

**FAIRHAVEN, MASSACHUSETTS**  
**CLASSIFICATION PLAN**  
**GRADE/POSITION**

**1**

Gate Assistant - Seasonal  
Receptionist

**2**

Assistant Animal Control Officer  
Volunteer Coordinator - COA

**3**

Van Driver

**4**

Lifeguard - Seasonal (BPW)

**5**

Deputy Harbormaster/Shellfish Deputy Warden

**6**

Recreation Supervisor  
Videographer  
Select Board Principal Office Assistant  
Assistant Harbormaster/Senior Shellfish Deputy Warden

**7**

Account Payable Clerk I  
Tree Laborer  
Outreach Worker - COA  
Recording Secretary  
Social Day Assistant Program Coordinator  
Veteran's Administrative Assistant

**8**

Custodian

**9**

Account Payable Clerk II  
On-Call Firefighter - Base (A-F)

**10**

Programs Coordinator - Recreation  
Planning and Economic Development Administrative Assistant

**11**

Animal Control Officer  
Production Coordinator  
Social Day Director - Coordinator

**12**

Executive Assistant or Administrative Assistant (Fire)  
Executive Assistant or Administrative Assistant (Police)

**13**

Fire Alarm Technician

**14**

Gas and Plumbing Inspector  
Health Inspector  
Sealer of Weights and Measures  
Tourism Director  
Assistant Building Commissioner  
Director of Community Television  
Veterans Services Officer  
Wiring Inspector

**15**

BPW Office Manager  
Council on Aging Director  
Assistant to the Town Administrator  
Fire Alarm Coordinator  
Recreation Director

**16**

Assistant Sewer Superintendent

**17**

Conservation/Sustainability Coordinator  
Harbormaster/Shellfish Warden  
Health Agent

**18**

Human Resources Director  
Principal Assessor

**19**

Building Commissioner  
Planning and Economic Development Director  
Town Accountant

**20**

Sewer Superintendent  
Water Superintendent

**21**

Finance Director

**22**

*No Positions Assigned*

*Accepted by vote of the Board of Selectmen 11-13-19*

FY24-July 1, 2023 to June 30, 2024

GRADE ↓	Amount	STEP →		3	4	5	6	7	8	9
		1	2							
1	Hourly	N/A	N/A	N/A	N/A	N/A	N/A	14.83	15.00	15.37
	Weekly	N/A	N/A	N/A	N/A	N/A	N/A	593.20	600.00	614.80
	Annual	N/A	N/A	N/A	N/A	N/A	N/A	30,846.40	31,200.00	31,969.60
2	Hourly	N/A	N/A	N/A	N/A	14.83	15.00	15.38	15.46	16.16
	Weekly	N/A	N/A	N/A	N/A	593.20	600.00	615.20	618.40	646.40
	Annual	N/A	N/A	N/A	N/A	30,846.40	31,200.00	31,990.40	32,156.80	33,612.80
3	Hourly	N/A	14.83	14.91	15.28	15.67	16.05	16.45	16.86	17.28
	Weekly	N/A	593.20	596.40	611.20	626.80	642.00	658.00	674.40	691.20
	Annual	N/A	30,846.40	31,012.80	31,782.40	32,593.60	33,384.00	34,216.00	35,068.80	35,942.40
4	Hourly	15.19	15.56	15.94	16.34	16.75	17.17	17.61	18.04	18.50
	Weekly	607.60	622.40	637.60	653.60	670.00	686.80	704.40	721.60	740.00
	Annual	31,595.20	32,364.80	33,155.20	33,987.20	34,840.00	35,713.60	36,628.80	37,523.20	38,480.00
5	Hourly	16.24	16.65	17.06	17.50	17.95	18.39	18.86	19.33	19.82
	Weekly	649.60	666.00	682.40	700.00	718.00	735.60	754.40	773.20	792.80
	Annual	33,779.20	34,632.00	35,484.80	36,400.00	37,336.00	38,251.20	39,228.80	40,206.40	41,225.60
6	Hourly	17.37	17.81	18.25	18.71	19.17	19.65	20.12	20.63	21.15
	Weekly	694.80	712.40	730.00	748.40	766.80	786.00	804.80	825.20	846.00
	Annual	36,129.60	37,044.80	37,960.00	38,916.80	39,873.60	40,872.00	41,849.60	42,910.40	43,992.00
7	Hourly	18.59	19.06	19.53	20.01	20.51	21.02	21.55	22.09	22.65
	Weekly	743.60	762.40	781.20	800.40	820.40	840.80	862.00	883.60	906.00
	Annual	38,667.20	39,644.80	40,622.40	41,620.80	42,660.80	43,721.60	44,824.00	45,947.20	47,112.00
8	Hourly	19.90	20.39	20.90	21.42	21.96	22.51	23.08	23.65	24.26
	Weekly	796.00	815.60	836.00	856.80	878.40	900.40	923.20	946.00	970.40
	Annual	41,392.00	42,411.20	43,472.00	44,553.60	45,676.80	46,820.80	48,006.40	49,192.00	50,460.80
9	Hourly	21.29	21.82	22.36	22.92	23.49	24.08	24.69	25.32	25.94
	Weekly	851.60	872.80	894.40	916.80	939.60	963.20	987.60	1,012.80	1,037.60
	Annual	44,283.20	45,385.60	46,508.80	47,673.60	48,859.20	50,086.40	51,355.20	52,665.60	53,955.20
10	Hourly	22.78	23.35	23.93	24.52	25.14	25.80	26.43	27.08	27.74
	Weekly	911.20	934.00	957.20	980.80	1,005.60	1,032.00	1,057.20	1,083.20	1,109.60
	Annual	47,382.40	48,568.00	49,774.40	51,001.60	52,291.20	53,664.00	54,974.40	56,326.40	57,699.20
11	Hourly	24.37	24.97	25.59	26.24	26.91	27.57	28.24	28.97	29.69
	Weekly	974.80	998.80	1,023.60	1,049.60	1,076.40	1,102.80	1,129.60	1,158.80	1,187.60
	Annual	50,689.60	51,937.60	53,227.20	54,579.20	55,972.80	57,345.60	58,739.20	60,257.60	61,755.20
12	Hourly	26.06	26.70	27.41	28.08	28.77	29.51	30.24	30.99	31.77
	Weekly	1,042.40	1,068.00	1,096.40	1,123.20	1,150.80	1,180.40	1,209.60	1,239.60	1,270.80
	Annual	54,204.80	55,536.00	57,012.80	58,406.40	59,841.60	61,380.80	62,899.20	64,459.20	66,081.60
13	Hourly	28.15	28.85	29.59	30.31	31.08	31.85	32.65	33.47	34.30
	Weekly	1,126.00	1,154.00	1,183.60	1,212.40	1,243.20	1,274.00	1,306.00	1,338.80	1,372.00
	Annual	58,552.00	60,008.00	61,547.20	63,044.80	64,646.40	66,248.00	67,912.00	69,617.60	71,344.00

FY24-July 1, 2023 to June 30, 2024

GRADE ↓	Amount	STEP →								
		1	2	3	4	5	6	7	8	9
14	Hourly	30.14	30.88	31.65	32.45	33.14	34.09	34.94	35.80	36.70
	Weekly	1,205.60	1,235.20	1,266.00	1,298.00	1,325.60	1,363.60	1,397.60	1,432.00	1,468.00
	Annual	62,691.20	64,230.40	65,832.00	67,496.00	68,931.20	70,907.20	72,675.20	74,464.00	76,336.00
15	Hourly	32.24	33.05	33.87	34.72	35.59	36.49	37.41	38.34	39.30
	Weekly	1,289.60	1,322.00	1,354.80	1,388.80	1,423.60	1,459.60	1,496.40	1,533.60	1,572.00
	Annual	67,059.20	68,744.00	70,449.60	72,217.60	74,027.20	75,899.20	77,812.80	79,747.20	81,744.00
16	Hourly	34.49	35.35	36.24	37.14	38.07	39.03	39.98	40.99	42.02
	Weekly	1,379.60	1,414.00	1,449.60	1,485.60	1,522.80	1,561.20	1,599.20	1,639.60	1,680.80
	Annual	71,739.20	73,528.00	75,379.20	77,251.20	79,185.60	81,182.40	83,158.40	85,259.20	87,401.60
17	Hourly	36.91	37.84	38.79	39.75	40.75	41.77	42.82	43.89	44.97
	Weekly	1,476.40	1,513.60	1,551.60	1,590.00	1,630.00	1,670.80	1,712.80	1,755.60	1,798.80
	Annual	76,772.80	78,707.20	80,683.20	82,680.00	84,760.00	86,881.60	89,065.60	91,291.20	93,537.60
18	Hourly	39.49	40.47	41.49	42.53	43.62	44.69	45.80	46.94	48.12
	Weekly	1,579.60	1,618.80	1,659.60	1,701.20	1,744.80	1,787.60	1,832.00	1,877.60	1,924.80
	Annual	82,139.20	84,177.60	86,299.20	88,462.40	90,729.60	92,955.20	95,264.00	97,635.20	100,089.60
19	Hourly	42.26	43.31	44.39	45.50	46.65	47.82	49.01	50.25	51.49
	Weekly	1,690.40	1,732.40	1,775.60	1,820.00	1,866.00	1,912.80	1,960.40	2,010.00	2,059.60
	Annual	87,900.80	90,084.80	92,331.20	94,640.00	97,032.00	99,465.60	101,940.80	104,520.00	107,099.20
20	Hourly	45.22	46.34	47.50	48.69	49.90	51.15	52.44	53.73	55.10
	Weekly	1,808.80	1,853.60	1,900.00	1,947.60	1,996.00	2,046.00	2,097.60	2,149.20	2,204.00
	Annual	94,057.60	96,387.20	98,800.00	101,275.20	103,792.00	106,392.00	109,075.20	111,758.40	114,608.00
21	Hourly	48.38	49.59	50.84	52.09	53.42	54.73	56.12	57.51	58.95
	Weekly	1,935.20	1,983.60	2,033.60	2,083.60	2,136.80	2,189.20	2,244.80	2,300.40	2,358.00
	Annual	100,630.40	103,147.20	105,747.20	108,347.20	111,113.60	113,838.40	116,729.60	119,620.80	122,616.00
22	Hourly	59.02	60.51	62.02	63.48	65.15	66.78	68.45	70.17	71.92
	Weekly	2,360.80	2,420.40	2,480.80	2,539.20	2,606.00	2,671.20	2,738.00	2,806.80	2,876.80
	Annual	122,761.60	125,860.80	129,001.60	132,038.40	135,512.00	138,902.40	142,376.00	145,953.60	149,593.60

Call Firefighter inset (Based on Level 9)						FY24		
<b>Level 9(A) FF only</b>								
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
21.29	21.82	22.36	22.92	23.49	24.08	24.69	25.32	25.94
<b>Level 9(B) FF/EMT (1%)</b>								
21.50	22.04	22.58	23.15	23.73	24.32	24.94	25.57	26.20
<b>Level 9(C) FF/Medic (2%)</b>								
21.71	22.25	22.81	23.38	23.96	24.56	25.19	25.82	26.46
<b>Level 9 (D) FF LT (3%)</b>								
21.93	22.47	23.03	23.61	24.20	24.80	25.44	26.08	26.72
<b>Level 9 (E) FF/LT/EMT (4%)</b>								
22.14	22.69	23.25	23.84	24.43	25.04	25.68	26.33	26.98
<b>Level 9 (F) FF/LT/Medic (5%)</b>								
22.35	22.91	23.48	24.07	24.67	25.28	25.93	26.58	27.24

*fiscal year 2024 - July 1, 2023 to June 30, 2024*