

**Town of North Andover
Position Classification
Personnel Policy Employees
As of 11/14/16**

Grade E-19

Fire Chief
Police Chief
Director - Public Works
Assistant Town Manager
Town Counsel
Finance Director / Town Accountant
Information Technology Director (consolidated)

Grade E-18

Director - Community Development
Finance Director

Grade E-17

Operations Manager - Public Works
Facilities Management Director (consolidated)
Superintendent - Water Treatment Plant
Town Engineer
Deputy Fire Chief
Senior Network Manager - IT
Human Resources Director/Director
Community Services

Grade E-16

Director - Youth & Recreation Services
Assessor
Inspector of Buildings
Director - Library
Human Resources Director

Grade E-15

Ass't Operations Manager - Public Works
Administrative Services Director - Police
Town Clerk
Public Health Director
Ass't Supt - Water Treatment Plant
Treasurer/ Collector

Grade E-14

Director of Planning - Town Planner
Director - Elder Services
IT Network Manager
Conservation Administrator
Staff Engineer
DWTP Laboratory Director

**Town of North Andover
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Grade E-13

Director, Stevens Estate
Executive Assistant - Town Manager
Payroll Coordinator

Grade E-12

IT Systems Support Analyst
Assistant Library Director
Human Resources Benefits Specialist
Local Building Inspector
District Director of Veterans' Services
Staff Planner

Grade E-11

Assistant Director - Youth & Rec Services
Administrative Ass't - Community Dev.
Public Health Nurse
Senior Water Analyst
Assistant Assessor (2)
Assistant Town Clerk
GIS Analyst
Assistant Town Accountant
Health Inspector
Electrical Inspector
Plumbing & Gas Inspector

Grade H-11

Conservation Field Inspector
Asst. Director / Outreach Worker - Elder Services

Grade H-10

Community Service Officer
Support Services Coord. - Youth & Rec Services
Social Program Coord. - Youth & Rec Services
Recreation Coordinator - Youth & Rec Services

Grade H-9

Program Coordinator- Elder Services

Grade H-8

Reserved For Future Use

Grade H-7

Crossing Guards - Police Department
Matron - Police Department
Cell Monitor - Police Department

**Town of North Andover
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Personnel Policy Employees
As of 11/14/16**

Stevens Pond Director
Ropes Course Instructors (Grades H4-H7)

Grade H-6

Stevens Pond Assistant Director

Grade H-5

Youth Center Program Leaders/Coord.
Elder Services P.T. Receptionist

Grade H-4

Stevens Pond Lifeguard
Youth Center Program Leaders/Coord.

Grade H-3

Reserved for Future Use

Grade H-2

Reserved for Future Use

Grade H-1

Youth and Recreation Workers
Stevens Pond Gate Attendant
Library Pages

Grade S-1

Director - Emergency Management

E = Exempt - Administrative Professional per FLSA
H = Hourly - Non-exempt per FLSA
S = Stipend - Salaried per FLSA
FLSA = Fair Labor Standards Act

Town of North Andover
Pay Classification
Personnel Policy Employees
* 20% Min to Max, 10% Grade to Grade
Effective November 14, 2016

Grade	Min	Mid	Max
E-19	\$ 97,941	107,735	117,529
E-18	89,038	97,942	106,846
E-17	80,944	89,038	97,133
E-16	73,585	80,944	88,302
E-15	66,896	73,586	80,275
E-14	60,814	66,895	72,977
E-13	55,286	60,815	66,343
E-12	50,259	55,285	60,311
E-11	47,482	52,230	56,978
H-11	\$23.81	\$24.08	\$24.34
H-10	\$21.65	\$23.81	\$25.98
H-9	\$19.68	\$21.65	\$23.61
H-8	\$17.89	\$19.68	\$21.47
H-7	\$16.26	\$17.89	\$19.52
H-6	\$14.78	\$16.26	\$17.74
H-5	\$13.44	\$14.78	\$16.13
H-4	\$12.22	\$13.44	\$14.66
H-3	\$11.11	\$12.22	\$13.33
H-2	\$10.10	\$11.11	\$12.12
H-1	\$9.18	\$10.10	\$11.02
S-1	\$ 5,954	\$ 6,549	\$ 7,145

* Approximate due to rounding
E- Exempt
H - Hourly
S- Stipend