

Town of Aberdeen

COMMISSIONERS
JOE DANIELLEY
ELEASE GOODWIN
KENNETH A. BYRD
WILMA LANEY
JAMES W. THOMAS



ROBERT A. FARRELL, Mayor
PAUL SABISTON, Town Manager
REGINA M. ROSY, Town Clerk

TOWN OF ABERDEEN FISCAL YEAR 2019-2020 OPERATING BUDGET ORDINANCE

BE IT ORDAINED by the Governing Board of the Town of Aberdeen, North Carolina:

Section 1: The following amounts are hereby appropriated in the General Fund for the operation of the town government and its activities for the fiscal year beginning July 1, 2019, and ending June 30, 2020, in accordance with the chart of accounts heretofore established for this Town:

Administration	\$252,525
Special Appropriations	\$29,700
Governing Body	\$40,520
Finance	\$349,455
Buildings & Grounds	\$635,281
Contingency	\$81,942
Police	\$2,600,917
Fire/Rescue	\$1,818,033
Planning	\$785,477
Parks & Recreation	\$900,222
Streets & Beautification	\$636,449
Powell Bill	\$164,000
Sanitation	\$807,176
Debt Service	<u>\$674,204</u>
Total	\$9,775,901

Section 2. It is estimated that the following **revenues** will be available in the General Fund for the fiscal year beginning July 1, 2019, and ending June 30, 2020:

Ad Valorem Taxes	\$4,919,650
Restricted Intergovernmental Revenue (FEMA)	\$380,000
Intergovernmental-State	\$2,691,700
Intergovernmental-Local	\$118,200
License & Permit Fees	\$282,800
Service Fees	\$479,500
Investments	\$18,500
Rents/Leases	\$191,101
Franchise Fees	\$7,500
Contributions	\$750
Recreation Fees	\$97,000
Miscellaneous Revenue	\$425,200
Appropriated Revenues	<u>\$164,000</u>
Total	\$9,775,901

Section 3. There is hereby levied a **tax** at the rate of forty-nine (\$.49) per one hundred dollars (\$100) valuation of property as listed for taxes as of January 1, 2019.

Section 4. The following amounts are hereby **appropriated** in the **Water & Sewer Fund** for the operation of the water and sewer utilities for the fiscal year beginning July 1, 2019, and ending June 30, 2020, in accordance with the chart of accounts heretofore approved for the Town:

Water Production	\$ 1,024,630
Water and Sewer	\$ 2,461,845
Water Billing & Collections	<u>\$ 113,915</u>
Total	\$ 3,600,390

Section 5. It is estimated that the following **revenues** will be available in the **Water/Sewer Fund** for the fiscal year beginning July 1, 2019, and ending June 30, 2020:

Water & Sewer Revenues	\$ 3,403,395
Miscellaneous Revenues	\$ 54,000
Appropriated Revenues	\$ <u>142,995</u>
Total	\$ 3,600,390

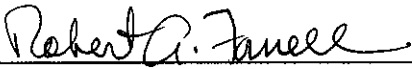
Section 6. **Water and sewer usage rates and base rates** for each bi-monthly billing cycle are hereby established as set forth in Attachment "A" for the fiscal year beginning July 1, 2019, and ending June 30, 2020. The effective date for the new water and sewer rates will begin with the billing period, or the usage period, starting on June 10, 2019, in preparation for the actual billing date of September 1, 2019.

Section 7. **Special Authorization - Budget Officer.** The Town Manager shall be authorized to reallocate departmental appropriations among the various line items of expenditures as deemed necessary and appropriate. The Town Manager shall be authorized to make interdepartmental transfers, within the same fund, not to exceed 10% of the appropriated monies for the department whose allocation is impacted.

Section 8. **Fee Schedule.** The Town of Aberdeen wishes to establish and adopt a comprehensive fee schedule for its fees, charges and revenues collected that are not otherwise established by its tax, licenses, permits in other parts of this Budget Ordinance or in other parts of the Town's Code of Ordinances or rules and regulations. No currently charged fees or charges are discontinued unless specifically eliminated herein. Attached to the Budget Ordinance as Attachment "A" and incorporated herein is the Town of Aberdeen Fee Schedule which will be effective immediately upon passage of this Budget Ordinance. The Fee Schedule may be amended and adjusted by passage of a resolution by the Board of Commissioners. These fees and charges shall be effective until and unless specifically eliminated or determined invalid by North Carolina statute or judicial decision with binding authority.

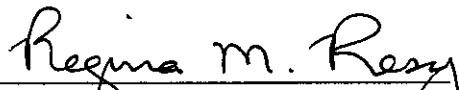
Section 9. Salary Grade Schedule. Pursuant to the Town of Aberdeen Personnel Policy attached to the Budget Ordinance as Attachment "B" is the annual salary grades for employees of the Town which shall govern the pay ranges for all included employees.

Duly adopted this 28th day of May, 2019, while in regular session for budget adoption.



Robert A. Farrell
Town Mayor

Attest:



Regina M. Rosy
Town Clerk

Town of Aberdeen

Attachment A

**Adopted Fee Schedule – new/amended fees effective July 1, 2019
(unless otherwise indicated)**

Copies

8 1/2 x 11 (B & W)	15¢ ea - first 10 pgs, 5¢/pg thereafter
8 1/2 x 11 (Color)	25¢ ea - first 10 pgs, 10¢/pg thereafter
11 x 17 (B&W)	25¢ each
11 x 17 (Color)	35¢ each

*If electronic copies provided \$8 per thumbdrive (or actual costs-whichever is greater) plus \$8.50 per hour for labor minimum if over 15 minute project – all projects must be related to town business.

Maps, large documents etc.

See Planning Department fees

1. Water & Sewer Rates Fee Schedule

(effective date for the water & sewer fees shall be the billing period/usage period of 6-10-19 to 8-15-19 and for the billing date of 9-1-19)

<u>In-Town Water Rates (per billing cycle)</u>	<u>2018-19 Rates</u>	<u>2019-20 Rates (3%</u>
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increase to volume rates water/sewer)

Base Charge (includes no usage):

Residential	\$14.00	\$14.00
Commercial & Institutional	17.00	17.00
Industrial	52.00	52.00
1,000-5,000	3.35	3.45 per thousand
5,001-10,000	3.58	3.68 per thousand
10,001-15,000	3.81	3.92 per thousand
15,001-20,000	4.04	4.16 per thousand
20,001-25,000	4.50	4.63 per thousand
Over 25,000	4.92	5.06 per thousand

In-Town Sewer Water Rates (per billing cycle) 2018-19 Rates 2019-20 rates

Base Charge (includes no usage):

Residential	\$14.00	\$14.00
Commercial & Institutional	17.00	17.00
Industrial	52.00	52.00
1,000-5,000	3.76	3.87 per thousand
5,001-10,000	4.37	4.50 per thousand
10,001-15,000	5.22	5.37 per thousand
15,001-20,000	5.98	6.15 per thousand
20,001-25,000	6.74	6.94 per thousand
Over 25,000	7.48	7.70 per thousand

***Special Rate – Multi-Unit**

See schedule. To accommodate unique multi-unit facilities and other special user demands the Town has established certain rates to avoid unnecessary and redundant charges. New rates will include 3% increase.

Bulk Rates determined by interlocal agreement.

Out of Town Water Rates (per billing cycle) 2018-19 Rates 2019-20 Rates

Base Charge (includes no usage):

Residential	\$ 22.00	\$22.00
Commercial & Institutional	32.00	32.00
Industrial	102.00	102.00
1,000-5,000	6.73	6.90 per thousand
5,001-10,000	7.73	7.36 per thousand
10,001-15,000	7.62	7.84 per thousand
15,001-20,000	8.08	8.32 per thousand
20,001-25,000	9.00	9.26 per thousand
Over 25,000	9.84	10.12 per thousand

Out of Town Sewer Rates (per billing cycle) 2018-19 Rates 2019-20 Rates

Base Charge (includes no usage):

Residential	\$ 22.00	\$ 22.00
Commercial & Institutional	32.00	32.00
Industrial	102.00	102.00
1,000-5,000	7.50	7.74 per thousand
5,001-10,000	8.16	9.00 per thousand
10,001-15,000	8.79	10.74 per thousand
15,001-20,000	9.43	12.30 per thousand
20,001-25,000	10.06	13.88 per thousand
Over 25,000	10.72	15.40 per thousand

Water and Sewer Connection Fees Per Unit:

Water*

¾ inch tap/meter	\$1,000 (\$600 if meter box in place)(\$100 increase all categories)
1 inch tap/meter	\$1,200
1.5 inch tap/meter	\$1,600
2 inch tap/meter	\$1,900
4 inch tap/meter	Minimum \$3,100 (cost plus \$400)
6 and 8 inch tap/meter	Minimum \$3,600 (cost plus \$600)
Installed Irrigation Meter	\$600 if shared line – Separate line - <u>see</u> charges above.

Out-of-town rates are double the above-listed charges.

Sewer Residential*

Individual residential connection	\$900
4 inch Gravity	\$900

Out-of-town rates are double the above-listed charges.

See separate attachment for ***System Development Fees*** for water and sewer previously adopted by Board of Commissioners.

Bacteriological Analysis Testing	\$25.00 per test
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*Actual costs if greater than above fees in cases of bores, etc. Out-of-town rates are double the listed charges.

**Charges for water/sewer connections for sizes larger than standard will be at actual cost of material, labor, overhead, equipment, engineering and all other costs, or the cost of contracting the work, plus 20% for in town and 40% for out of town connections.

2. Sanitation:

Residential Garbage - \$26.00 (per billing cycle) (\$5 increase)

Business Garbage - \$31.50 (per billing cycle) (\$5 increase)

3. Parks and Recreation Department - Fees and Charges Policy

Programs – Direct Cost + \$5 administrative fee, Non-Resident 50% more

Youth Athletics – \$12 Resident, \$25 Non-Resident

Adult Athletics – Direct Cost + \$20 team fee, Non-Resident \$10 fee

Non-Resident Membership - \$50 yearly fee, all family household members receive resident rates

Facilities

• **Recreation Center –**

<u>Room</u>	<u>Sq. Ft.</u>	<u>Dimensions</u>	<u>Occupancy</u>	<u>Hourly Rate</u>	<u>Tables</u>	<u>Chairs</u>
104	1280	30' x 40'	Max depends on the configuration of tables and chairs. Please ask APRD Staff.	\$20 R/ \$40 NR	6	50
107	1280	31' X 40'		\$20 R/ \$40 NR	6	50
104&107	2560	40' X 60'		\$35 R/ \$70 NR	12	100
126	800	19' X 45'		\$20 R/ \$40 NR	3	30

- Each Room includes number of tables and chairs listed (we do not set up or clean up)
- Additional tables: \$3 per table. Additional Banquet Chairs: \$1.00 per chair.
- PA System: \$15.00 Screen: \$15.00
- Security Deposit: \$100.00. Alcohol Deposit: \$100 (\$200 total deposits)
- R = Town of Aberdeen Resident NR = Non- Resident

<u>Aberdeen Lake Gazebo</u>	<u>Residents - \$20/hr. Non-Residents - \$40/hr.</u>
<u>Aberdeen Lake Lawn</u>	<u>Residents - \$25/hr. Non-Residents - \$50/hr.</u>
<u>Aberdeen Lake Shelter</u>	<u>Residents - \$25/hr. Non-Residents - \$50/hr.</u>
<u>Sharpe Memorial Shelter</u>	<u>Residents - \$15/hr. Non-Residents - \$30/hr.</u>
<u>Berkley Park Shelter</u>	<u>Residents - \$15/hr. Non-Residents - \$30/hr.</u>
<u>Colonial Heights Ballfield</u>	<u>Residents w/o lights - \$10/hr. Residents w/lights - \$20/hr.</u>
<u>(Tyndall-Front, Farrell-Back)</u>	<u>Non-Resident w/o lights - \$20/hr. Non-Resident w/lights - \$40/hr.</u>
<u>Colonial Heights Volleyball Court</u>	<u>Residents - \$5/hr. Non-Residents - \$10/hr.</u>
<u>Ray's Mill Pier</u>	<u>Residents - \$20/hr. Non-Residents - \$40/hr.</u>
<u>Ray's Mill Shelter</u>	<u>Residents - \$15/hr. Non-Residents - \$30/hr.</u>

• **Malcolm Blue Farm –**

<u>Grounds Rental (Includes Restrooms/Concession) - \$350</u>	
<u>Deposit -</u>	<u>+ \$100</u>

Pack House Use -	\$100
Pack House Deposit -	+ \$100
Trash/Recycling Bins -	\$30/bin

Refer to ABC for alcohol permit.

- **Outdoor Special Event Permit –** \$50 + applicable facility rental fees

4. Planning, Zoning, and Inspection Fees

Service	Fee
Residential Building (Including Residential Additions and Stick Built Sheds)	\$100.00 + .20 sq ft
Residential Building (Remodel/Alterations)	\$75.00 + .20 sq ft
Commercial Building	\$100.00 + .20 sq ft
Commercial Upfit	\$100.00 + .15 sq ft of foot print area(s) where work is to be conducted
NCHORF (required by State of NC)	\$10.00
Service	Fee
Insulation	\$50.00
Commercial Insulation	\$75.00 per 10,000 Sq. Ft.
Portable Buildings/Carports	\$50.00
Deck	\$50.00
Temporary Pole - Residential	\$50.00
Temporary Pole - Commercial	\$75.00
Up To Electrical 200 Amp Service (1 Phase)	\$200.00
Each additional Electrical 200 Amp Service	\$150.00 per each additional 200 Amp's
Temporary Power	\$100.00
Panel/Mtr. Base Replacement	\$100.00 if same for same
Panel Replacement with service change	\$75.00, \$125.00 above 200 amp
Alterations (remodel or addition) including generators	\$50.00
Service Change Only	\$50.00
Load Control / Disconnect	\$15.00 each
Miscellaneous Electrical Permit	\$50.00
Plumbing - Residential	\$100.00 + \$10 per fixture
Plumbing - Commercial	\$200.00 + \$20 per fixture
Hot-Water Heater Change-out	\$50.00

Sprinkler System – Irrigation	\$50.00
Water/Sewer Tap	\$50.00 (see water/sewer for add'l fees)
Mechanical	\$100.00 per system
Mechanical – Commercial units	\$150.00 per system + \$ 10 per ton
New Gas Line	\$50.00
Commercial Range, Grease Hood, Etc.	\$50.00
Smoke Test – over 5 tons	\$50.00
Duct Work for alterations	\$35.00
Refrigeration	\$50.00 + \$10.00 per unit
Miscellaneous Mechanical Permit	\$50.00
Day Care Special Inspection	\$200.00
Demolition	\$150.00
Pool – includes electrical	\$100.00
Petroleum Tanks (above/below)	\$50.00 each
Petroleum Product Dispenser	\$50.00 +\$20 each addition disp.
Tent	\$50.00
Fire Alarm System (includes plan review)	\$50.00
Fire Sprinkler Systems: New/Renovations (plan review/100 heads)	\$100.00 + .50 each additional head
Fire Suppression System	\$100.00
Fence	\$50.00
Manufactured Housing	\$250.00 includes all trades
Service	Fee
Modular Housing	Use Residential Fees
Re-inspection fee	\$100 1st , \$100 2 nd , \$200 3 rd , etc...
Failure to obtain permit	Double Permit Fee
Site Plan (Single Family – See Zoning Permit; Subdivisions = see Subdivisions below)	\$250 + \$20 per each acre over 1
Rezoning	\$300
Conditional Use – Home Occupation	\$150
Conditional Use - Planned Development	\$300 + \$20 per each acre over 5
Conditional Use – Other	\$250.00
Minor Modification to Conditional Use Permit	\$100.00
Special Use Permit	\$150.00
Subdivision – Major/Minor subdivisions Preliminary/Final Plat (charged once, includes site plan review)	\$150.00 (first 10 lots) plus \$10 per each additional lot
Dollar Value per Acre for Open Space Calculation	Tax value at time of application, or most

	recent purchase price, whichever is greater
UDO Text Amendment	\$300.00
Code of Ordinance Text Amendment	\$150.00
Board of Adjustment	\$250.00
Commercial Building Reuse Inspection	\$50.00
Certificate of Appropriateness	\$50.00
Watershed Protection Permit	\$100.00
Special Intensity Allocation Application (includes Plan Review)	\$350.00 + \$20 per acre over one
Temporary Family Health Care Structure (Initial Zoning) (Annual Zoning Permit Renewal)	\$100.00 \$ 50.00
Zoning Permit	\$50.00
Zoning Compliance Letter	\$50.00
Sign Permit	\$75.00
Master Sign Plan	\$150.00
Banner Permit	\$10.00 per week, per banner
ABC Permit	\$ 25.00
Standard 8.5 x 11 Map	\$2.00
Standard 11 x 17 Map	\$4.00
Service	Fee
Standard 24 x 36 Map	\$20.00
Standard 34 X 44 Map	\$25.00
Custom Mapping	\$50.00 hour
Custom Aerial Maps 8.5 x 11	\$25.00 Material Fee + Hourly rate
Custom Aerial Maps 11 x 17	\$30.00 Material Fee + Hourly rate
Custom Aerial Maps 34 x 44	\$50.00 Material Fee + Hourly rate
Street Closure Petition	\$375.00 (petitioner responsible for survey)

Additional Information and Requirements for Planning related fees:

– The Town reserves the right to charge actual costs for special circumstances that require review above the norm or if the Town needs to hire a specialist (engineer, attorney, surveyor, etc.) to further review a proposal. Likewise, any other associated review, advertising, or recording fees shall be passed on to the applicant.

– Unless otherwise noted, all fees (and additional professional fees) must be paid upon initial application and prior to receiving a Zoning Compliance or a Certificate of Occupancy.

5. Fire Department Fees

Repeated or Continual Alarm Malfunction – (12-month period from July 1 to June 30)

First Alarm –	N/C
Second Alarm –	N/C
Third Alarm -	\$25.00
Fourth Alarm -	\$50.00
Fifth Alarm -	\$100.00
Each subsequent alarm -	\$100.00

Intentional Misuse of an Alarm

First Alarm -	\$250.00
Each subsequent alarm -	\$250.00

Fire Watch and Medical Coverage*

Class "A" Pumper -	\$50 per "Event"
Fire Officer -	\$30 per hour
Engineer -	\$25 per hour
Firefighter -	\$25 per hour (or per event as designated)
Emergency Medical Technician -	\$25 per hour (or per event as designated)

*Hourly rates may be adjusted for routine events, public school functions, and non-profit events upon approval of the Fire Chief.

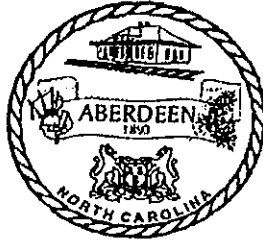
6. Police Department Fees

First false alarm-	N/C
Second false alarm-	Warning letter
Third false alarm-	2nd warning letter
Fourth and subsequent false alarms-	\$100 each
Police Duty*	\$45 per hour (or per event as designated)

*Hourly rates may be adjusted for routine events, public school functions, and non-profit events upon approval of the Police Chief.

Note:

Any fees or charges not specifically listed or itemized in this fee schedule but currently or traditionally charged by the Town shall remain in full force and effect until specifically eliminated.



Attachment to Fee Schedule

System Development Fee Schedule

(Approved by the Board of Commissioners December 2018 and modified February 2019.)

Aberdeen System Development Fees*			SDFs
Water	Meter Size		\$ 1,360
	3/4 in.		\$ 1,360
	1 in.		\$ 3,400
	1.5 in.		\$ 6,800
	2 in.		\$ 10,880
	4 in.		\$ 34,000
Sewer	Single-family		\$ 489.60
	¾ in.		\$ 734
	4 in.		\$ 12,240
	6 in.		Chart calculation – see tables.
	All others		Chart calculation – see tables.

Users may choose between the below Table 1 and Table 2 calculations as a **choice** in order to calculate their system develop fees. Single-family residential SDFs and tap fees (separate schedule) would use the standard meter size only as that calculation is a standard one. Multi-family residential would use the Table 1 calculations on a per bedroom charge. See below:

Table 1: Town of Aberdeen Water & Sewer System Development Fee Schedule

Development Type	Water System Development Fee (@ \$2.63/gallon)		Sewer System Development Fee (@ \$5.52/gallon)	
1 & 2 Bedroom Residential Single-Family Units	\$918.00	/unit	\$326.40	/unit
All other Single Family Residential	\$1,360.00	/unit	\$489.60	/unit
Multifamily Residential	\$459.00	/bedroom	\$163.20	/bedroom
General Business, Office, and Factories (Excluding Industrial Use)	\$85.00	/employee/shift	\$34.00	/employee/shift
General Business, Office, and Factories (Excluding Industrial Use) with Showers or Food Prep	\$119.00	/employee/shift	\$47.60	/employee/shift
Churches	\$10.20	/seat	\$4.08	/seat
Churches with Kitchen	\$17.00	/seat	\$6.80	/seat
Full Service Restaurant	\$136.00	/seat	\$54.40	/seat
Fast Food Restaurant	\$68.00	/seat	\$27.20	/seat
Laundromat	\$1,700.00	/machine	\$680.00	/machine
Medical & Dental Offices	\$850.00	/practitioner/shift	\$340.00	/practitioner/shift
Hospital	\$1,020.00	/bed	\$408.00	/bed
Day Care & Preschool	\$85.00	/person	\$34.00	/person
Schools (Including Gym & Showers)	\$51.00	/student	\$20.40	/student
Service/Gas Stations & Convenience Stores	\$850.00	/plumbing fixture	\$340.00	/plumbing fixture
Car Wash	\$4,080.00	/bay	\$1,632.00	/bay
Fitness Center	\$170.00	/100 ft ²	\$68.00	/100 ft ²
Stores & Shopping Centers	\$340.00	/1,000 ft ²	\$136.00	/1,000 ft ²
Stores & Shopping Centers with Food Service	\$442.00	/1,000 ft ²	\$176.80	/1,000 ft ²
Hotels/Motels	\$408.00	/guest room unit	\$163.20	/guest room
Hotels/Motels with in Room Kitchen and Rental Cottages and Cabins (below 800 sq. ft.)	\$595.00	/guest room unit	\$238.00	/guest room

Notes:

1. Fees are based on design flow given in 15A NCAC 02T .0114 or 15A NCAC 18C .0409 and the system development fee cost per gallon for each system.

2. For development types not given in the table above, fees should be calculated based on unit capacities given in 15A NCAC 02T .0114 and system development cost per gallon as approved by the Town.
3. "Practitioners" include medical doctors, dentists, nurse practitioners, other nurses, and dental hygienists.
4. "Persons" include students, staff, and for day care homes students, staff and residents.
5. "Plumbing fixture" means an individual sink, toilet, urinal, faucet, soda/drinking fountain, or hose connection.
6. "Employees" include any persons working 28 hours per week or more and part-time employees shall be employees working less than 28 hours per week and shall be counted as ½ of an "employee" or "person" no matter how few hours such part-time employee/person shall work per week.

Table 2: Aberdeen Commercial Fee Adjustments Based on Meter Size & Type

Meter Size	Maximum-Rated Safe Flow (gpm)	Meter Equivalent Ratio	Sewer SDF	Water SDF	Total
5/8" Displacement	20	1.0	\$489.60	\$1,360.00	\$1,849.60
3/4" Displacement	30	1.5	\$734.40	\$2,040.00	\$2,774.40
1" Displacement	50	2.5	\$1,224.00	\$3,400.00	\$4,624.00
1-1/2" Displacement	100	5.0	\$2,448.00	\$6,800.00	\$9,248.00
2" Displacement	160	8.0	\$3,916.80	\$10,880.00	\$14,796.80
3" SingleJet	320	16.0	\$7,833.60	\$21,760.00	\$29,593.60
3" Compound, Class 1	320	16.0	\$7,833.60	\$21,760.00	\$29,593.60
3" Turbine, Class 1	350	17.5	\$8,568.00	\$23,800.00	\$32,368.00
4" Singlejet	500	25.0	\$12,240.00	\$34,000.00	\$46,240.00
4" Compound, Class 1	500	25.0	\$12,240.00	\$34,000.00	\$46,240.00
4" Turbine, Class 1	630	31.5	\$15,422.40	\$42,840.00	\$58,262.40

Any fee for a structure or unit that is not included above or referenced within NCAC 15A NCAC 02T.0114 or 15A NCAC 18C.0409 shall be charged by the closest development type based on the recommendation of the Public Works Director and approval of the Town Manager.

TOWN OF ABERDEEN
ALLOCATION OF CLASSES TO SALARY GRADE
 Approved by the Board of Commissioners on 5/28/2019
 Effective July 1, 2019

Attachment B

SALARY GRADE	SALARY RANGE		CLASSIFICATION TITLE
1	\$19,481	- \$29,222	
2	\$20,455	- \$30,683	
3	\$21,478	- \$32,217	
4	\$22,552	- \$33,828	
5	\$23,680	- \$35,519	Custodial Worker (30 hrs/week)
6	\$24,863	- \$37,295	Sanitation Maintenance Worker Streets Maintenance Worker Grounds Maintenance Worker Parks & Recreation Administrative Assistant (part-time)
7	\$26,107	- \$39,160	Parks Maintenance Superintendent Sanitation Crew Leader Customer Service Representative (part-time)
8	\$27,412	- \$41,118	Water & Sewer Maintenance Worker
9	\$28,783	- \$43,174	
10	\$30,222	- \$45,333	Administrative Assistant (full-time) Police Records Clerk Recreation Athletic Coordinator Recreation Program Coordinator Well System Operator Permit Technician Water & Sewer Crew Leader
11	\$31,733	- \$47,599	Probationary Firefighter/EMT
12	\$33,319	- \$49,979	Firefighter/EMT Human Resources Specialist / PIO
13	\$34,985	- \$52,478	Finance Technician Firefighter/EMT First Class Probationary Police Officer

14	\$36,735	-	\$55,102	Police Officer I Senior Firefighter Sanitation Superintendent
14.5	\$37,653	-	\$56,480	Probationary Fire Lieutenant
15	\$38,571	-	\$57,857	Accounting Technician/Purchasing Agent Code Enforcement Officer Deputy Planner Police Officer II
15.5	\$39,536	-	\$59,304	Fire Lieutenant
16	\$40,500	-	\$60,750	Master Police Officer Planner I Downtown & Economic Development Planner Probationary Fire Inspector Probationary Police Sergeant Probationary Police Investigator
16.5	\$41,513	-	\$62,269	Senior Fire Lieutenant
17	\$42,525	-	\$63,788	Building Inspector I Fire Inspector Planner II Police Detective, 2nd Class, 1st Class Police Sergeant, 2nd Class, 1st Class Probationary Fire Captain Water & Sewer Superintendent IT Support Specialist
17.5	\$43,588	-	\$65,382	Fire Inspector 1st Class
18	\$44,651	-	\$66,977	Building Inspector II Fire Captain Probationary Police Lieutenant Senior Fire Inspector Senior Planner Public Works Operations Manager Utilities Operations Manager
19	\$46,884	-	\$70,326	Chief Building Inspector Deputy Fire Marshal Police Lieutenant, 2nd Class, 1st Class Senior Fire Captain

19.5	\$48,056	-	\$72,084	Fire Marshal
20	\$49,228	-	\$73,842	Senior Fire Marshal
21	\$51,689	-	\$77,534	Police Captain - Investigation, 2nd Class, 1st Class Police Captain - Patrol, 2nd Class, 1st Class
22	\$54,274	-	\$81,411	Deputy Police Chief Deputy Fire Chief Parks & Recreation Director
23	\$56,988	-	\$85,481	Planning Director Human Resources Director/Town Clerk
24	\$59,837	-	\$89,755	Finance Officer Fire Chief Police Chief Public Works Director
25	\$62,829	-	\$94,243	
26	\$65,970	-	\$98,955	
27	\$69,269	-	\$103,903	
28	\$72,732	-	\$109,098	
29	\$76,369	-	\$114,553	
30	\$80,187	-	\$120,281	
31	\$84,197	-	\$126,295	
32	\$88,406	-	\$132,610	