

Management Salary Schedule
Effective October 1, 2019 (FY20-FY21)

Grade	Minimum	Mid-Point	Maximum
K-29	\$135,688	\$151,954	\$168,244
K-28	\$127,877	\$143,228	\$158,554
K-27	\$120,065	\$134,477	\$148,889
K-26	\$112,303	\$125,775	\$139,248
K-25	\$104,491	\$117,024	\$129,582
K-24	\$96,680	\$108,298	\$119,892
K-23	\$88,893	\$99,547	\$110,226
K-22	\$81,082	\$90,821	\$100,536
K-21	\$70,650	\$79,129	\$87,583

Annual Salary for Exempt Positions

Non-Represented: Administrative/Support and Professional/Technical Positions

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GE24			\$85,605.00	\$88,179.00	\$90,792.00	\$93,541.50	\$96,330.00	\$99,235.50	\$102,238.50	\$104,793.00	\$107,386.50
GE23			\$83,908.50	\$86,404.50	\$88,998.00	\$91,669.50	\$94,438.50	\$97,246.50	\$100,191.00	\$102,667.50	\$105,261.00
GE22			\$78,351.00	\$80,710.50	\$83,128.50	\$85,644.00	\$88,198.50	\$90,811.50	\$93,561.00	\$95,901.00	\$98,299.50
GE21			\$73,183.50	\$75,445.50	\$77,649.00	\$79,989.00	\$82,387.50	\$84,864.00	\$87,438.00	\$89,602.50	\$91,845.00
GE20			\$68,289.00	\$70,278.00	\$72,384.00	\$74,607.00	\$76,810.50	\$79,131.00	\$81,490.50	\$83,518.50	\$85,605.00
GE19			\$62,185.50	\$64,057.50	\$65,929.50	\$67,899.00	\$70,005.00	\$72,091.50	\$74,217.00	\$76,089.00	\$78,019.50
GE18			\$56,647.50	\$58,324.50	\$60,079.50	\$61,873.50	\$63,726.00	\$65,676.00	\$67,626.00	\$69,322.50	\$71,058.00
GE17			\$54,912.00	\$56,550.00	\$58,246.50	\$60,001.50	\$61,776.00	\$63,628.50	\$65,578.50	\$67,197.00	\$68,874.00
GE16			\$53,313.00	\$54,931.50	\$56,550.00	\$58,266.00	\$60,021.00	\$61,795.50	\$63,648.00	\$65,227.50	\$66,904.50
GE15			\$50,212.50	\$51,733.50	\$53,274.00	\$54,892.50	\$56,511.00	\$58,227.00	\$59,982.00	\$61,483.50	\$63,004.50
GE14			\$45,766.50	\$47,131.50	\$48,555.00	\$50,017.50	\$51,499.50	\$53,040.00	\$54,619.50	\$55,984.50	\$57,388.50
GE13			\$42,100.50	\$43,407.00	\$44,674.50	\$46,020.00	\$47,424.00	\$48,808.50	\$50,271.00	\$51,538.50	\$52,825.50
GE12			\$38,415.00	\$39,565.50	\$40,794.00	\$41,983.50	\$43,270.50	\$44,557.50	\$45,883.50	\$47,053.50	\$48,223.50
GE11			\$35,724.00	\$36,796.50	\$37,947.00	\$39,039.00	\$40,209.00	\$41,418.00	\$42,685.50	\$43,719.00	\$44,811.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24			\$43.90	\$45.22	\$46.56	\$47.97	\$49.40	\$50.89	\$52.43	\$53.74	\$55.07
G23			\$43.03	\$44.31	\$45.64	\$47.01	\$48.43	\$49.87	\$51.38	\$52.65	\$53.98
G22			\$40.18	\$41.39	\$42.63	\$43.92	\$45.23	\$46.57	\$47.98	\$49.18	\$50.41
G21			\$37.53	\$38.69	\$39.82	\$41.02	\$42.25	\$43.52	\$44.84	\$45.95	\$47.10
G20			\$35.02	\$36.04	\$37.12	\$38.26	\$39.39	\$40.58	\$41.79	\$42.83	\$43.90
G19			\$31.89	\$32.85	\$33.81	\$34.82	\$35.90	\$36.97	\$38.06	\$39.02	\$40.01
G18			\$29.05	\$29.91	\$30.81	\$31.73	\$32.68	\$33.68	\$34.68	\$35.55	\$36.44
G17			\$28.16	\$29.00	\$29.87	\$30.77	\$31.68	\$32.63	\$33.63	\$34.46	\$35.32
G16			\$27.34	\$28.17	\$29.00	\$29.88	\$30.78	\$31.69	\$32.64	\$33.45	\$34.31
G15			\$25.75	\$26.53	\$27.32	\$28.15	\$28.98	\$29.86	\$30.76	\$31.53	\$32.31
G14			\$23.47	\$24.17	\$24.90	\$25.65	\$26.41	\$27.20	\$28.01	\$28.71	\$29.43
G13			\$21.59	\$22.26	\$22.91	\$23.60	\$24.32	\$25.03	\$25.78	\$26.43	\$27.09
G12			\$19.70	\$20.29	\$20.92	\$21.53	\$22.19	\$22.85	\$23.53	\$24.13	\$24.73
G11			\$18.32	\$18.87	\$19.46	\$20.02	\$20.62	\$21.24	\$21.89	\$22.42	\$22.98

Hourly Rates for Non-Exempt Positions (40 Hours)

Non-Represented: Professional and Technical Salary Schedule
Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24			\$41.16	\$42.39	\$43.65	\$44.97	\$46.31	\$47.71	\$49.15	\$50.38	\$51.63
GU23			\$40.34	\$41.54	\$42.79	\$44.07	\$45.40	\$46.75	\$48.17	\$49.36	\$50.61
GU22			\$37.67	\$38.80	\$39.97	\$41.18	\$42.40	\$43.66	\$44.98	\$46.11	\$47.26
GU21			\$35.18	\$36.27	\$37.33	\$38.46	\$39.61	\$40.80	\$42.04	\$43.08	\$44.16
GU20			\$32.83	\$33.79	\$34.80	\$35.87	\$36.93	\$38.04	\$39.18	\$40.15	\$41.16
GU19			\$29.90	\$30.80	\$31.70	\$32.64	\$33.66	\$34.66	\$35.68	\$36.58	\$37.51
GU18			\$27.23	\$28.04	\$28.88	\$29.75	\$30.64	\$31.58	\$32.51	\$33.33	\$34.16
GU17			\$26.40	\$27.19	\$28.00	\$28.85	\$29.70	\$30.59	\$31.53	\$32.31	\$33.11
GU16			\$25.63	\$26.41	\$27.19	\$28.01	\$28.86	\$29.71	\$30.60	\$31.36	\$32.17
GU15			\$24.14	\$24.87	\$25.61	\$26.39	\$27.17	\$27.99	\$28.84	\$29.56	\$30.29
GU14			\$22.00	\$22.66	\$23.34	\$24.05	\$24.76	\$25.50	\$26.26	\$26.92	\$27.59
GU13			\$20.24	\$20.87	\$21.48	\$22.13	\$22.80	\$23.47	\$24.17	\$24.78	\$25.40

Town of Needham

GU12		\$18.47	\$19.02	\$19.61	\$20.18	\$20.80	\$21.42	\$22.06	\$22.62	\$23.18
GU11		\$17.18	\$17.69	\$18.24	\$18.77	\$19.33	\$19.91	\$20.52	\$21.02	\$21.54

Hourly Rates for Non-Exempt Positions (37.5 Hours)

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24			\$43.90	\$45.22	\$46.56	\$47.97	\$49.40	\$50.89	\$52.43	\$53.74	\$55.07
I-23			\$43.03	\$44.31	\$45.64	\$47.01	\$48.43	\$49.87	\$51.38	\$52.65	\$53.98
I-22			\$40.18	\$41.39	\$42.63	\$43.92	\$45.23	\$46.57	\$47.98	\$49.18	\$50.41
I-21			\$37.53	\$38.69	\$39.82	\$41.02	\$42.25	\$43.52	\$44.84	\$45.95	\$47.10
I-20			\$35.02	\$36.04	\$37.12	\$38.26	\$39.39	\$40.58	\$41.79	\$42.83	\$43.90
I-19			\$31.89	\$32.85	\$33.81	\$34.82	\$35.90	\$36.97	\$38.06	\$39.02	\$40.01
I-18			\$29.05	\$29.91	\$30.81	\$31.73	\$32.68	\$33.68	\$34.68	\$35.55	\$36.44
I-17			\$28.16	\$29.00	\$29.87	\$30.77	\$31.68	\$32.63	\$33.63	\$34.46	\$35.32
I-16			\$27.34	\$28.17	\$29.00	\$29.88	\$30.78	\$31.69	\$32.64	\$33.45	\$34.31
I-15			\$25.75	\$26.53	\$27.32	\$28.15	\$28.98	\$29.86	\$30.76	\$31.53	\$32.31
I-14			\$23.47	\$24.17	\$24.90	\$25.65	\$26.41	\$27.20	\$28.01	\$28.71	\$29.43
I-13			\$21.59	\$22.26	\$22.91	\$23.60	\$24.32	\$25.03	\$25.78	\$26.43	\$27.09
I-12			\$19.70	\$20.29	\$20.92	\$21.53	\$22.19	\$22.85	\$23.53	\$24.13	\$24.73
I-11			\$18.32	\$18.87	\$19.46	\$20.02	\$20.62	\$21.24	\$21.89	\$22.42	\$22.98

Annual Salary for Exempt Positions

ITWA: Administrative/Support and Professional/Technical Positions

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	4	5	6	7	8	9	10	11
IE-24			\$85,605.00	\$88,179.00	\$90,792.00	\$93,541.50	\$96,330.00	\$99,235.50	\$102,238.50	\$104,793.00	\$107,386.50
IE-23			\$83,908.50	\$86,404.50	\$88,998.00	\$91,669.50	\$94,438.50	\$97,246.50	\$100,191.00	\$102,667.50	\$105,261.00
IE-22			\$78,351.00	\$80,710.50	\$83,128.50	\$85,644.00	\$88,198.50	\$90,811.50	\$93,561.00	\$95,901.00	\$98,299.50
IE-21			\$73,183.50	\$75,445.50	\$77,649.00	\$79,989.00	\$82,387.50	\$84,864.00	\$87,438.00	\$89,602.50	\$91,845.00
IE-20			\$68,289.00	\$70,278.00	\$72,384.00	\$74,607.00	\$76,810.50	\$79,131.00	\$81,490.50	\$83,518.50	\$85,605.00
IE-19			\$62,185.50	\$64,057.50	\$65,929.50	\$67,899.00	\$70,005.00	\$72,091.50	\$74,217.00	\$76,089.00	\$78,019.50
IE-18			\$56,647.50	\$58,324.50	\$60,079.50	\$61,873.50	\$63,726.00	\$65,676.00	\$67,626.00	\$69,322.50	\$71,058.00
IE-17			\$54,912.00	\$56,550.00	\$58,246.50	\$60,001.50	\$61,776.00	\$63,628.50	\$65,578.50	\$67,197.00	\$68,874.00
IE-16			\$53,313.00	\$54,931.50	\$56,550.00	\$58,266.00	\$60,021.00	\$61,795.50	\$63,648.00	\$65,227.50	\$66,904.50
IE-15			\$50,212.50	\$51,733.50	\$53,274.00	\$54,892.50	\$56,511.00	\$58,227.00	\$59,982.00	\$61,483.50	\$63,004.50

IE-14		\$45,766.50	\$47,131.50	\$48,555.00	\$50,017.50	\$51,499.50	\$53,040.00	\$54,619.50	\$55,984.50	\$57,388.50
IE-13		\$42,100.50	\$43,407.00	\$44,674.50	\$46,020.00	\$47,424.00	\$48,808.50	\$50,271.00	\$51,538.50	\$52,825.50
IE-12		\$38,415.00	\$39,565.50	\$40,794.00	\$41,983.50	\$43,270.50	\$44,557.50	\$45,883.50	\$47,053.50	\$48,223.50
IE-11		\$35,724.00	\$36,796.50	\$37,947.00	\$39,039.00	\$40,209.00	\$41,418.00	\$42,685.50	\$43,719.00	\$44,811.00

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Trades (1st Shift)

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$32.60	\$33.59	\$34.57	\$35.59	\$36.47	\$37.36	\$38.31	\$39.24
BT3	\$28.59	\$29.44	\$30.32	\$31.21	\$31.98	\$32.77	\$33.60	\$34.40
BT2	\$26.03	\$26.78	\$27.58	\$28.40	\$29.10	\$29.83	\$30.54	\$31.31
BT1	\$23.69	\$24.38	\$25.11	\$25.84	\$26.49	\$27.14	\$37.81	\$28.49

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Custodians (1st Shift)

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$25.40	\$26.13	\$26.87	\$27.63	\$28.29	\$28.97	\$29.66	\$30.37
BC2	\$24.21	\$24.90	\$25.62	\$26.34	\$26.97	\$27.60	\$28.27	\$28.94
BC1	\$21.10	\$21.71	\$22.32	\$22.95	\$23.50	\$24.06	\$24.64	\$25.22

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Trades (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$33.60	\$34.59	\$35.57	\$36.59	\$37.47	\$38.36	\$39.31	\$40.24
BT3	\$29.59	\$30.44	\$31.32	\$32.21	\$32.98	\$33.77	\$34.60	\$35.40
BT2	\$27.03	\$27.78	\$28.58	\$29.40	\$30.10	\$30.83	\$31.54	\$32.31
BT1	\$24.69	\$25.38	\$26.11	\$26.84	\$27.49	\$28.14	\$38.81	\$29.49

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Custodians (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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BC3	\$26.40	\$27.13	\$27.87	\$28.63	\$29.29	\$29.97	\$30.66	\$31.37
BC2	\$25.21	\$25.90	\$26.62	\$27.34	\$27.97	\$28.60	\$29.27	\$29.94
BC1	\$22.10	\$22.71	\$23.32	\$23.95	\$24.50	\$25.06	\$25.64	\$26.22

Hourly Rates for Non-Exempt Positions (40 Hours)

NIPEA: Public Works Salary Schedule

Effective July 1, 2020 (FY21)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
W7			\$30.41	\$31.30	\$32.23	\$32.95	\$34.01	\$35.07	\$36.09	\$36.81
W6		\$27.75	\$28.55	\$29.42	\$30.28	\$31.18	\$31.89	\$32.55	\$33.23	\$33.89
W5		\$25.71	\$26.47	\$27.24	\$28.05	\$28.88	\$29.53	\$30.15	\$30.77	\$31.39
W4		\$23.96	\$24.68	\$25.40	\$26.15	\$26.93	\$27.62	\$28.21	\$28.79	\$29.37
W3		\$22.53	\$23.19	\$23.87	\$24.58	\$25.31	\$26.09	\$26.53	\$26.99	\$27.53
W2			\$21.02	\$21.78	\$22.63	\$23.49	\$24.47	\$24.88	\$25.32	\$25.83

Hourly Rates for Non-Exempt Positions (40 Hours)

Police Unit A: Officers and Sergeants

Effective July 1, 2019 (FY20)

GRADE	MINIMU	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$34.35	\$35.63	\$37.01	\$38.44	\$39.21	\$39.98	\$40.79
P-1	\$24.00	\$25.15	\$26.37	\$27.65	\$29.00	\$30.42	\$31.89	\$32.53	\$33.17

Effective January 1, 2020 (FY20)

GRADE	MINIMU	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$34.69	\$35.99	\$37.38	\$38.82	\$39.60	\$40.38	\$41.20
P-1	\$24.24	\$25.40	\$26.63	\$27.93	\$29.29	\$30.72	\$32.21	\$32.86	\$33.51

Annual Salary for Exempt Positions

Police Superior Officers: Lieutenants

Effective July 1, 2019 (FY20)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Lieutenant	\$115,737	\$118,920	\$122,190	\$125,550	\$129,002

Effective January 1, 2020 (FY20)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Lieutenant	\$116,894	\$120,109	\$123,412	\$126,806	\$130,292

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit A

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Captain						\$38.51	\$40.43	\$41.26	\$42.10
Lieutenant				\$32.66	\$34.03	\$35.42	\$37.20	\$37.94	\$38.72
Firefighter		\$24.60	\$25.83	\$27.13	\$28.49	\$29.91	\$31.43	\$32.05	\$32.70

Effective January 1, 2020 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Captain						\$38.88	\$40.83	\$41.66	\$42.51
Lieutenant				\$32.99	\$34.37	\$35.77	\$37.57	\$38.32	\$39.09
Firefighter		\$24.85	\$26.09	\$27.39	\$28.77	\$30.20	\$31.74	\$32.37	\$33.02

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit A

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$25.84	\$27.11	\$28.48	\$29.90	\$31.39	\$32.97	\$33.64	\$34.31
EMS Administrator		\$25.84	\$27.11	\$28.48	\$29.90	\$31.39	\$32.97	\$33.64	\$34.31

Effective January 1, 2020 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$26.09	\$27.38	\$28.76	\$30.19	\$31.69	\$33.29	\$33.97	\$34.65
EMS Administrator		\$26.09	\$27.38	\$28.76	\$30.19	\$31.69	\$33.29	\$33.97	\$34.65

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit C

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$40.52	\$42.31	\$44.05	\$46.25	\$48.12

Effective January 1, 2020 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$40.92	\$42.73	\$44.49	\$46.70	\$48.59

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit C

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$50.81	\$53.40	\$55.54

Effective January 1, 2020 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$51.30	\$53.92	\$56.08