



# TOWN OF CHELMSFORD

FY26  
7/1/2025 - 6/30/2025

## FY26 Non-Union Position **37.5 HOURS** Classification Plan

Rates Effective: 7/1/2025 (updated 7/10/2025)

| Position Title                       | FY26     | FY26 Salary Range              |            |
|--------------------------------------|----------|--------------------------------|------------|
| <b>Grade 13</b>                      |          | <b>(\$191,598 - \$239,280)</b> |            |
| Town Manager                         | Contract | \$                             | 239,270.47 |
| Police Chief                         | Contract | \$                             | 232,100.00 |
| <b>Grade 12</b>                      |          | <b>(\$148,289 - \$185,193)</b> |            |
| Finance Director                     | Contract | \$                             | 189,280.00 |
| Town Accountant                      | Contract | \$                             | 160,076.00 |
| Fire Chief                           | G12 S9   | \$                             | 180,676.73 |
| DPW Director                         | G12 S7   | \$                             | 171,970.81 |
| <b>Grade 11</b>                      |          | <b>(\$117,516 - \$146,761)</b> |            |
| Deputy Police Chief                  | G11 S9   | \$                             | 143,182.25 |
| Town Engineer                        | G11 S8   | \$                             | 139,690.07 |
| Facilities Manager                   | G11 S7   | \$                             | 136,282.98 |
| Deputy Fire Chief                    | G11 S5   | \$                             | 129,715.96 |
| <b>Grade 10</b>                      |          | <b>(\$110,406 - \$137,882)</b> |            |
| Highway Superintendent               | G10 S10  | \$                             | 137,882.12 |
| Library Director                     | G10 S9   | \$                             | 134,519.14 |
| Sewer Superintendent                 | G10 S9   | \$                             | 134,519.14 |
| Health Director                      | G10 S6   | \$                             | 124,914.60 |
| <b>Grade 9</b>                       |          | <b>(\$103,296 - \$129,002)</b> |            |
| Information Technology Director      | G9 S10   | \$                             | 129,002.90 |
| Town Clerk                           | G9 S10   | \$                             | 129,002.90 |
| Community Development Director       | G9 S10   | \$                             | 129,002.90 |
| Human Resources Director             | G9 S7    | \$                             | 119,791.95 |
| Chief Assessor                       | G9 S6    | \$                             | 116,870.32 |
| Stormwater Superintendent            | G9 S2    | \$                             | 105,878.57 |
| <b>Grade 8</b>                       |          | <b>(\$94,438 - \$117,940)</b>  |            |
| Assistant Library Director           | G8 S10   | \$                             | 117,940.68 |
| Director of Media Services           | G8 S10   | \$                             | 117,940.68 |
| Network Manager                      | G8 S10   | \$                             | 117,940.68 |
| Building Commissioner                | G8 S9    | \$                             | 115,064.20 |
| TM Support Services Manager          | G8 S8    | \$                             | 112,257.67 |
| Assistant Town Engineer              | G8 S7    | \$                             | 109,519.78 |
| Human Services Director              | G8 S7    | \$                             | 109,519.78 |
| Assistant Library Dir Outreach       | G8 S6    | \$                             | 106,848.44 |
| Cemetery Superintendent              | G8 S5    | \$                             | 104,242.62 |
| <b>Grade 7</b>                       |          | <b>(\$84,204 - \$105,159)</b>  |            |
| Media Operations Director/Instructor | G7 S10   | \$                             | 105,159.77 |



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|--------------------------------------|--------|------------------------------|-------------------|
| Director of Veterans Services        | G7 S10 | \$                           | 105,159.77        |
| Senior Building Inspector            | G7 S10 | \$                           | 105,159.77        |
| Assistant Treasurer                  | G7 S8  | \$                           | 100,092.20        |
| Payroll Administrator                | G7 S8  | \$                           | 100,092.20        |
| Stormwater Engineer                  | G7 S7  | \$                           | 97,651.06         |
| Public Health Nurse                  | G7 S7  | \$                           | 97,651.06         |
| DPW Business Manager                 | G7 S7  | \$                           | 97,651.06         |
| Sr. Health Inspector                 | G7 S6  | \$                           | 95,269.44         |
| Assistant Town Accountant            | G7 S5  | \$                           | 92,945.75         |
| Assistant Collector                  | G7 S2  | \$                           | 86,309.31         |
| Project Manager                      | G7 S2  | \$                           | 86,309.31         |
| <b>Grade 6</b>                       |        | <b>(\$73,686 - \$92,023)</b> |                   |
| Access Program Manager               | G6 S10 | \$                           | 92,023.90         |
| Energy/Recycle Manager               | G6 S9  | \$                           | 89,779.30         |
| Building Inspector                   | G6 S9  | \$                           | 89,779.30         |
| Assistant Assessing Inspector        | G6 S9  | \$                           | 89,779.30         |
| TM Operations Assistant              | G6 S7  | \$                           | 85,453.23         |
| GIS Coordinator                      | G6 S6  | \$                           | 83,369.14         |
| Civil/Project Engineer               | G6 S5  | \$                           | 81,335.69         |
| Assistant Town Clerk                 | G6 S5  | \$                           | 81,335.69         |
| Civil Engineer                       | G6 S3  | \$                           | 77,416.52         |
| Assistant to the Assessor            | G6 S2  | \$                           | 75,528.44         |
| Public Health & Wellness Coordinator | G6 S2  | \$                           | 75,528.44         |
| <b>Grade 5</b>                       |        | <b>(\$67,188 - \$83,909)</b> |                   |
| Electrical Inspector (25 Hr)         | G5 S8  | \$                           | 79,866.52         |
| Plumbing/Gas Inspector (25 Hr)       | G5 S8  | \$                           | 79,866.52         |
| Fire Mechanic                        | G5 S8  | \$                           | 85,190.92         |
| Benefits Coordinator                 | G5 S6  | \$                           | 76,018.08         |
| Conservation Agent                   | G5 S4  | \$                           | 72,355.20         |
| <b>Grade 4</b>                       |        | <b>(\$60,549 - \$75,618)</b> |                   |
| COA Assistant Director               | G4 S8  | \$                           | 71,974.93         |
| Police Department Payroll/Bookkeeper | G4 S7  | \$                           | 70,219.44         |
| Building Department Assistant        | G4 S6  | \$                           | 68,506.76         |
| Fire Department Assistant            | G4 S6  | \$                           | 68,506.76         |
| Sewer Department Assistant           | G4 S6  | \$                           | 68,506.76         |
| Library Office Admin                 | G4 S6  | \$                           | 68,506.76         |
| Town Clerk Special Services Coord    | G4 S6  | \$                           | 68,506.76         |
| Animal Control Officer               | G4 S6  | \$                           | 68,506.76         |
| Police Department Assistant          | G4 S6  | \$                           | 68,506.76         |



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|--|--------|----|------------------------------|
| Highway Department Assistant           | G4 S4  | \$ | 65,205.63                    |
| Community Development Dept Assist      | G4 S3  | \$ | 63,615.36                    |
| Town Clerk Department Spt. Coord.      | G4 S2  | \$ | 62,063.45                    |
| Health Department Assistant            | G4 S2  | \$ | 62,063.45                    |
| <b>Grade 3</b>                         |        |    | <b>(\$54,549 - \$68,125)</b> |
| Veterans Assistant (24 Hr)             | G3 S8  | \$ | 64,842.58                    |
| COA Elder Services Support Coordinator | G3 S6  | \$ | 61,718.15                    |
| Assessing Principal Clerk              | G3 S6  | \$ | 61,718.15                    |
| Treasury Clerk                         | G3 S4  | \$ | 58,744.31                    |
| Treasury Clerk                         | G3 S3  | \$ | 57,311.42                    |
| COA Transportation Coordinator         | G3 S3  | \$ | 57,311.42                    |
| Police Principal Clerk                 | G3 S3  | \$ | 57,311.42                    |
| Accounting Principal Clerk             | G3 S2  | \$ | 55,913.77                    |
| Cemetery Administrative Assistant - PT | G3 S2  | \$ | 55,913.77                    |
| Facilities Department Assistant        | G3 S2  | \$ | 55,913.77                    |
| <b>Grade 2</b>                         |        |    | <b>(\$49,142 - \$61,371)</b> |
| Staff Producer                         | G2 S8  | \$ | 58,414.41                    |
| Media Production                       | G2 S4  | \$ | 52,920.62                    |
| Sealer of Weights and Measures         | G2 S3  | \$ | 51,629.98                    |
| Custodian / Library                    | G2 S2  | \$ | 50,370.65                    |
| COA Principal Clerk                    | G2 S2  | \$ | 50,370.65                    |
| Fire Prevention Clerk 19 Hrs           | G2 S1  | \$ | 49,142.12                    |
| Library Custodial Asst                 | G2 S1  | \$ | 49,142.12                    |
| Library Staff Assistant                | G2 S1  | \$ | 49,142.12                    |
| Library Staff Assistant                | G2 S1  | \$ | 49,142.12                    |
| <b>Grade 1</b>                         |        |    | <b>(\$38,972 - \$48,670)</b> |
| TV Assistant (PT)                      | G1 S10 | \$ | 48,670.24                    |