coordinator	\$62,540	\$75,048	\$87,555

<p>GRADE 7</p>	<ul style="list-style-type: none"> ○ Archivist ○ Assistant Town Planner ○ DPW Inspector ○ Electrical & Plumbing/Gas Inspectors ○ Engineering Assistant ○ GIS Specialist ○ Marketing & Communications Specialist ○ Sealer of Weights & Measures 	<p>\$66,113</p>	<p>\$79,335</p>	<p>\$92,558</p>
<p>GRADE 8</p>	<ul style="list-style-type: none"> ○ Appraiser ○ Conservation Agent & Natural Resources Protection Manager ○ Deputy Town Clerk ○ Health Agent ○ Purchasing Agent ○ Senior Inspector ○ Town Planner ○ Public Health Nurse ○ Staff Accountant ○ Assistant to Town Administrator ○ Assistant Admin & Budget Manager for Public Works ○ Budget & Fiscal Analyst ○ Director of Community Arts & Cultural Initiatives 	<p>\$69,418</p>	<p>\$83,302</p>	<p>\$97,185</p>
<p>GRADE 9</p>	<ul style="list-style-type: none"> ○ Director of GIS ○ Deputy Director of Public Facilities for Maintenance & Trades ○ Veterans' Services Officer 	<p>\$72,889</p>	<p>\$87,467</p>	<p>\$102,045</p>
<p>GRADE 10</p>	<ul style="list-style-type: none"> ○ Deputy Library Director ○ Deputy Director of Recreation ○ Deputy Director of Senior Center 	<p>\$76,533</p>	<p>\$91,840</p>	<p>\$107,147</p>

GRADE 11	<ul style="list-style-type: none"> ○ Deputy Comptroller ○ Deputy Highway & Grounds Superintendent ○ Deputy Town Engineer ○ Deputy Treasurer Collector ○ Deputy Water & Sewer Superintendent ○ DPW Administration & Budget Manager ○ Fleet Manager 	\$80,360	\$96,432	\$112,504
GRADE 12	<ul style="list-style-type: none"> ○ Deputy Director of Public Facilities for Custodial Services ○ Director of Assessing ○ Director of Recreation ○ Director Senior Center ○ Highway & Grounds Superintendent ○ Stormwater & Environmental Affairs Superintendent ○ Water & Sewer Superintendent ○ Town Clerk 	\$83,538	\$100,245	\$116,953
GRADE 13	<ul style="list-style-type: none"> ○ Building Commissioner ○ Director of Human Resources ○ Director of Planning & Community Development ○ Health Director ○ Library Director ○ Police Lieutenant ○ Treasurer-Collector 	\$98,157	\$117,788	\$137,419
GRADE 14	<ul style="list-style-type: none"> ○ Deputy Fire Chief ○ Deputy Chief of Police ○ Deputy Director of Public Facilities for Engineering ○ Deputy Director of Public Works ○ Town Engineer 	\$115,334	\$138,401	\$161,468

GRADE 15	<ul style="list-style-type: none"> ○ Chief of Police ○ Fire Chief/EMS Director ○ Deputy Town Administrator ○ Finance Director ○ Director of Public Facilities ○ Director of Public Works ○ Town Solicitor 	\$138,375	\$172,969	\$207,563