

Proposed Job Families

Below are how groups, or families, of jobs relate to each other. Progression from one to another is not guaranteed; instead, they are a road map of what positions exist at the Town should an employee continue to build their skill set, knowledge and abilities. Exactly what skills, certifications, education or training are needed is coming soon. Note: some of our jobs don't fit into a family easily at this time. Reach out to your supervisor or the Pay & Classification Team if you have a suggestion of where your job could fit below if you don't see it.

Job Family	January 1 Job Titles	Pay grades
Accounting	Accountant	E07
	Accounting Supervisor	E11
	Division Manager (Accounting Manager)	E13
Administrative	Administrative Technician	N03
	Administrative Assistant	N06
	Administrative Coordinator	E02
	Administrative Analyst	E07
	Analyst I	E08
	Analyst II	E09
	Administrative Services Manager	E11
Analyst	Analyst I	E08
	Analyst II	E09
	Administrative Services Manager	E11
Arborist	Assistant Arborist	N11
	Arborist	N13
Building Inspector	Building Inspector Apprentice	N03
	Building Inspector I	N11
	Building Inspector II	N12
	Building Inspector III	N14
Building Maintenance Mechanic	Building Maintenance Mechanic I	N06
	Building Maintenance Mechanic II	N08
	Building Maintenance Mechanic III	N10
Bus Technician	Bus Service Technician	TN 2
	Bus Technician I	TN5
	Bus Technician II	TN6
	Bus Technician III	TN7
	Bus Technician Supervisor	TN8
Code Compliance	Code Compliance Officer I	N10
	Code Compliance Officer II	N12
	Code Compliance Manager	E10

Construction	Construction Worker I	N06
	Construction Worker II	N08
	Construction Worker III	N09
	Construction Worker IV / Heavy Equipment Operator	N10
	Public Works Crew Supervisor - Construction	N11
	Peer Support Specialist	N09
Crisis Counselor	Crisis Counselor (& Transit) I	PN2
	Crisis Counselor II	PN3
	Crisis Counselor III	PN4
	Crisis Counselor Coordinator	PN5
	Crisis Division Manager	PE7
	Development Technician I	N06
Development Technician	Development Technician II	N08
	Engineer I/II	E10
Engineer	Engineer III	E11
Fire Inspections and Marshal	Fire Inspector I / Community Risk Reduction Specialist	FN4
	Fire Inspector II	FN5
	Assistant Fire Marshal	FN6
	Deputy Fire Marshal	FN8
	Fire Marshal	FE9
Firefighter	Firefighter Recruit	FN0
	Firefighter I	FN1
	Firefighter II	FN2
	Fire Engineer	FN3
	Fire Lieutenant	FN4
	Fire Captain / Fire Logistics Officer / Fire Captain - Training	FN6
	Battalion Commander	FN7
	Battalion Chief	FN8
	Assistant Chief	FE9
	Deputy Chief	FE10
Fleet Technician	Fire Chief	S5
	Fleet Technician I	N10
	Fleet Technician II	N11
	Fleet Technician III & Fleet Systems Technician	N13
	Fleet Technician Supervisor	N15
GIS Analyst	Analyst I (GIS Analyst I)	E08
	Analyst II (GIS Analyst II)	E09

Groundskeeper	Groundskeeper Groundskeeper Crew Leader Parks Maintenance Supervisor Division Manager (Parks Maintenance Manager)	N05 N11 E05 E13
Housing Maintenance	Housing Maintenance Mechanic I/II Housing Maintenance Mechanic III Housing Maintenance Mechanic Supervisor	N08 N10 E11
HR	HR Assistant HR Specialist HR Generalist I HR Generalist II	N08 N09 E09 E10
IT Analyst	IT Analyst I IT Analyst II IT Analyst III	N11 N13 N15
IT Business Analyst	Analyst I (IT Business Analyst I) Analyst II (IT Business Analyst II)	E08 E09
Library	Library Associate I Library Associate II Library Technician / Program Specialist (Explore More) Administrative Coordinator Program Coordinator I Coordinator II (Supervisor) Administrative Services Manager Division Manager Assistant Director Director	N08 N09 N10 E02 E06 E07 E11 E13 S3 S5
Planner	Development Technician I Development Technician II Planner I/II Senior Planner Principal Planner Division Manager (Zoning, OMG, Long-Range)	N06 N08 E05 E08 E10 E13
Plans Reviewer	Plans Reviewer I Plans Reviewer II	E5 E8

	Community Safety Support Technician	PN0
	Police Officer Recruit	PN1
	Police Officer I	PN1
	Police Officer II	PN2
	Police Officer III	PN3
	Police Officer IV	PN4
	Police Sergeant	PN5
	Police Lieutenant	PN6
	Police Captain	PE7
	Police Assistant Chief	PE8
Police	Police Chief	S5
	Police Assistant General Counsel	S2
Police Attorney	Police General Counsel	S4
	Crime Analyst	E04
	Community Safety Specialist	N06
Police	Police Wellness Coordinator	E06
Professional Staff	Community Safety Division Manager	PE7
	Program Specialist	N10
	Program Coordinator I	E06
	Coordinator II	E07
	Analyst I	E08
	Analyst II	E09
Program Leadership	Program Manager	E12
	Program Director	S3
	Project Manager I	E08
	Project Manager II	E10
Project Manager	Strategic Project Manager	E14
Public Works Inspector	Public Works Inspector I	N11
	Public Works Inspector II	E06
	Sign & Marking Tech I	N06
	Sign & Marking Tech II	N08
	Sign & Marking Tech III	N09
Sign & Marking	Sign & Marking Supervisor	N10
	Solid Waste Collector	N04
	Solid Waste Operator I	N07
	Solid Waste Operator II	N08
	Solid Waste Operator III	N09
Solid Waste	Public Works Crew Supervisor (Solid Waste Supervisor)	N11
	Assistant Town Clerk	E02
	Deputy Town Clerk I/II	E07
Town Clerk	Town Clerk	S3

Traffic Signal	Traffic Signal Tech I Traffic Signal Tech II Traffic Signal Tech III Traffic Signal Supervisor Traffic Signal Systems Analyst	N8 N9 N10 N11 N13
Transit	Transit Operator I Transit Operator II Transit Supervisor Lead Transit Supervisor	TN3 TN4 TN7 TN8