

## 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
		N11
	Public Works Crew Supervisor - Construction	
Crisis Counselor	Peer Support Specialist	N09
	Crisis Counselor (& Transit) I	PN2
	Crisis Counselor II	PN3
	Crisis Counselor III	PN4
	Crisis Counselor Coordinator	PN5
	Crisis Division Manager	PE7
Development Technician	Development Technician I	N06
	Development Technician II	N08
Engineer	Engineer I/II	E10
	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
	Fire Chief	S5
Fleet Technician	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	N05
	Groundskeeper Crew Leader	N11
	Parks Maintenance Supervisor	E05
	Division Manager (Parks Maintenance Manager)	E13
Housing Maintenance	Housing Maintenance Mechanic I/II	N08
	Housing Maintenance Mechanic III	N10
	Housing Maintenance Mechanic Supervisor	E11
HR	HR Assistant	N08
	HR Specialist	N09
	HR Generalist I	E09
	HR Generalist II	E10
IT Analyst	IT Analyst I	N11
	IT Analyst II	N13
	IT Analyst III	N15
IT Business Analyst	Analyst I (IT Business Analyst I)	E08
	Analyst II (IT Business Analyst II)	E09
Library	Library Associate I	N08
	Library Associate II	N09
	Library Technician / Program Specialist (Explore More)	N10
	Administrative Coordinator	E02
	Program Coordinator I	E06
	Coordinator II (Supervisor)	E07
	Administrative Services Manager	E11
	Division Manager	E13
	Assistant Director	S3
	Director	S5
Planner		N06
	Development Technician I	N08
	Development Technician II	E05
	Planner I/II	E08
	Senior Planner	E10
	Principal Planner	E13
Plans Reviewer	Division Manager (Zoning, OMG, Long-Range)	
	Plans Reviewer I	E5
	Plans Reviewer II	E8

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

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