

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
Accounting	Atwood	Jennifer	M	Payroll Coordinator	MUNM	1.00	M376	9	\$ 70,074	\$ -	\$ 70,074
Accounting	Cunningham	Alyssa		Payroll Coordinator	MUNM	1.00	M376	2	\$ 61,004	\$ -	\$ 61,004
Accounting	Digiandomenico	Lauren	P	Payroll/Payables Specialist	MUNM	0.60	M373	14	\$ 34,877	\$ 250	\$ 35,127
Accounting	Divito	Dawn	M	Payroll Administrator	MUNM	1.00	M377	10	\$ 78,623	\$ 250	\$ 78,873
Accounting	Galli	Stephanie	J	Accounts Payable Service Representative	MUNM	1.00	M373	5	\$ 48,639	\$ -	\$ 48,639
Accounting	Howarth	Richard	G	City Accountant	DH	1.00	S3		\$ 117,834	\$ 300	\$ 118,134
Accounting	Lanefski	Kelly		Accounts Payable Service Representative	MUNM	1.00	M373	14	\$ 58,128	\$ -	\$ 58,128
Accounting	Lomas	Nancy		Assistant City Accountant	MUNM	1.00	M378	12	\$ 89,981	\$ 350	\$ 90,331
Accounting	Tibbert	Shirley	C	Accounts Payable Specialist	MUNM	1.00	M374	14	\$ 63,941	\$ 200	\$ 64,141
135 Accounting				Totals		8.60			\$ 623,101	\$ 1,350	\$ 624,451
Animal Control	Cunningham	Peter	E	Assistant Animal Control Officer	MUNM	0.50	M372	5	\$ 22,109	\$ 500	\$ 22,609
Animal Control	MacKenzie	Katherine	J	Animal Control Officer	MUNM	1.00	M377	14	\$ 85,105	\$ 900	\$ 86,005
Animal Control	Sage	William	C	Assistant Animal Control Officer	MUNM	1.00	M372	14	\$ 52,843	\$ 850	\$ 53,693
292 Animal Control				Totals		2.50			\$ 160,057	\$ 2,250	\$ 162,307
Arena	Coughlin	Stanley	H	Arena Supervisor	1116	1.00	PK08	5	\$ 60,682	\$ 2,915	\$ 63,597
Arena	Hinton	Lawrence	C	Arena Supervisor	1116	1.00	PK08	5	\$ 60,682	\$ 3,276	\$ 63,958
Arena	Pfrang	Barbara	A	Administrative Assistant 2	MUNM	0.80	M372	6	\$ 36,081	\$ -	\$ 36,081
Arena	Seasonal	Funded 50%		Seasonal Worker	1156	0.90	W 2	4	\$ 16,835	\$ -	\$ 16,835
Arena	Seasonal	Funded 50%		Skate Guard	MUNT	0.60	T2	3	\$ 8,062	\$ -	\$ 8,062
Arena	Seasonal	Funded 50%		Cashier	MUNT	0.30	T2	8	\$ 4,208	\$ -	\$ 4,208
Arena	Weston	Richard	M	Skating Arena Manager	1116	1.00	PK14	10	\$ 101,104	\$ 10,155	\$ 111,259
680 Loring Arena				Totals		5.60			\$ 287,655	\$ 16,346	\$ 304,001
Assessing	Clark	Steven	F	Field Assessor	PROF	1.00	PR3	4	\$ 57,161	\$ -	\$ 57,161
Assessing	Gerard	Dale	M	Customer Service Representative 1	MUNM	1.00	M372	9	\$ 47,678	\$ -	\$ 47,678
Assessing	Hamilton	Gregory		Field Assessor	PROF	1.00	PR3	3	\$ 56,044	\$ -	\$ 56,044
Assessing	Keefe	Christopher		Assistant Commercial Assessor	MUNM	1.00	M377	10	\$ 78,623	\$ -	\$ 78,623
Assessing	Leonardo	Valerie	A	Field Assessor	PROF	1.00	PR3	8	\$ 61,872	\$ -	\$ 61,872
Assessing	Lombardi	Cynthia	G	Office Manager 1	MUNM	1.00	M374	13	\$ 62,447	\$ 400	\$ 62,847
Assessing	Naser	William	G	Chief Assessor	DH	1.00	S3		\$ 117,834	\$ -	\$ 117,834
Assessing	St Andre	James		Senior Field Assessor	PROF	1.00	PR5	5	\$ 70,532	\$ -	\$ 70,532
141 Assessing				Totals		8.00			\$ 552,192	\$ 400	\$ 552,592
Building Inspection	Bedard	Stephen	P	Assistant Sign Officer/Assistant Sealer Weights & M	PROF	1.00	PR4	7	\$ 66,701	\$ -	\$ 66,701

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Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
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Building Inspection	Bray	Fredrick	W	Deputy Building Commissioner	MUNM	1.00	S1		\$ 95,007	\$ -	\$ 95,007
Building Inspection	Clinton	Edward	F	Building Plans Examiner	PROF	1.00	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Demarco	Stephen		Building Inspector	PROF	1.00	PR4	4	\$ 62,843	\$ -	\$ 62,843
Building Inspection	Dempsey	Mark	E	Access Compliance Inspector	PROF	1.00	PR4	8	\$ 68,039	\$ -	\$ 68,039
Building Inspection	Elsner	Mark	D	Electrical Inspector	PROF	1.00	PR4	9	\$ 69,403	\$ -	\$ 69,403
Building Inspection	Fletcher	Michelle	E	Administrative Assistant 3	MUNM	1.00	M374	2	\$ 50,417	\$ -	\$ 50,417
Building Inspection	Isma	Dackenson		Administrative Assistant 3	MUNM	1.00	M374	3	\$ 51,425	\$ -	\$ 51,425
Building Inspection	Kelley	Paul	L	Code Enforcement Official	MUNM	0.60	M374	9	\$ 34,748	\$ -	\$ 34,748
Building Inspection	Murphy	James	D	Building Inspector	PROF	1.00	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Nau	Rebecca Anne		Code Enforcement Inspector 2	PROF	1.00	PR4	3	\$ 61,610	\$ -	\$ 61,610
Building Inspection	Panarelli	Joanne		Code Enforcement Office Manager	MUNM	1.00	M376	13	\$ 75,852	\$ 250	\$ 76,102
Building Inspection	Sarnosky	Vincent	P	Building Inspector	PROF	1.00	PR4	4	\$ 62,843	\$ -	\$ 62,843
Building Inspection	Seta	Suellen	L	Code Enforcement Inspector 2	PROF	1.00	PR5	3	\$ 67,802	\$ -	\$ 67,802
Building Inspection	Shahood	Mark	S	Plumbing Inspector	PROF	1.00	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Tusino	Michael	A	Director of Inspectional Services CDBG Offset	DH	1.00	DH1		\$ 136,625	\$ 200	\$ 136,825 \$ (65,000)
241 Building Inspection						Totals	15.60		\$ 1,137,117	\$ 450	\$ 1,072,567
Cemeteries	Ford	Robert		Construction Supervisor	PASF 1116	1.00	PK10	2	\$ 63,653	\$ 550	\$ 64,203
Cemeteries	Leporati	Melissa	K	Administrative Assistant 3	MUNM	0.80	M373	6	\$ 39,690	\$ -	\$ 39,690
Cemeteries	Mazzola	Jesse		Working Supervisor	PARK 1156	1.00	WH1	3	\$ 52,879	\$ 1,725	\$ 54,604
Cemeteries	Moran	Patrick		Medium Equipment Operator 1	PARK 1156	1.00	W4	4	\$ 39,653	\$ 600	\$ 40,253
491 Cemeteries						Totals	3.80		\$ 195,874	\$ 2,875	\$ 198,749
CFO	Kelley	Mary	E	Chief Financial Officer/Director of Finance & Admini	DH	1.00	DH3		\$ 158,265	\$ 250	\$ 158,515
CFO	Ottaviani	Margaret	R	Senior Financial Analyst	MUNM	1.00	M377	7	\$ 74,090	\$ -	\$ 74,090
CFO	Pratt	Jennifer	A	Assistant Chief Financial Officer/Chief Procurement	DH	1.00	S3		\$ 117,834	\$ 250	\$ 118,084
133 Chief Financial Officer						Totals	3.00		\$ 350,190	\$ 500	\$ 350,690
City Clerk	Butler	Emily	L	Assistant City Clerk	MUNM	1.00	M378	3	\$ 75,292	\$ 200	\$ 75,492
City Clerk	Ferguson	Lisa, Antonio		City Clerk	DH	1.00	DH1		\$ 112,649	\$ 300	\$ 112,949
City Clerk	Minden	Vanessa		Administrative Assistant 3	MUNM	1.00	M373	5	\$ 48,639	\$ -	\$ 48,639
City Clerk	Otsuka	Melanie	A	Administrative Assistant 4	MUNM	1.00	M375	3	\$ 56,568	\$ -	\$ 56,568
161 City Clerk						Totals	4.00		\$ 293,148	\$ 500	\$ 293,648
City Council	Bryant	Tracey		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000

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Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
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City Council	Cannon	Michael		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Case	Robert		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Galliardt	Jeanette		Administrative Assistant 4	MUNM	1.00	M375	7	\$ 61,231		\$ 61,231
City Council	King	George	P	City Councilor Member	ELTM				\$ 7,500	\$ -	\$ 7,500
City Council	Leobruno	Janet		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Long	Christine		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Ottaviani	Philip	R	City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Shepard	Margareth		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Stefanini	John		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Steiner	Adam	C	City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Stewart-Morales	Cesar		City Councilor Member	ELTM				\$ 5,000	\$ -	\$ 5,000
City Council	Vacant			City Council Auditor	MUNM	1.00	M378	3	\$ 75,003	\$ -	\$ 75,003
111 City Council						2.00			\$ 193,734	\$ -	\$ 193,734
Council on Aging	Avanzato-Ushkurni Lisa		A	Director Social Services/Outreach	PROF	1.00	PR5	10	\$ 77,935	\$ -	\$ 77,935
Council on Aging	Aylsworth	Randall	D	Assistant Director of Elder Affairs	MUNM	1.00	M377	5	\$ 71,212	\$ -	\$ 71,212
Council on Aging	Geller	Paula		Activities Manager	MUNM	1.00	M375	5	\$ 58,853	\$ -	\$ 58,853
Council on Aging	Guevara	Martha		Outreach Worker/COA	MUNM	0.40	M371	6	\$ 16,400	\$ -	\$ 16,400
Council on Aging	Jensen	Jamie	D	Communications/Connections Coordinator	MUNM	0.40	M375	8	\$ 24,982	\$ -	\$ 24,982
Council on Aging	Lavalee	Cheryl		Assistant Director of Elder Services	PROF	1.00	PR4	6	\$ 65,389	\$ -	\$ 65,389
Council on Aging	O'Donnell	Grace	T	Director of Elder Services	DH	1.00	S1		\$ 101,158	\$ -	\$ 101,158
Council on Aging	Welsby	Patricia		Administrative Assistant 3	MUNM	1.00	M373	7	\$ 50,604	\$ -	\$ 50,604
Council on Aging				Senior Real Estate Program					\$ 23,000	\$ -	\$ 23,000
541 Council on Aging						Totals	6.80		\$ 489,532	\$ -	\$ 489,532
Elections	Cersosimo	Danielle	A	Election Services Coordinator	MUNM	1.00	M375	5	\$ 58,853	\$ -	\$ 58,853
162 Elections						Totals	1.00		\$ 58,853	\$ -	\$ 58,853
Facilities	Argueta	Yashayra		Building Maintenance Worker	MUNM	1.00	M404	4	\$ 52,454	\$ 5,288	\$ 57,742
Facilities	Bucchi	Charles		Building Maintenance Worker	MUNM	1.00	M404	2	\$ 50,417	\$ 5,124	\$ 55,541
Facilities	Burnham	Peter	F	Carpenter/Painter	MUNM	1.00	M405	11	\$ 66,278	\$ 1,050	\$ 67,328
Facilities	Caron	Joseph	J	Maintenance/Electrician	MUNM	1.00	M407	10	\$ 78,623	\$ 1,050	\$ 79,673
Facilities	Ceramicoli	Steven	P	Maintenance Supervisor	MUNM	1.00	M405	12	\$ 67,603	\$ 1,250	\$ 68,853
Facilities	Correia	Jose		Library Building Facilities Manager	MUNM	1.00	M404	10	\$ 59,071	\$ 1,450	\$ 60,521
Facilities	Festa	Jerry	P	Maintenance/Plumber	MUNM	1.00	M407	10	\$ 78,623	\$ 1,050	\$ 79,673

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Facilities	Green	Kenneth	H	Building Maintenance Worker	MUNM	1.00	M404	6	\$ 54,573	\$ 1,450	\$ 56,023
Facilities	Hughey	Sandra	J	Administrative Assistant 4	MUNM	1.00	M375	2	\$ 55,458	\$ 400	\$ 55,858
Facilities	Li-Valte	Joyce		Financial Analyst	MUNM	1.00	M376	4	\$ 63,469	\$ 400	\$ 63,869
Facilities	Luz	Shawn	M	Sustainability Coordinator	MUNM	1.00	M378	3	\$ 75,291	\$ 400	\$ 75,691
Facilities	McManus	William		Project Manager	MUNM	1.00	M378	12	\$ 89,981	\$ 3,400	\$ 93,381
Facilities	Molloy	Ashley	M	Deputy Director of Facilities Management	DH	1.00	S1		\$ 95,007	\$ 400	\$ 95,407
Facilities	Ortiz	Joel		Building Maintenance Worker	MUNM	1.00	M404	4	\$ 52,454	\$ 1,050	\$ 53,504
Facilities	Paolini	James	J	Director of Capital Projects & Facilities	DH	1.00	DH1		\$ 127,856	\$ 3,200	\$ 131,056
Facilities	Reesor	Steven		Project Manager	MUNM	1.00	M378	11	\$ 88,216	\$ 3,400	\$ 91,616
Facilities	Silva	Jason		Custodian	MUNM	1.00	M401	9	\$ 43,511	\$ 4,566	\$ 48,076
Facilities	Wilkinson	Brendon		Operations Manager	MUNM	1.00	M377	6	\$ 72,637	\$ 3,400	\$ 76,037
192 Capital Projects & Facilities Management					Totals	18.00			\$ 1,271,523	\$ 38,328	\$ 1,309,851
Fire	Ahearn	James		Deputy Fire Chief	1652 DFC	1.00	FDC	5	\$ 112,311	\$ 12,069	\$ 124,380
Fire	Ahearn	Joseph	A	Fire Lieutenant	1652	1.00	FF2C	5	\$ 69,451	\$ 15,131	\$ 84,582
Fire	Alvarez	Oscar	R	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967
Fire	Andrade	Fabricio		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 13,052	\$ 72,799
Fire	Assencoa	Wayne	I	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 11,484	\$ 73,997
Fire	Babineau	James	E	Fire Mechanic	DPW 1156	1.00	WH1	8	\$ 60,405	\$ 300	\$ 60,705
Fire	Baram	Cherry		Administrative Assistant 4	MUNM	1.00	M375	10	\$ 65,628	\$ -	\$ 65,628
Fire	Barroso	Guilherme	M	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967
Fire	Beckwith	Jeffrey	S	Fire Lieutenant	1652	1.00	FF2C	5	\$ 69,451	\$ 14,156	\$ 83,608
Fire	Benitich	Gregory		Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 13,020	\$ 84,404
Fire	Bianchi	Michael	A	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 14,667	\$ 75,498
Fire	Blue	Brian	J	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 18,251	\$ 79,082
Fire	Bosworth	Jerry	R	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,939	\$ 70,686
Fire	Boylan	Chad	T	Fire Captain	1652	1.00	FF3B	5	\$ 77,117	\$ 16,978	\$ 94,096
Fire	Bradley	Matthew	F	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Brennan	Timothy		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Brown	Matthew	C	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Burnes	Michael	D	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 13,233	\$ 74,064
Fire	Burns	Kevin	F	Grant Writer	MUNM	0.50	M374	14	\$ 10,038	\$ -	\$ 10,038
Fire	Calder	Roger	A	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Campion	Michael	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456

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Fire	Campion	Timothy	J	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 22,547	\$ 85,061
Fire	Campos	Jose	D	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Casale	Jeffrey	S	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 12,539	\$ 75,053
Fire	Cashman	Keith		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Cassidy	Kenneth	S	Fire Mechanic Supervisor	PWSF 1116	1.00	PW16	10	\$ 81,844	\$ 350	\$ 82,194
Fire	Castoldi	Andrew	J	Fire Lieutenant	1652	1.00	FF2C	5	\$ 69,451	\$ 24,896	\$ 94,347
Fire	Cline	William	R	Firefighter	1652	1.00	FF1	9	\$ 66,128	\$ 13,402	\$ 79,530
Fire	Crippen	Susanne	T	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 25,583	\$ 96,966
Fire	Cupertino	Edgar	L	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Curtis	Steven		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Curtis	Joseph	E	Fire Lieutenant	1652	1.00	FF2C	4	\$ 68,207	\$ 14,607	\$ 82,814
Fire	Davies	Wesley	B	Fire Lieutenant	1652	1.00	FF2C	9	\$ 75,533	\$ 18,371	\$ 93,904
Fire	De Souza	Erik	B	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Degiacomo	John	A	Fire Lieutenant	1652	1.00	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	Delgado	Jose	A	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 14,333	\$ 85,717
Fire	Dobson	Brendon	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Dominquez	Albert		Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Dones	Teodoro		Firefighter/Dispatcher	1652	1.00	FF2A	6	\$ 67,598	\$ 18,373	\$ 85,971
Fire	Dubovsky	Brian	R	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 21,605	\$ 82,436
Fire	Dutcher	Michael		Fire Chief	DH	1.00	DH3		\$ 168,664	\$ 400	\$ 169,064
Fire	Easson	Tyler	H	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Falone	Thomas	S	Firefighter	1652	1.00	FF1	9	\$ 66,128	\$ 18,088	\$ 84,217
Fire	Fawkes	Steven	D	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 13,258	\$ 73,005
Fire	Feliciano	Julio	C	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Ferri	Nicholas	A	Firefighter/Dispatcher	1652	1.00	FF2A	6	\$ 67,598	\$ 14,682	\$ 82,280
Fire	Fonseca	Joseph	A	Firefighter/Dispatcher	1652	1.00	FF2A	9	\$ 71,519	\$ 17,417	\$ 88,936
Fire	Fosberg	Derek	H	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 13,220	\$ 84,604
Fire	Foster	James		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 12,199	\$ 71,945
Fire	Franco	Rafael	L	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Funes	Henry	G	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Funes	Jose	A	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Galante	James	P	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Gassel	Remy	Z	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542

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Fire	Giardina	Lindsay		Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 14,667	\$ 75,498
Fire	Gildea	Paul	A	Deputy Fire Chief	1652 DFC	1.00	FDC	10	\$ 124,224	\$ 16,800	\$ 141,024
Fire	Gingras	Wilfred	A	Assistant Fire Marshall	1652	1.00	FF3B	6	\$ 79,272	\$ 21,437	\$ 100,708
Fire	Gonzalez	Orlando		Firefighter/Dispatcher	1652	1.00	FF2A	5	\$ 65,773	\$ 12,017	\$ 77,790
Fire	Grigg	Jared	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Grigg	Joshua		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Guertin	Timothy	P	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Haagensen	Dana	R	Director of Administration & Finance	DH	1.00	S1		\$ 116,340	\$ -	\$ 116,340
Fire	Hamed	Nader	D	Fire Captain	1652	1.00	FF3C	6	\$ 81,569	\$ 22,319	\$ 103,887
Fire	Harding	Bryan	P	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Harding	Daniel	G	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Harding	Paul	E	Firefighter	1652	1.00	FF1	7	\$ 63,695	\$ 13,949	\$ 77,644
Fire	Hendron	Christopher	L	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 16,512	\$ 77,344
Fire	Hernandez	Ronnie		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Hernandez	David	A	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Jack	Christopher	L	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Jones	Steven	P	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 13,104	\$ 72,851
Fire	Jones	Robert	J	Fire Captain	1652	1.00	FF3C	9	\$ 84,715	\$ 18,451	\$ 103,165
Fire	Kellett	James	E	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,984	\$ 77,731
Fire	Kirley	Patrick		Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Knight	Brian	C	Fire Captain	1652	1.00	FF3C	5	\$ 79,350	\$ 23,795	\$ 103,145
Fire	Latson	Dynell	D	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 17,280	\$ 88,663
Fire	Leone	Thomas	D	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Lima	Theodore	K	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Lombardi	David	A	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967
Fire	Lopez	Roberto		Fire Prevention Inspector	1652	1.00	FF2B	4	\$ 66,299	\$ 11,861	\$ 78,160
Fire	Lopez De Victoria	Jose		Fire Captain	1652	1.00	FF3C	6	\$ 81,569	\$ 17,777	\$ 99,346
Fire	Lord	Chrstopher	H	Firefighter	1652	1.00	FF1	8	\$ 64,900	\$ 13,110	\$ 78,009
Fire	Madden	James	C	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 14,929	\$ 75,760
Fire	Magri	Steven	E	Deputy Fire Chief	1652 DFC	1.00	FDC	10	\$ 124,224	\$ 13,531	\$ 137,755
Fire	Mancini	Alan		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Marston	John	C	Fire Lieutenant	1652	1.00	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	Martinez	Eder	D	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
Fire	Martins	Alberto	P	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Mathieu	Peter	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Maticic	Lynn	A	Administrative Assistant 3	MUNM	1.00	M373	14	\$ 58,709	\$ 250	\$ 58,959
Fire	McCarthy	Joseph	T	Fire Lieutenant	1652	1.00	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	McCue	Nicholas	A	Fire Captain	1652	1.00	FF3C	5	\$ 79,350	\$ 19,120	\$ 98,470
Fire	McDonald	Timothy	J	Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	McDonald	Kevin	P	Fire Lieutenant	1652	1.00	FF2C	7	\$ 72,741	\$ 19,746	\$ 92,487
Fire	McKinnon	Ryan		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	McMahon	Thomas	P	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,619	\$ 74,366
Fire	Medina	Othoniel		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Mendonca	Ramiro	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Morgan	Brian	F	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Moro	Luke	A	Fire Lieutenant	1652	1.00	FF2C	5	\$ 69,451	\$ 24,666	\$ 94,117
Fire	Morrison	Robert	J	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 19,330	\$ 90,714
Fire	Nardini	Andrew	F	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Neiberger	Joseph	E	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 14,719	\$ 75,550
Fire	O'Leary	Trevor	C	Fire Lieutenant	1652	1.00	FF2B	4	\$ 66,299	\$ 23,547	\$ 89,846
Fire	O'Rourke	Kurt	D	Deputy Fire Chief	1652 DFC	1.00	FDC	6	\$ 116,279	\$ 15,541	\$ 131,820
Fire	Pawluczzonek	Francis	J	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 12,158	\$ 72,989
Fire	Pereira	Cory	D	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Peters	David	R	Fire Lieutenant/EMS	1652	1.00	FF2C	6	\$ 71,383	\$ 19,384	\$ 90,768
Fire	Petro	William	R	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Prouty	Joshua		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Quitt	Adam	N	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 14,719	\$ 75,550
Fire	Rinoldo	Thomas	J	Fire Lieutenant	1652	1.00	FF2C	8	\$ 74,123	\$ 17,983	\$ 92,106
Fire	Rodriguez	Marcelino		Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Rokes	Andrew	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Rokes	Edward	O	Fire Lieutenant	1652	1.00	FF2C	4	\$ 68,207	\$ 16,210	\$ 84,417
Fire	Rovinelli	Keith	A	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Rubio	Jose	F	Fire Captain	1652	1.00	FF3B	5	\$ 77,117	\$ 27,619	\$ 104,737
Fire	Ruiz	Edwin		Firefighter	1652	1.00	FF1	7	\$ 63,695	\$ 13,949	\$ 77,644
Fire	Schultz	John	S	Deputy Fire Chief	1652 DFC	1.00	FDC	6	\$ 116,279	\$ 15,595	\$ 131,874
Fire	Seariac	Stephen	M	Fire Prevention Inspector	1652	1.00	FF2A	5	\$ 65,773	\$ 12,017	\$ 77,790

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Fire	Sexton	Chad	I	Fire Lieutenant	1652	1.00	FF2B	4	\$ 66,299	\$ 15,756	\$ 82,055
Fire	Sexton	Joel	D	Fire Lieutenant	1652	1.00	FF2C	4	\$ 68,207	\$ 16,210	\$ 84,417
Fire	Shea	Steven	G	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 12,539	\$ 75,053
Fire	Smith	Bradford	S	Deputy Fire Chief/Fire Marshal	1652 DFC	1.00	FDC	10	\$ 124,224	\$ 13,741	\$ 137,965
Fire	Smolski	John	W	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Stefanini	Mark	D	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Strom	Christopher	R	Firefighter	1652	1.00	FF1	9	\$ 66,128	\$ 18,088	\$ 84,217
Fire	Sulfaro	John	B	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Sullivan	David	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Sullivan	Kevin	R	Fire Captain	1652	1.00	FF3C	5	\$ 79,350	\$ 19,120	\$ 98,470
Fire	Sylvester	Joseph	S	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 13,052	\$ 72,799
Fire	Tesorero	Dana	M	Firefighter	1652	1.00	FF1	7	\$ 63,695	\$ 17,331	\$ 81,026
Fire	Torres	Luis	A	Firefighter	1652	1.00	FF1	6	\$ 62,514	\$ 13,696	\$ 76,210
Fire	Torres	Felix		Fire Captain	1652	1.00	FF3C	9	\$ 86,334	\$ 17,373	\$ 103,707
Fire	Tosches	Christopher	M	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Travis	Michael	K	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,619	\$ 74,366
Fire	Vacant			Assistant Fire Chief	DH	1.00	DH1		\$ 137,948	\$ -	\$ 137,948
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,794	\$ 70,288
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,899	\$ 70,393
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,689	\$ 70,183
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,794	\$ 70,288
Fire	Vacant			Firefighter	1652	1.00	FF1	2	\$ 56,494	\$ 13,899	\$ 70,393
Fire	Vargas	Michael		Firefighter	1652	1.00	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Villalobos	Edgar		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Wagner	Teddy R		Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,462	\$ 74,208
Fire	Warren	Stephen	T	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Whalen	Matthew	J	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Williams	Dwain	B	Firefighter	1652	1.00	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Fire	Young	Scott	R	Firefighter	1652	1.00	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Zanella	Vincent	F	Fire Lieutenant	1652	1.00	FF2C	6	\$ 71,383	\$ 17,280	\$ 88,663
210 Fire	Totals					154.50			\$ 10,387,219	\$ 2,195,133	\$ 12,582,352
Human Resources	Bastos	Maximillian		Benefits Assistant/HR	MUNM	1.00	M373	5	\$ 48,639	\$ -	\$ 48,639
Human Resources	Caron	Judith		HR Generalist/Analyst	MUNM	1.00	M375	12	\$ 67,603	\$ 200	\$ 67,803
Human Resources	Embree	Susan	D	Administrative Assistant 2	MUNM	1.00	M372	12	\$ 50,793	\$ 1,500	\$ 52,293
Human Resources	Hamilton	Dolores	M	Human Resources Director	DH	1.00	DH2		\$ 139,802	\$ -	\$ 139,802
Human Resources	Lamb	Richard	J	Workers Comp & Safety Coordinator	MUNM	0.33	M376	6	\$ 21,791	\$ -	\$ 21,791
Human Resources	Lamb	Richard	J	Workers Comp & Safety Coordinator	MUNM	0.33	M376	6	\$ 21,791	\$ 3,000	\$ 24,791
Human Resources	Lamb	Richard	J	Workers Comp & Safety Coordinator	MUNM	0.33	M376	6	\$ 21,791	\$ -	\$ 21,791
Human Resources	Pinheiro	Renan	Y	Financial & Translations Coordinator	MUNM	1.00	M375	10	\$ 64,979	\$ -	\$ 64,979
Human Resources	Tusino	Robin	M	Benefits Manager/HR	MUNM	1.00	M376	7	\$ 67,354	\$ -	\$ 67,354
152 Human Resources	Totals					7.00			\$ 504,543	\$ 4,700	\$ 509,243
Library	Ames	Carol	M	Assistant Supervisor Borrower Services/Collections	LIBF	1.00	LIB11	8	\$ 61,095	\$ 3,081	\$ 64,176
Library	Babineau	Nicholas	J	Office Manager 2	MUNM	1.00	M375	12	\$ 67,603	\$ 300	\$ 67,903
Library	Barney	Danielle	M	Supervisor Branch Librarian	LIBF	0.50	LI16	5	\$ 37,074	\$ 3,081	\$ 40,155
Library	Barney	Danielle	M	Supervisor Branch Librarian	LIBF	0.50	LI16	5	\$ 37,074	\$ -	\$ 37,074
Library	Benjaminsen	Linda	F	Supervisor Technical Services	LIBF	1.00	LI14	12	\$ 78,112	\$ -	\$ 78,112
Library	Cashman	Kelly		Children Services Specialist	LIBF	0.50	LIB7	6	\$ 23,406	\$ 3,081	\$ 26,487
Library	Contois	Mark	J	Director of Library	DH	1.00	DH2		\$ 125,915	\$ -	\$ 125,915
Library	Dellasanta-Swann	Dawn	A	Supervisor of Technology & Information Services	LIBF	0.50	LIB14	5	\$ 33,309	\$ 3,081	\$ 36,390
Library	Dellasanta-Swann	Dawn	A	Emergency Technical Specialist	LIBF	0.50	LIB14	5	\$ 33,309	\$ -	\$ 33,309
Library	Garnier	Yanick	M	Technical Services	LIBF	1.00	LIB6	13	\$ 51,723	\$ -	\$ 51,723
Library	Garrigan	John	W	Supervisor Youth Services	LIBF	1.00	LI14	5	\$ 66,618	\$ 3,081	\$ 69,699
Library	Goldberg	Linda	D	Borrower Services/Tech Support	LIBF	0.50	LIB5	14	\$ 25,004	\$ 3,081	\$ 28,085
Library	Griffin	Brigitte	I	Borrower Services/Tech Support	LIBF	1.00	LIB6	4	\$ 42,110	\$ 3,081	\$ 45,191
Library	Hansen	Joanne		Children Services Specialist	LIBF	0.50	LIB6	14	\$ 26,378	\$ 3,081	\$ 29,459
Library	Holmberg	Jillian		Children Services Specialist	LIBF	1.00	LIB11	2	\$ 52,222	\$ 3,081	\$ 55,303
Library	Jimenez	Julio		Borrower Services Staff	LIBF	0.50	LIB5	13	\$ 24,513	\$ 3,081	\$ 27,594
Library	Jung	Kim		Assistant Supervisor Borrower Services/Branch	LIBF	1.00	LIB11	3	\$ 53,737	\$ 4,202	\$ 57,939
Library	Kaufman	Amy	J	Information and Research Librarian	LIBF	0.50	LIB10	3	\$ 25,468	\$ 3,081	\$ 28,549
Library	Kaufman	Amy	J	Information & Research Services Branch	LIBF	0.50	LI10	6	\$ 27,587	\$ 3,081	\$ 30,668

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
Library	Kawachi	Jeremy		Interchange Driver	LIBF	0.30	LIB3	3	\$ 10,465	\$ 503	\$ 10,968
Library	Kawachi	Wilma	H	Technical Services Staff	LIBF	0.60	LIB5	13	\$ 29,416	\$ -	\$ 29,416
Library	Kilburn	Maria	H	Deputy Director of Library	DH	1.00	S1		\$ 95,007	\$ -	\$ 95,007
Library	Lavoie	Bonnie	R	Acquisitions Support	LIBF	0.80	LIB6	14	\$ 42,206	\$ -	\$ 42,206
Library	Lavoie	Bonnie	R	Library Technician 1	LIBF	0.20	LIB3	9	\$ 8,115	\$ -	\$ 8,115
Library	Levin	Daniel		Interchange Driver	MUNM	0.00	M401		\$ -	\$ -	\$ -
Library	Lewis	Refina	L	Borrower Services/Tech Support	LIBF	1.00	LIB7	9	\$ 50,265	\$ 4,202	\$ 54,467
Library	Loveridge	Lucy		Supervisor Children Services	LIBF	1.00	LI14	12	\$ 78,112	\$ 3,081	\$ 81,193
Library	Lui	Helen	C	Assistant Supervisor Borrower Services Programmin	LIBF	1.00	LIB11	2	\$ 52,222	\$ 3,081	\$ 55,303
Library	Luna-Voss	Carlos	B	Assistant Supervisor Acquisitions	LIBF	1.00	LIB7	3	\$ 43,217	\$ -	\$ 43,217
Library	Maiorana	Marcy		Asst Supervisor Information & Research	LIBF	1.00	LI11	11	\$ 65,217	\$ 3,081	\$ 68,298
Library	McElman	Kristine		Assistant Supervisor Borrower Services/Collections	LIBF	1.00	LIB10	8	\$ 57,910	\$ 3,081	\$ 60,991
Library	Miles	Mary	P	Borrower Services/Tech Support	LIBF	0.80	LIB6	10	\$ 38,953	\$ 3,081	\$ 42,034
Library	Nadabar	Bhagyalakshmi		Administrative Assistant 2	MUNM	0.60	M372	14	\$ 31,706	\$ 250	\$ 31,956
Library	Pappas	Elizabeth	A	Borrower Services/Collection Support	LIBF	0.50	LIB5	4	\$ 19,958	\$ 3,081	\$ 23,039
Library	Perkins	Dana	M	Children Services Specialist	LIBF	0.50	LIB7	12	\$ 26,749	\$ 3,081	\$ 29,830
Library	Pratt	Christine	F	Collection Development Librarian	LIBF	1.00	LI14	12	\$ 78,112	\$ 3,081	\$ 81,193
Library	Rosenberg	Jennifer	H	Children Services Assistant Supervisor	LIBF	1.00	LI11	10	\$ 63,876	\$ 3,081	\$ 66,957
Library	Russell	Stephen	P	Supervisor Information & Research	LIBF	0.30	LI14	7	\$ 21,018	\$ 3,081	\$ 24,099
Library	Russell	Stephen	P	Supervisor Information & Research	LIBF	0.70	LI14	7	\$ 49,041	\$ -	\$ 49,041
Library	Samblanet	Thomas		Supervisor Bookmobile Services	LIBF	1.00	LIB14	2	\$ 61,322	\$ 3,081	\$ 64,403
Library	Stock	Kiera	W	Borrower Services/Tech Support	LIBF	1.00	LIB6	6	\$ 44,372	\$ 4,202	\$ 48,574
Library	Stoodt	Nancy	B	Media Program Specialist	LIBF	0.50	LIB7	14	\$ 27,830	\$ 3,081	\$ 30,911
Library	Sullivan	Hilary	A	Borrower Services/Collection Support	LIBF	0.50	LIB5	2	\$ 18,867	\$ 3,081	\$ 21,948
Library	Tuxford	Jennifer	M	Assistant Supervisor Branch Services	LIBF	1.00	LI14	4	\$ 64,867	\$ 3,081	\$ 67,948
Library	Vacant			Asst. Technology Services Supervisor/Catalog	LIBF	1.00	LI11	3	\$ 53,737	\$ -	\$ 53,737
Library	Vacant			Supervisor Borrower Services	LIBF	1.00	LI14	3	\$ 63,101	\$ 3,081	\$ 66,182
Library	Vacant			Information & Research Services	LIBF	0.50	LI10	3	\$ 25,468	\$ 3,081	\$ 28,549
Library	Vacant			Supervisor Community Outreach Services	LIBF	0.70	LI14	3	\$ 44,170	\$ 3,081	\$ 47,251
Library	Vacant			Supervisor Community Outreach Services	LIBF	0.30	LI14	3	\$ 18,930	\$ -	\$ 18,930
Library	Vacant			Borrower Services/Tech Support	LIBF	1.00	LIB6	2	\$ 39,810	\$ 3,081	\$ 42,891
Library	Vacant			Borrower Services/Bookmobile Support	LIBF	1.00	LIB6	3	\$ 40,964	\$ 3,081	\$ 44,045
Library	Vacant			Programming & Social Media Specialist	LIBF	0.50	LIB6	6	\$ 22,186	\$ 3,081	\$ 25,267

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Library	Vacant	Kim		Borrower Services/Tech Support	LIBF	1.00	LIB6	3	\$ 40,964	\$ 4,202	\$ 45,166
Library	Woodsum	Carrie-Lyn	B	Borrower Services/Tech Support	LIBF	1.00	LIB6	12	\$ 50,709	\$ 3,081	\$ 53,790
Library	Yih	Rachel		Youth Services Support Specialist	LIBF	0.50	LIB7	2	\$ 20,999	\$ 3,081	\$ 24,080
Library				Assistant Circulation Subs	LIBF		LIB3	5	\$ 87,472	\$ -	\$ 87,472
Library				Library Pages	LBLO		LP1	7	\$ 70,000	\$ -	\$ 70,000
610 Library						Totals	40.80		\$ 2,549,590	\$ 122,615	\$ 2,672,205
Mayor	Abusalah	Alaa	M	Citizen Participation Officer	MUNM	1.00	M377	3	\$ 68,447	\$ -	\$ 68,447
Mayor	Horrigan	Jennique	A	Executive Assistant	MUNM	1.00	M375	9	\$ 63,704	\$ -	\$ 63,704
Mayor	Kezer	Thatcher	W	Chief Operating Officer	DH	1.00	DH 3		\$ 154,312	\$ 3,000	\$ 157,312
Mayor	McFalls	Kelly		Webmaster/Public Information Officer	MUNM	1.00	M378	10	\$ 86,487	\$ -	\$ 86,487
Mayor	Palmer	Todd		Records Access Officer	MUNM	1.00	M375	7	\$ 61,231	\$ -	\$ 61,231
Mayor	Spicer	Yvonne		Mayor	ELTM	1.00			\$ 187,639	\$ -	\$ 187,639
Mayor	Vacant			Diversity & Inclusion Officer	DH	1.00	S3		\$ 92,583	\$ -	\$ 92,583
Mayor	Willoughby	Diane	R	Licensing Coordinator	MUNM	1.00	M377	5	\$ 71,212	\$ -	\$ 71,212
Mayor	Woit	Hannah		Senior Advisor for External Affairs	MUNM	1.00	M378	7	\$ 81,498	\$ -	\$ 81,498
122 Mayor						Totals	9.00		\$ 867,114	\$ 3,000	\$ 870,114
Media	Duval	Michael		Production Technician	MUNM	1.00	M373	3	\$ 46,750	\$ -	\$ 46,750
Media	Rego	Ron	J	Director of Media Services	MUNM	1.00	M378	13	\$ 91,780	\$ 300	\$ 92,080
Media				Media Services Assistants	MUNM	1.00	M371-3		\$ 42,268	\$ -	\$ 42,268
194 Media						Totals	3.00		\$ 180,798	\$ 300	\$ 181,098
Parks	Ablondi	Alec	M	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	5	\$ 40,447	\$ 600	\$ 41,047
Parks	Begin	Thomas	J	Deputy Director/Parks & Recreation	DH	1.00	S2		\$ 101,792	\$ -	\$ 101,792
Parks	Brown	Christopher	R	Construction Supervisor	PASF 1116	1.00	PK09	12	\$ 75,955	\$ 550	\$ 76,505
Parks	Capen	Donald	R	Park Maintenance Mechanic	PARK 1156	1.00	WH1	8	\$ 58,383	\$ 900	\$ 59,283
Parks	Curtis	Jennifer	J	Working Supervisor Parks	PARK 1156	1.00	W 11	8	\$ 53,561	\$ 1,850	\$ 55,411
Parks	Herweck	Daniel	B	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	7	\$ 42,079	\$ 850	\$ 42,929
Parks	Leone	Nicole	N	Administrative Assistant 2	MUNM	1.00	M372	8	\$ 46,923	\$ -	\$ 46,923
Parks	McGinty	Christopher	A	Superintendent Parks/Cemetries	PASF 1116	1.00	PK15	9	\$ 105,606	\$ 6,550	\$ 112,156
Parks	Morales	Samuel		Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	8	\$ 42,923	\$ 850	\$ 43,773
Parks	Moran	Kyle	W	Medium Equipment Operator 3 Parks	PARK 1156	1.00	W 08	5	\$ 45,524	\$ 850	\$ 46,374
Parks	Murphy	Daniel	P	Finance Manager/Parks & Recreation	MUNM	1.00	M378	11	\$ 88,216	\$ 300	\$ 88,516
Parks	Phillips	Robert	C	Working Supervisor Parks	PARK 1156	1.00	W 11	5	\$ 50,471	\$ 1,850	\$ 52,321

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
Parks	Powell	Patricia		Superintendent of Recreation/Culture	PASF 1116	1.00	PK15	10	\$ 107,929	\$ 6,550	\$ 114,479
Parks	Prue	Elaine	I	Activities Supervisor	PASF 1116	1.00	PK10	8	\$ 74,468	\$ 550	\$ 75,018
Parks	Radicioni	Tyler		Operations Manager	MUNM	1.00	M377	3	\$ 68,447	\$ -	\$ 68,447
Parks	Regan	Kenneth	D	Medium Equipment Operator 2 Parks	PARK 1156	1.00	W 06	8	\$ 45,537	\$ 1,200	\$ 46,737
Parks	Riva	Christopher	P	Construction Supervisor	PASF 1116	1.00	PK09	7	\$ 68,125	\$ 550	\$ 68,675
Parks	Roffo	Marco	A	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	5	\$ 40,447	\$ 600	\$ 41,047
Parks	Rosario	Antonio		Working Supervisor Parks	PARK 1156	1.00	W 11	7	\$ 52,513	\$ 1,950	\$ 54,463
Parks	Seasonal	Funded 50%		Seasonal Laborer	PARK 1156	5.40	W2	3	\$ 96,884	\$ -	\$ 96,884
Parks	Seasonal	Funded 50%		Summer Laborer	MUNT	1.87	T2	3	\$ 26,598	\$ -	\$ 26,598
Parks	Seasonal	Funded 50%		Special Needs Director	MUNT	0.19	T6	7	\$ 4,520	\$ -	\$ 4,520
Parks	Seasonal	Funded 50%		Director of Summer Programs	MUNT	0.30	T6	4	\$ 6,618	\$ -	\$ 6,618
Parks	Seasonal	Funded 50%		Special Needs Counselor	MUNT	0.40	T3	3	\$ 6,575	\$ -	\$ 6,575
Parks	Seasonal	Funded 50%		Special Activities	MUNT	1.63	T2 & T5	4	\$ 23,476	\$ -	\$ 23,476
Parks	Seasonal	Funded 50%		Lifeguard	MUNT	1.60	T3	3	\$ 28,562	\$ -	\$ 28,562
Parks	Seasonal	Funded 50%		Assistant Head Lifeguard	MUNT	1.20	T4	3	\$ 20,501	\$ -	\$ 20,501
Parks	Seasonal	Funded 50%		Head Lifeguard	MUNT	0.70	T5	4	\$ 11,393	\$ -	\$ 11,393
Parks	Seasonal	Funded 50%		Beach Director	MUNT	0.23	T6	6	\$ 4,937	\$ -	\$ 4,937
Parks	Seasonal	Funded 50%		Bath House Attendants	MUNT	0.56	T1	2	\$ 5,076	\$ -	\$ 5,076
Parks	Sheehan	Kevin	P	Medium Equipment Operator 3 Parks	PARK 1156	1.00	W 08	8	\$ 48,310	\$ 600	\$ 48,910
Parks	Smith	Paul	F	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	8	\$ 42,923	\$ 850	\$ 43,773
Parks	Snyder	James	C	Director of Parks & Recreation	DH	1.00	DH2		\$ 121,991	\$ -	\$ 121,991
Parks	Soma	Maria	C	Administrative Assistant 3	MUNM	1.00	M373	9	\$ 52,649	\$ 200	\$ 52,849
Parks	Tolson	Anthony	J	Recreation Supervisor	MUNM	1.00	M375	3	\$ 56,568	\$ -	\$ 56,568
Parks	Vacant			Construction Supervisor	PASF 1116	1.00	PK09	3	\$ 61,357	\$ 550	\$ 61,907
650 Parks & Recreation					Totals		39.08		\$ 1,828,284	\$ 28,750	\$ 1,857,034
PCD	Carr	Amber		Administrative Assistant Conservation/Communicat	MUNM	1.00	M374	8	\$ 45,877	\$ -	\$ 45,877
PCD	Doherty	Jennifer	B	Historic Preservation Planner	MUNM	0.50	M376		\$ 22,000	\$ -	\$ 22,000
PCD	Eames	Nathaniel	A	Associate Planner	MUNM	1.00	M376	6	\$ 66,694	\$ -	\$ 66,694
CDBG 80% GF 20%	Jean	Nathalie		Community Development Coordinator/CDBG	MUNM	1.00	M378	7	\$ 82,313	\$ -	\$ 82,313
PCD	Jerram	Erika	O	Asst. Director Planning & Community Dev	DH	1.00	S2		\$ 99,768	\$ -	\$ 99,768
PCD	Kaur	Sarbjit		Fiscal Manager	MUNM	1.00	M375	2	\$ 55,458	\$ -	\$ 55,458
PCD	McArthur	Robert	D	Conservation Administrator	MUNM	1.00	M377	6	\$ 73,363	\$ -	\$ 73,363
PCD	Niro	Jonathan		Assistant Conservation Administrator	MUNM	1.00	M375	4	\$ 49,535	\$ -	\$ 49,535

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
PCD	Scopettone	Sam		Senior Planner	PROF	1.00	PR5	7	\$ 73,392	\$ -	\$ 73,392
PCD	Shea	Kevin		Director Planning & Community Dev	DH	1.00	DH2		\$ 118,454	\$ -	\$ 118,454
PCD	Vacant/Frozen	Unfunded		Planner	PROF	1.00	PR4	9	\$ -	\$ -	\$ -
PCD	Seasonal/Frozen	Unfunded		Seasonal Land Management Supervisor	MUNT		T2	2	\$ -	\$ -	\$ -
PCD	Seasonal/Frozen	Unfunded		Seasonal Land Management Intern	MUNT		T2	2	\$ -	\$ -	\$ -
PCD	Vacant			Permitting Manager	M5	1.00	M5	5	\$ 59,452	\$ -	\$ 59,452
PCD	Vacant			Community Outreach Coordinator	MUNM	1.00	M374	2	\$ 50,922	\$ -	\$ 50,922
CDBG 100%	Yaffa	Eliot		Office Manager 2 CDBG Administrator	MUNM	1.00	M375	5	\$ 59,442	\$ -	\$ 59,442
174 Planning & Community Development					Totals	13.50			\$ 856,670	\$ -	\$ 856,670
Police	Alves	Samya		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 20,879	\$ 84,230
Police	Antonio	James		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 28,602	\$ 101,730
Police	Avila-Olivares	William		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	Babineau	Owen		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 12,722	\$ 85,850
Police	Babineau	John	E	Police Mechanic	PWSF 1116	1.00	PW16	8	\$ 78,711	\$ 1,450	\$ 80,161
Police	Baker	Lester		Deputy Police Chief	DH	1.00	S3		\$ 110,634	\$ 35,787	\$ 146,421
Police	Balducci	Stephen		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Ball	Jason		Police Officer	IBPO	1.00	POLI	8	\$ 67,558	\$ 15,695	\$ 83,253
Police	Blass	Kenneth		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 20,392	\$ 93,520
Police	Brandolini	Ronald	S	Deputy Police Chief	DH	1.00	S3		\$ 125,814	\$ 40,764	\$ 166,578
Police	Brown	Mason		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204
Police	Brown	Scott	A	Police Sergeant	PSOF	1.00	SARG	626	\$ 92,088	\$ 14,510	\$ 106,598
Police	Bufford-Pomales	Pamela		Police Officer	IBPO	1.00	POLI	11	\$ 71,693	\$ 28,151	\$ 99,843
Police	Buma	Stephen		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 11,636	\$ 77,870
Police	Burns	Shannon		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 28,458	\$ 93,393
Police	Burrell	Christopher		Police Sergeant	PSOF	1.00	SARG	126	\$ 83,407	\$ 21,890	\$ 105,297
Police	Carlo	David John		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 24,592	\$ 97,720
Police	Caruso	Nicholas		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 28,458	\$ 93,393
Police	Casey	Steven		Police Officer	IBPO	1.00	POLI	11	\$ 71,693	\$ 4,977	\$ 76,670
Police	Cesar	Rony		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983
Police	Clark	Sean	M	Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Coffin	Garrett		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486
Police	Coots	Dolores	E	Records Intern	MUNM	0.27			\$ 13,000	\$ -	\$ 13,000
Police	Cosme Santiago	Jose		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Police	Crawford	Darren		Police Officer	IBPO	1.00	POLI	10	\$ 70,287	\$ 23,847	\$ 94,134
Police	Crawford	Andrew		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	Cronin	Stephen	A	Police Lieutenant	PSOF	1.00	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Curtis	Brian		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486
Police	Curtis	David	T	Police Sergeant	PSOF	1.00	SARG	2	\$ 81,772	\$ 12,885	\$ 94,656
Police	Debonet	Nicole	C	Business Manager	MUNM	1.00	M378	6	\$ 79,900	\$ -	\$ 79,900
Police	Delprete	David		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 24,592	\$ 97,720
Police	Demoraes	Katherine		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 11,636	\$ 77,870
Police	Derosa	Jeffrey		Police Officer	IBPO	1.00	POLI	9	\$ 68,909	\$ 30,424	\$ 99,333
Police	Devlin	Zachary		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Devoe	Annabelle	M	Crossing Guard	CGRD	1.00	CG 1	3	\$ 6,411	\$ 750	\$ 7,161
Police	DiPasquale	John	B	Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Dones-Linehan	Jeannette		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Downing	Robert	F	Police Lieutenant	PSOF	1.00	LIEU	626	\$ 101,297	\$ 31,337	\$ 132,633
Police	Drumm	Shannon		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486
Police	Duncan	Paul		Police Officer	IBPO	1.00	POLI	9	\$ 68,909	\$ 19,285	\$ 88,194
Police	Edwards	Michael		Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 9,150	\$ 67,351
Police	Eliadi	Christopher		Police Sergeant	PSOF	1.00	SARG	2	\$ 81,772	\$ 25,749	\$ 107,521
Police	Farazi	Qaiss		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 24,781	\$ 89,715
Police	Ferguson	Linda		Crossing Guard	CGRD	1.00	CG 1	5	\$ 7,052	\$ 1,100	\$ 8,152
Police	Fowks	Stephen		Police Officer	IBPO	1.00	POLI	4	\$ 61,806	\$ 17,421	\$ 79,227
Police	Franco	Roberto		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Franquiz	Andrew	T	Crime Analyst	MUNM	1.00	M373	3	\$ 46,750	\$ -	\$ 46,750
Police	Fresco	Stacey Anne		Police Officer	IBPO	1.00	POLI	10	\$ 70,287	\$ 23,847	\$ 94,134
Police	Fuer	Richard		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 4,689	\$ 70,923
Police	Galvani	Peter Carlo		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 12,722	\$ 85,850
Police	Gardner	Thomas		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
Police	Gatlin	Timothy		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 17,827	\$ 81,177
Police	Gazerro	Anne Marie		Dispatcher	DISP	1.00	DPS1	9	\$ 60,796	\$ 200	\$ 60,996
Police	Glavin	Garrett		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204
Police	Godino	Michael		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 10,069	\$ 75,004
Police	Golden	James		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Goncalves	Jose		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Police	Green	James		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Grigas	Patricia		Police Lieutenant	PSOF	1.00	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Grout	Derek		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Guarino	Mitchell		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Guarino	Anthony		Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Guertin	Joseph		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Gutwill	Matthew		Police Officer	IBPO	1.00	POLI	9	\$ 68,909	\$ 26,224	\$ 95,133
Police	Hayes	Eric		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Hendry	Christopher		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 11,432	\$ 76,366
Police	Hill	James		Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Hughes	Michele		Police Officer	IBPO	1.00	POLI	10	\$ 70,287	\$ 30,705	\$ 100,992
Police	Jewell	Ryan		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Jordan	Wayne		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983
Police	Keith	Martin	C	Police Lieutenant	PSOF	1.00	LIEU	527	\$ 101,297	\$ 31,337	\$ 132,633
Police	Kelleher	Kimberly		Police Officer	IBPO	1.00	POLI	11	\$ 71,693	\$ 27,235	\$ 98,927
Police	Khampaeng	Landny		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Leone	Nicholas		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 24,781	\$ 89,715
Police	Lewis	Andrew		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Lewis	Robert		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 13,747	\$ 79,981
Police	Liddell	Barbara	R	Crossing Guard	CGRD	1.00	CG 2	4	\$ 13,437	\$ 750	\$ 14,187
Police	Loud	Steven		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 18,242	\$ 83,177
Police	Loughman	Michael	J	Police Lieutenant	PSOF	1.00	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Loureiro	David	J	Police Sergeant	PSOF	1.00	SARG	2	\$ 81,772	\$ 12,885	\$ 94,656
Police	Lowestein	Yolanda		Crossing Guard	CGRD	1.00	CG 1	3	\$ 6,411	\$ 750	\$ 7,161
Police	Lu	Peter		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Lucas	Scott		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 16,193	\$ 76,199
Police	Lurie	Jason		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 4,689	\$ 70,923
Police	Machado	Susan		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	MacKeil	Brendan		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Mangano	Timothy		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Martins	Marilia	B	Records Manager	MUNM	1.00	M376	5	\$ 64,738	\$ -	\$ 64,738
Police	McCarthy	Thomas	W	Police Sergeant	PSOF	1.00	SARG	3	\$ 83,407	\$ 26,264	\$ 109,671
Police	McCusker	Kimberly	J	Lead Records Clerk Police	MUNM	1.00	M373	5	\$ 48,639	\$ -	\$ 48,639

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Police	McDonald	Michael		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	McDonald	Christopher		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	McGrath	Kathleen		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 8,552	\$ 81,680
Police	McKinnon	Jake		Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	McNiff	Kimberly	A	Dispatcher	DISP	1.00	DPS1	9	\$ 60,796	\$ 200	\$ 60,996
Police	Mickens	Rachel	M	Police Sergeant	PSOF	1.00	SARG	4	\$ 85,075	\$ 22,328	\$ 107,403
Police	Miller	Christian		Police Officer	IBPO	1.00	POLI	8	\$ 67,558	\$ 8,259	\$ 75,817
Police	Miranda	Timothy		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 29,452	\$ 95,686
Police	Mohr	Tyson	E	Police Sergeant	PSOF	1.00	SARG	2	\$ 81,772	\$ 21,461	\$ 103,233
Police	Montuori	Christopher	S	Police Sergeant	PSOF	1.00	SARG	627	\$ 93,930	\$ 29,578	\$ 123,508
Police	Moore	John		Police Officer	IBPO	1.00	POLI	8	\$ 67,558	\$ 25,733	\$ 93,291
Police	Moreau	Brett		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Morenzetti	Justin		Dispatcher	DISP	1.00	DPS1	6	\$ 56,290	\$ -	\$ 56,290
Police	Nau	Debra		Parking Enforcement Officer	MUNM	1.00	M372	14	\$ 52,843	\$ 250	\$ 53,093
Police	Nichols	Michael		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 4,621	\$ 69,556
Police	O'Connell	Paul		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 20,392	\$ 93,520
Police	O'Hare	Sean		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 32,168	\$ 95,519
Police	O'Mara	Kathleen		Dispatcher	DISP	1.00	DPS1	3	\$ 51,214	\$ -	\$ 51,214
Police	O'Rourke	Stephen		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	O'Toole	Timothy	J	Police Sergeant	PSOF	1.00	SARG	4	\$ 85,075	\$ 22,328	\$ 107,403
Police	Ottaviani	Christopher	J	Police Sergeant	PSOF	1.00	SARG	3	\$ 83,407	\$ 21,890	\$ 105,297
Police	Patriarca	Steven		Police Officer	IBPO	1.00	POLI	7	\$ 67,558	\$ 25,733	\$ 93,291
Police	Patriarca	Paul	M	Police Sergeant	PSOF	1.00	SARG	3	\$ 83,407	\$ 26,264	\$ 109,671
Police	Pereira	Victor Carlos	M	Deputy Police Chief	DH	1.00	S3		\$ 110,634	\$ 35,737	\$ 146,371
Police	Pini	Leonard	J	Police Lieutenant	PSOF	1.00	LIEU	4	\$ 93,583	\$ 29,469	\$ 123,051
Police	Pisano	Christopher		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
Police	Pomales	Richard		Police Sergeant	PSOF	1.00	SARG	627	\$ 93,930	\$ 24,652	\$ 118,582
Police	Porter	Ryan		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 17,827	\$ 81,177
Police	Pratt	Kevin		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Proia	Joseph		Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Quinn	Kasey		Police Officer	IBPO	1.00	POLI	4	\$ 61,806	\$ 17,421	\$ 79,227
Police	Reardon	Gregory		Police Lieutenant	PSOF	1.00	LIEU	4	\$ 93,583	\$ 24,561	\$ 118,144
Police	Rentas	Janette		Police Record Clerk	MUNM	1.00	M372	3	\$ 42,500	\$ -	\$ 42,500

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
Police	Riley	Sean	D	Police Lieutenant	PSOF	1.00	LIEU	325	\$ 93,583	\$ 24,561	\$ 118,144
Police	Rivera	Eduardo		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Roche	Carol	A	Crossing Guard	CGRD	1.00	CG 1	4	\$ 6,719	\$ 1,450	\$ 8,169
Police	Ruiz	Jorge	E	Police Lieutenant	PSOF	1.00	LIEU	5	\$ 95,454	\$ 30,058	\$ 125,512
Police	Sacchetti	Ann	M	Administrative Assistant 4	MUNM	1.00	M374	6	\$ 54,573	\$ -	\$ 54,573
Police	Sanchez	Hector		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 5,052	\$ 78,180
Police	Sebastian	James		Police Officer	IBPO	1.00	POLI	9	\$ 68,909	\$ 19,285	\$ 88,194
Police	Seeto	James		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 11,432	\$ 76,366
Police	Seeto	Jessica	L	Police Record Clerk	MUNM	1.00	M372	4	\$ 43,350	\$ -	\$ 43,350
Police	Shay	Donald	F	Crossing Guard	CGRD	1.00	CG 1	4	\$ 6,719	\$ 950	\$ 7,669
Police	Sheehan	Michael	P	Police Sergeant	PSOF	1.00	SARG	2	\$ 81,772	\$ 21,461	\$ 103,233
Police	Sibilio	Robert	W	Police Sergeant	PSOF	1.00	SARG	5	\$ 86,777	\$ 22,775	\$ 109,551
Police	Simoneau	Brian	E	Assistant to Police Chief	DH	1.00	S1		\$ 96,308	\$ 350	\$ 96,658
Police	Sinewitz	Jayne	L	Parking Enforcement Officer	MUNM	1.00	M372	3	\$ 42,500	\$ -	\$ 42,500
Police	Sistrand	Arthur		Police Officer	IBPO	1.00	POLI	11	\$ 71,693	\$ 19,114	\$ 90,806
Police	Skinnion	John		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 11,188	\$ 84,316
Police	Smith	Benjamin		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Stevens	Cynthia		Crossing Guard	CGRD	1.00	CG 2	5	\$ 14,104	\$ 2,150	\$ 16,254
Police	Strange	Keith		Police Officer	IBPO	1.00	POLI	10	\$ 70,287	\$ 23,333	\$ 93,620
Police	Sullivan	Donna	L	Crossing Guard	CGRD	1.00	CG 2	5	\$ 14,104	\$ 2,150	\$ 16,254
Police	Teel	Christopher		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 8,189	\$ 74,423
Police	Tersoni	Blaise		Police Lieutenant	PSOF	1.00	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Torres	Francis		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Trask	Steven	D	Police Chief	DH	1.00	DH3		\$ 187,320	\$ -	\$ 188,040
Police	Vacant			Crossing Guard	CGRD	5.00	CG 2	2	\$ 11,470	\$ 750	\$ 12,220
Police	Vacant			Crossing Guard	CGRD	1.00	CG 1	2	\$ 5,735	\$ 750	\$ 6,485
Police	Vacant			Crossing Guard	CGRD	1.00	CG 1	2	\$ 5,735	\$ 750	\$ 6,485
Police	Vacant	Unfunded		Crossing Guard	CGRD	1.00	CG 1	2		\$ -	\$ -
Police	Vacant	Unfunded		Crossing Guard	CGRD	1.00	CG 1	2		\$ -	\$ -
Police	Vacant	Unfunded		Crossing Guard	CGRD	1.00	CG 1	2		\$ -	\$ -
Police	Vacant	Unfunded		Crossing Guard	CGRD	1.00	CG 1	2		\$ -	\$ -
Police	Vacant			Dispatcher	DISP	1.00	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Vacant			Dispatcher	DISP	1.00	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full			FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade	FY2021 Step			
Police	Vacant			Dispatcher	DISP	1.00	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Vacant			Dispatcher	DISP	1.00	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Vacant			Police Officer	IBPO	1.00	POLI	2	\$ 58,201	\$ 16,475	\$ 74,676
Police	Vacant	Frozen/Unfunded		Administrative Assistant 3	MUNM	0.40	M373	2	\$ -	\$ -	\$ -
Police	Vargas	William		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Villa	Amelia	C	Crossing Guard	CGRD	1.00	CG 1	5	\$ 7,052	\$ 1,650	\$ 8,702
Police	Vizakis	John		Police Officer	IBPO	1.00	POLI	12	\$ 73,127	\$ 11,188	\$ 84,316
Police	Walls	Kristen		Police Officer	IBPO	1.00	POLI	5	\$ 63,351	\$ 27,793	\$ 91,144
Police	Wareham	Harry	D	Police Lieutenant	PSOF	1.00	LIEU	627	\$ 103,323	\$ 27,117	\$ 130,440
Police	Werner	Sheryl	F	Dispatcher	DISP	1.00	DPS1	10	\$ 62,133	\$ 2,801	\$ 64,934
Police	Wigglesworth	Susan		Crossing Guard	CGRD	1.00	CG 1	5	\$ 7,052	\$ 1,550	\$ 8,602
Police	Wilson	Sean		Police Officer	IBPO	1.00	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Winkelman	Zachary		Police Officer	IBPO	1.00	POLI	3	\$ 60,006	\$ 16,193	\$ 76,199
Police	Wright	James		Police Officer	IBPO	1.00	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
210 Police					Totals	177.67			\$ 11,089,159	\$ 2,801,109	\$ 13,890,988
Public Health	Caisapanta	Mishel		Public Health Inspector	PROF	1.00	PR4	4	\$ 62,843	\$ -	\$ 62,843
Public Health	Depalo	Alexandra	M	Assistant Director of Public Health	DH	1.00	S1		\$ 96,888	\$ -	\$ 96,888
Public Health	Dipersio	Adam	F	Public Health Inspector	PROF	1.00	PR4	3	\$ 61,610	\$ -	\$ 61,610
Public Health	Golden	Stephen	W	Administrative Assistant 1	MUNM	1.00	M371	2	\$ 18,940	\$ -	\$ 18,940
Public Health	Goncalves	Maria	A	Office Manager 1	MUNM	1.00	M374	14	\$ 63,941	\$ 200	\$ 64,141
Public Health	Griffin	Camille		Public Health Inspector	PROF	1.00	PR4	5	\$ 64,103	\$ -	\$ 64,103
Public Health	Hagerty	Kelly	C	Community Interventionist Specialist	PROF	1.00	PR4	5	\$ 64,103	\$ -	\$ 64,103
Public Health	Joseph	Kelly		Community Health Program Coordinator	PROF	1.00	PR4	1	\$ 32,694	\$ -	\$ 32,694
Public Health	Mahoney	Kathleen	C	Chief Public Health Nurse	PROF	1.00	PR5	10	\$ 77,935	\$ -	\$ 77,935
Public Health	Mendez	Michael	P	Public Health Inspector	PROF	1.00	PR4	3	\$ 61,610	\$ -	\$ 61,610
Public Health	Smith	Brian		Environmental Protection Officer	PROF	1.00	PR5	4	\$ 69,154	\$ -	\$ 69,154
Public Health	Vacant			Public Health Inspector	PROF	1.00	PR4	4	\$ 62,843	\$ -	\$ 62,843
Public Health	Vacant			Public Health Nurse	PROF	1.00	PR4	3	\$ 15,403	\$ -	\$ 15,403

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
Public Health	Vacant			Community Health Manager	MUNM	1.00	M8	1	\$ 18,092	\$ -	\$ 18,092
Public Health	Valdez	Noelia		Administrative Assistant 2	MUNM	1.00	M372	4	\$ 43,350	\$ -	\$ 43,350
Public Health	Williams	Robin	E	Environmental Health Manager	MUNM	1.00	M378	10	\$ 86,487	\$ -	\$ 86,487
Public Health	Wong	Sam	S	Director of Public Health	DH	1.00	DH1		\$ 124,448	\$ -	\$ 124,448
511 Public Health						Totals	17.00		\$ 1,024,442	\$ 200	\$ 1,024,642
DPW Administration	Conner	Diane	M	Deputy Director of Administration - DPW	DH	1.00	S2		\$ 120,198	\$ 200	\$ 120,398
DPW Administration	Lukis	Blake	D	Deputy Director DPW	DH	1.00	DH1		\$ 130,207	\$ -	\$ 130,207
DPW Administration	Sandler	Laurie	B	Financial Analyst	MUNM	1.00	M376	5	\$ 64,738	\$ 200	\$ 64,938
DPW Administration	Vacant			Director of DPW	DH	1.00	DH3		\$ 142,382	\$ -	\$ 142,382
DPW Administration	Vasselin	Marie	M	Senior Financial Analyst	MUNM	1.00	M377	6	\$ 72,637	\$ -	\$ 72,637
421 Public Works Administration						Totals	5.00		\$ 530,162	\$ 400	\$ 530,562
DPW Engineering	Alexandrovich	Simon	M	Director of Transportation Engineering	DH	1.00	S1		\$ 101,703	\$ -	\$ 101,703
DPW Engineering	Curran	Thomas	F	Engineering Aide 3	PWSF 1116	1.00	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
DPW Engineering	Johnson	Eric	V	City Engineer	DH	1.00	S2		\$ 120,776	\$ 250	\$ 121,026
DPW Engineering	Kiel	Adam	W	Senior Traffic & Transportation Engineer	MUNM	1.00	M378	14	\$ 93,616	\$ 200	\$ 93,816
DPW Engineering	Kovar	Geoffrey	W	GIS Manager	MUNM	1.00	M378	14	\$ 93,616	\$ 250	\$ 93,866
DPW Engineering	Locastro	Janet	M	GIS Database Administrator		0.34	M375	6	\$ 20,410	\$ 67	\$ 20,477
DPW Engineering	McGaughey	Mary	E	Administrative Assistant 4	MUNM	1.00	M375	6	\$ 60,029	\$ -	\$ 60,029
DPW Engineering	Nguyen	Tam		Project Engineer	PWSF 1116	1.00	PW16	10	\$ 81,844	\$ 4,423	\$ 86,267
DPW Engineering	Reed	Kerry	A	Senior Stormwater/Environmental Engineer	MUNM	1.00	M378	14	\$ 93,616	\$ -	\$ 93,616
DPW Engineering	Stefanini	Joseph		Senior Development & Project Engineer	DH	1.00	S1		\$ 101,791	\$ 200	\$ 101,991
DPW Engineering	Vacant	Frozen		Senior Engineer/Surveyor	PWSF 1116	1.00	PW15	10	\$ -	\$ -	\$ -
DPW Engineering	Vacant			Permit Coordinator Engineering	MUNM	0.00	M374	5	\$ -	\$ -	\$ -
DPW Engineering	Vacant			Engineering Intern	MUNM	0.34	M371	1	\$ 6,376	\$ -	\$ 6,376
411 Public Works Engineering						Totals	10.68		\$ 834,959	\$ 8,940	\$ 843,899
DPW Fleet	Bond	Michael		Fleet Services Technician	DPW 1156	1.00	WH1	9	\$ 62,230	\$ 4,300	\$ 66,530
DPW Fleet	Davis	Scott	F	Fleet Services Technician	DPW 1156	1.00	WH1	5	\$ 57,504	\$ 5,035	\$ 62,539
DPW Fleet	Dobson	Brian		Watchperson	MUNT	0.25	T3	7	\$ 8,570	\$ -	\$ 8,570
DPW Fleet	Karlsson	Jan	O	Fleet Services Technician	DPW 1156	1.00	WH1	8	\$ 61,025	\$ 5,098	\$ 66,123
DPW Fleet	Nardini	Nicole	E	Program Administrator/Material Coordinator	PWSF 1116	1.00	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
DPW Fleet	Nolan	John	E	Welder Fabricator	PWSF 1116	1.00	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
DPW Fleet	Rousseau	Jeffrey		Director of Fleet Services	DH	1.00	S1		\$ 108,415	\$ 5,168	\$ 113,583

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
DPW Fleet	Smith	Robert	A	Fleet Services Technician	DPW 1156	1.00	WH1	9	\$ 62,230	\$ 4,400	\$ 66,630
DPW Fleet	Wright	Scott	R	Fleet Operations Manager	PWSF 1116	1.00	PW19	6	\$ 88,815	\$ 9,550	\$ 98,365
429 Public Works Fleet				Totals		8.25			\$ 578,179	\$ 40,651	\$ 618,830
DPW Highway	Arrandale	Shane		Heavy Equipment Operator	DPW 1156	1.00	WH1	2	\$ 54,188	\$ 10,936	\$ 65,124
DPW Highway	Arrandale	Jacob	A	Heavy Equipment Operator	DPW 1156	1.00	WH1	2	\$ 54,188	\$ 4,000	\$ 58,188
DPW Highway	Barros	Mitchell	H	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Bruce	Norris	O	Heavy Equipment Operator	DPW 1156	1.00	WH1	3	\$ 55,272	\$ 4,000	\$ 59,272
DPW Highway	Burlingame	Robert	S	Highway Supervisor	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Clark	Richard	S	Heavy Equipment Operator	DPW 1156	1.00	WH1	9	\$ 62,230	\$ 4,450	\$ 66,680
DPW Highway	Collins	Brian	J	Medium Equipment Operator	DPW 1156	1.00	W 09	9	\$ 51,759	\$ 9,994	\$ 61,753
DPW Highway	Conserva	Corey	J	Medium Equipment Operator	DPW 1156	1.00	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
DPW Highway	Dallamora	Joseph		Medium Equipment Operator	DPW 1156	1.00	W 09	9	\$ 51,759	\$ 4,350	\$ 56,109
DPW Highway	Dewar	Bryan	A	Heavy Equipment Operator/Tree Specialist	DPW 1156	1.00	WH1	9	\$ 62,230	\$ 4,450	\$ 66,680
DPW Highway	Dobson	Brian		Watchperson	MUNT	0.25	T3	6	\$ 8,570	\$ -	\$ 8,570
DPW Highway	Fintonis	Robert	L	Highway Supervisor/Construction	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Fitzpatrick	Thomas	G	Craftsman	DPW 1156	1.00	W 08	2	\$ 43,327	\$ 4,000	\$ 47,327
DPW Highway	Freitas	Kevin		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Gianci	Elia		Program Administrator	PWSF 1116	1.00	PW10	6	\$ 56,165	\$ 3,550	\$ 59,715
DPW Highway	Gogan	Jacob	R	Medium Equipment Operator	DPW 1156	1.00	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
DPW Highway	Gomes	Leandro	F	Highway Supervisor/Tree	PWSF 1116	1.00	PW14	2	\$ 61,546	\$ 3,550	\$ 65,096
DPW Highway	Greenwood	Roy	D	Highway Supervisor/Construction	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Grendell	Kyle		Stormwater Operations Manager	PWSF 1116	1.00	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
DPW Highway	Hupper	Michael	D	Operations Manager	PWSF 1116	1.00	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
DPW Highway	Keefe	Dennis		Watchperson	MUNT	0.33	T3	6	\$ 6,856	\$ -	\$ 6,856
DPW Highway	Lima	Brendon	P	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Louma	Ronald		Highway Supervisor	PWSF 1116	1.00	PW14	8	\$ 70,961	\$ 3,550	\$ 74,511
DPW Highway	McCarthy	J Brooks		Highway Supervisor	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Mulvaney-Callagha	Joseph	R	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Nau	Daniel	S	Director of Highway and Sanitation	DH	0.50	S2		\$ 63,035	\$ 2,986	\$ 66,021
DPW Highway	Oliveira	Fernando		Heavy Equipment Operator	DPW 1156	1.00	WH1	7	\$ 59,828	\$ 5,077	\$ 64,905
DPW Highway	Pineau	Joseph	W	Heavy Equipment Operator	DPW 1156	1.00	WH1	4	\$ 56,377	\$ 10,089	\$ 66,466
DPW Highway	Pineau	Michael		Medium Equipment Operator	DPW 1156	1.00	W 09	4	\$ 46,880	\$ 9,063	\$ 55,943
DPW Highway	Pineau	Kevin	L	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
DPW Highway	Rastani	Ryan	R	Heavy Equipment Operator	DPW 1156	1.00	WH1	8	\$ 61,025	\$ 4,250	\$ 65,275
DPW Highway	Ray	Matthew	P	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Romani	Fred		Watchperson	MUNT	0.33	T3	6	\$ 6,856	\$ -	\$ 6,856
DPW Highway	Ronconi	Kathryn	D	Assistant Director of Highway & Sanitation	DH	0.50	S1		\$ 50,895	\$ 2,618	\$ 53,513
DPW Highway	Ryan	Nicholas	J	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Vacant			Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Vacant			Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Vacant	Funded 50%		Seasonal Laborer	DPW 1156		W 02	1	\$ 21,799	\$ -	\$ 21,799
DPW Highway	Vacant			Watchperson	MUNT	0.33	T3	3	\$ 6,273	\$ -	\$ 6,273
DPW Highway	Westcott	Casey	M	Medium Equipment Operator	DPW 1156	1.00	W 09	5	\$ 47,817	\$ 4,000	\$ 51,817
422 Public Works Highway				Totals		35.24			\$ 2,047,382	\$ 172,213	\$ 2,219,595
DPW Sanitation	Aucoin	David	P	Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Chickering	Joseph		Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 8,589	\$ 64,573
DPW Sanitation	DaSilva	Alexander		Lead Driver	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Deflumere	William		Lead Driver	DPW 1156	1.00	W 11	5	\$ 51,721	\$ 3,250	\$ 54,971
DPW Sanitation	Eidelman	Matthew	J	Lead Driver	DPW 1156	1.00	W 11	6	\$ 52,755	\$ 4,200	\$ 56,955
DPW Sanitation	Guertin	Darren	A	Operations Manager	PWSF 1116	1.00	PW19	8	\$ 92,404	\$ 9,550	\$ 101,954
DPW Sanitation	Howland	Kenneth	J	Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Ingemi	Joseph	J	Environmental Health Operations Supervisor	PWSF 1116	1.00	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
DPW Sanitation	Maude	Edward	A	Lead Driver	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 3,250	\$ 51,869
DPW Sanitation	Minden	Michael	B	Lead Driver	DPW 1156	0.00	W 11	8	\$ 39,189	\$ -	\$ 39,189
DPW Sanitation	Montonari	Anthony	P	Lead Driver	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Nau	Daniel	S	Director of Highway and Sanitation	DH	0.50	S2		\$ 63,035	\$ 2,986	\$ 66,021
DPW Sanitation	Pasquantonio	Michael	D	Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Raphael	Ricardo		Lead Driver	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Robinson	Edward	G	Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 3,600	\$ 59,584
DPW Sanitation	Romani	Dean		Lead Driver	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 3,250	\$ 51,869
DPW Sanitation	Ronconi	Kathryn	D	Assistant Director of Highway & Sanitation	DH	0.50	S1		\$ 50,895	\$ 2,618	\$ 53,513
DPW Sanitation	Sarnosky	Stephen		Recycling Coordinator	PWSF 1116	1.00	PW10	9	\$ 59,984	\$ 3,966	\$ 63,950
DPW Sanitation	Sullivan	Terrence	M	Recycling Supervisor	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,966	\$ 77,866
DPW Sanitation	Vacant			Lead Driver	DPW 1156	1.00	W 11	1	\$ 47,533	\$ 3,250	\$ 50,783
DPW Sanitation	Vacant	Unfunded		Lead Driver	DPW 1156	1.00	W 11	1	\$ -	\$ -	\$ -
DPW Sanitation	Vacant	Funded 50%		Seasonal Laborer	DPW 1156		W 02	1	\$ 16,350	\$ -	\$ 16,350

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
DPW Sanitation	West	Richard	C	Lead Driver	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Wheeler	Kristine	M	Program Administrator	PWSF 1116	1.00	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
423 Public Works Sanitation				Totals		21.00			\$ 1,256,158	\$ 86,750	\$ 1,342,908
Sewer Enterprise	Arrandale	Darek	A	Medium Equipment Operator	DPW 1156	1.00	W 09	9	\$ 51,759	\$ 4,300	\$ 56,059
Sewer Enterprise	Bannon	Thomas	A	Wastewater Supervisor	PWSF 1116	1.00	PW14	5	\$ 66,803	\$ 3,550	\$ 70,353
Sewer Enterprise	Barsanti	James	R	Director of Water & Sewer	DH	0.50	S2		\$ 53,921	\$ 1,600	\$ 55,521
Sewer Enterprise	Belucio	Walaci	J	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Biondo	Charles		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Brown	Robert	L	Medium Equipment Operator	DPW 1156	1.00	W 09	7	\$ 49,750	\$ 4,000	\$ 53,750
Sewer Enterprise	Chase	Charles	E	Pump Station Supervisor	PWSF 1116	1.00	PW16	6	\$ 75,301	\$ 3,550	\$ 78,851
Sewer Enterprise	Connell	David		Medium Equipment Operator	DPW 1156	1.00	W 09	5	\$ 47,817	\$ 4,000	\$ 51,817
Sewer Enterprise	Conner	Brian	J	Heavy Equipment Operator	DPW 1156	1.00	WH1	2	\$ 54,188	\$ 4,000	\$ 58,188
Sewer Enterprise	Dobson	Brian		Watchperson	MUNT	0.33	T3	6	\$ 8,570	\$ -	\$ 8,570
Sewer Enterprise	Dunham	Michael		Electrician	PWSF 1116	0.50	PW14	9	\$ 36,226	\$ 1,775	\$ 38,001
Sewer Enterprise	Dunn	Ashley	N	Assistant Director of Water and Sewer	DH	0.50	S1		\$ 47,504	\$ -	\$ 47,504
Sewer Enterprise	Gourdeau	Jayne	M	Business Manager 1/Asst Director of Admin & Oper	MUNM	0.50	M377	14	\$ 42,553	\$ 125	\$ 42,678
Sewer Enterprise	Keefe	Dennis		Watchperson	MUNT	0.33	T3	6	\$ 6,856	\$ -	\$ 6,856
Sewer Enterprise	Klein	Gail	M	Program Administrator	PWSF 1116	1.00	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
Sewer Enterprise	Kuczmiac	James	M	Wastewater Technician	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 6,869	\$ 62,853
Sewer Enterprise	Lampasona	Peter		Operations Manager Pump Station	PWSF 1116	1.00	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Sewer Enterprise	Lemire	Keith	A	Wastewater Technician	DPW 1156	1.00	W 11	4	\$ 50,707	\$ 4,000	\$ 54,707
Sewer Enterprise	Leone	Stephen	J	Assistant Director of Water and Sewer	DH	0.50	S1		\$ 48,514	\$ 1,500	\$ 50,014
Sewer Enterprise	Locastro	Janet	M	GIS Database Administrator		0.33	M375	6	\$ 19,810	\$ 67	\$ 19,877
Sewer Enterprise	MacKenzie	Alex	J	Construction Coordinator	PWSF 1116	0.50	PW16	5	\$ 36,804	\$ 1,775	\$ 38,579
Sewer Enterprise	Magazine	Mark	J	Program Administrator/Material Coordinator	PWSF 1116	0.50	PW10	10	\$ 30,592	\$ 1,775	\$ 32,367
Sewer Enterprise	McCarthy	Brian		Operations Manager Wastewater	PWSF 1116	1.00	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Sewer Enterprise	Mooney	Andrew	B	Pump Station Technician	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 4,000	\$ 52,619
Sewer Enterprise	Nau	Christopher		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	O'Brien	Christopher		Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Sewer Enterprise	Patel	Gita		Administrative Assistant 4	MUNM	1.00	M375	3	\$ 56,568	\$ -	\$ 56,568
Sewer Enterprise	Patruno	James	R	Wastewater Supervisor	PWSF 1116	1.00	PW14	3	\$ 63,331	\$ 3,550	\$ 66,881
Sewer Enterprise	Pellegrino	Peter		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,811	\$ 49,871
Sewer Enterprise	Ricchazzi	Michael	W	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation	
						Time Equivalent	FY2021 Grade				
Sewer Enterprise	Ricchazzi	Anthony		Heavy Equipment Operator	DPW 1156	1.00	WH1	3	\$ 55,272	\$ 4,000	\$ 59,272
Sewer Enterprise	Romani	Fred		Watchperson	MUNT	0.00	T3	6	\$ 6,856	\$ -	\$ 6,856
Sewer Enterprise	Ronconi	Michael	T	Wastewater Supervisor	PWSF 1116	1.00	PW14	4	\$ 65,168	\$ 3,550	\$ 68,718
Sewer Enterprise	Rosa	Nemesio	S	Medium Equipment Operator	DPW 1156	1.00	W 09	6	\$ 48,774	\$ 4,000	\$ 52,774
Sewer Enterprise	Roy	David		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Sippel	Peter	A	Operations Manager	PWSF 1116	0.33	PW19	9	\$ 31,164	\$ 3,182	\$ 34,346
Sewer Enterprise	Spratt	Stephen	M	Medium Equipment Operator	DPW 1156	1.00	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
Sewer Enterprise	Tarves	Stephanine		Senior Project Manager/Utilities	MUNM	0.50	M378	10	\$ 43,244	\$ -	\$ 43,244
Sewer Enterprise	Tomassini	Jeffrey	A	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Sewer Enterprise	Tompkins	Jeffrey		Wastewater Technician	DPW 1156	1.00	W 11	5	\$ 51,721	\$ 4,000	\$ 55,721
Sewer Enterprise	Touhey	James	B	Wastewater Supervisor	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
Sewer Enterprise	Vacant			Wastewater Technician	DPW 1156	1.00	W 11	2	\$ 48,619	\$ 4,000	\$ 52,619
Sewer Enterprise	Vacant			Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Vacant	Funded 50%		Seasonal Laborer	1156		W 02	1	\$ 16,349	\$ -	\$ 16,349
Sewer Enterprise	Vacant			Engineering Intern	MUNM	0.33	M1	1	\$ 12,208	\$ -	\$ 12,208
Sewer Enterprise	Vacant	Unfunded		Co-op	MUNT		T3	4	\$ -	\$ -	\$ -
Sewer Enterprise	Vacant			Watchperson	MUNT	0.33	T3	3	\$ 6,273	\$ -	\$ 6,273
Sewer Enterprise	Wales	Gary		Fleet Services Technician	1156	1.00	WH1	8	\$ 61,025	\$ 5,798	\$ 66,823
440 Sewer Enterprise Fund				Totals		35.98			\$ 2,171,624	\$ 141,527	\$ 2,313,151
DPW Streetlights	Bolduc	Wayne	C	Fire Alarm Superintendent	DH	1.00	S1		\$ 101,419	\$ 350	\$ 101,769
DPW Streetlights	Corbin	Dean	P	Assistant Superintendent Fire Alarms	PWSF 1116	1.00	PW14	8	\$ 70,961	\$ 3,550	\$ 74,511
DPW Streetlights	Cox	John	F	Systems Integration/Project Manager	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Streetlights	Keefe	Patrick	J	Electrician	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Streetlights	Sippel	Peter	A	Operations Manager	PWSF 1116	0.33	PW19	9	\$ 31,447	\$ 3,183	\$ 34,630
424 Public Works Streetlights & Signals				Totals		4.33			\$ 351,627	\$ 14,183	\$ 365,810
Water Enterprise	Barsanti	James	R	Director of Water & Sewer	DH	0.50	S2		\$ 53,921	\$ 1,600	\$ 55,521
Water Enterprise	Borges	A,fredo		Medium Equipment Operator	DPW 1156	1.00	W 09	9	\$ 51,759	\$ 4,300	\$ 56,059
Water Enterprise	Danese	Michael	S	Heavy Equipment Operator	DPW 1156	1.00	WH1	7	\$ 59,828	\$ 4,250	\$ 64,078
Water Enterprise	Davis	Collin	J	Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Dobson	Brian		Watchperson	MUNT	0.33	T3	6	\$ 8,570	\$ -	\$ 8,570
Water Enterprise	Dunham	Michael		Electrician	PWSF 1116	0.50	PW14	9	\$ 36,226	\$ 1,775	\$ 38,001
Water Enterprise	Dunn	Ashley	N	Assistant Director of Water and Sewer	DH	0.50	S1		\$ 47,504	\$ 950	\$ 48,454

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
Water Enterprise	Gleason	Noah	S	Heavy Equipment Operator	DPW 1156	1.00	WH1	4	\$ 56,377	\$ 4,000	\$ 60,377
Water Enterprise	Gourdeau	Jayne	M	Business Manager 1/Asst Director of Admin & Oper.	MUNM	0.50	M377	14	\$ 42,553	\$ 125	\$ 42,678
Water Enterprise	Grace	Jeff	G	Pump Station Technician	DPW 1156	1.00	W 11	3	\$ 49,713	\$ 4,000	\$ 53,713
Water Enterprise	Griffin	Alysha	M	Program Administrator	PWSF 1116	1.00	PW10	5	\$ 54,796	\$ 3,550	\$ 58,346
Water Enterprise	Guardiani	Jason	E	Medium Equipment Operator	DPW 1156	1.00	W 09	6	\$ 48,774	\$ 6,195	\$ 54,969
Water Enterprise	Heller	Brett	A	Pump Station Technician	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 4,250	\$ 60,234
Water Enterprise	Kamishlian	Dale		Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Keefe	Dennis		Watchperson	MUNT	0.33	T3	6	\$ 6,856	\$ -	\$ 6,856
Water Enterprise	Kennelley	Michael	R	Pump Station Supervisor	PWSF 1116	1.00	PW14	3	\$ 63,331	\$ 3,550	\$ 66,881
Water Enterprise	Kivlehan	James	R	Administrative Assistant 4	MUNM	1.00	M375	6	\$ 60,029	\$ -	\$ 60,029
Water Enterprise	Klein	Patrick	M	Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Lavin	John	E	Pump Station Technician	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 4,350	\$ 60,334
Water Enterprise	Lebrun	Ryan	J	Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,827	\$ 50,788
Water Enterprise	Lembo	Robert	W	Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Leone	Stephen	J	Assistant Director of Water and Sewer	DH	0.50	S1		\$ 48,514	\$ 2,470	\$ 50,984
Water Enterprise	Locastro	Janet	M	GIS Database Administrator		0.33	M375	6	\$ 19,810	\$ 67	\$ 19,877
Water Enterprise	Lombardi	Dylan		Backflow/Meter Technician	DPW 1156	1.00	W 11	3	\$ 49,713	\$ 4,000	\$ 53,713
Water Enterprise	Luoma	Brian	C	Medium Equipment Operator	DPW 1156	1.00	W 09	9	\$ 51,759	\$ 4,250	\$ 56,009
Water Enterprise	MacKenzie	Alex	J	Construction Coordinator	PWSF 1116	0.50	PW16	5	\$ 36,804	\$ 1,775	\$ 38,579
Water Enterprise	Magazine	Mark	J	Program Administrator/Material Coordinator	PWSF 1116	0.50	PW10	10	\$ 30,592	\$ 1,775	\$ 32,367
Water Enterprise	Marin	Scott		Fleet Services Technician	DPW 1156	1.00	WH1	3	\$ 55,272	\$ 4,995	\$ 60,267
Water Enterprise	Marini	Douglas	A	Water Supervisor	PWSF 1116	1.00	PW14	4	\$ 65,168	\$ 3,550	\$ 68,718
Water Enterprise	McDonald	Dennis		Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Norsworthy	Jarred	O	Water Supervisor	PWSF 1116	1.00	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
Water Enterprise	Norton	Stephen		Water Operations Manager	PWSF 1116	1.00	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Water Enterprise	Ottaviani	Benedetto	P	Medium Equipment Operator	DPW 1156	1.00	W 09	6	\$ 48,774	\$ 4,000	\$ 52,774
Water Enterprise	Pereira	Ricardo		Water Technician	DPW 1156	1.00	W 11	3	\$ 49,713	\$ 4,000	\$ 53,713
Water Enterprise	Ricchazzi	Michael	W	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Water Enterprise	Roman	Jose	A	Heavy Equipment Operator	DPW 1156	1.00	WH1	2	\$ 54,188	\$ 4,250	\$ 58,438
Water Enterprise	Romani	Fred		Watchperson	MUNT	0.00	T3	6	\$ 6,856	\$ -	\$ 6,856
Water Enterprise	Schraffa	Paul	D	Fleet Services Technician	DPW 1156	1.00	WH1	9	\$ 62,230	\$ 4,300	\$ 66,530
Water Enterprise	Shutt	William	J	Water Supervisor	PWSF 1116	1.00	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
Water Enterprise	Sippel	Peter	A	Operations Manager	PWSF 1116	0.33	PW19	9	\$ 31,164	\$ 3,182	\$ 34,346

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
Water Enterprise	Sordillo	John	E	Backflow/Meter Technician	DPW 1156	1.00	W 11	8	\$ 54,887	\$ 4,250	\$ 59,137
Water Enterprise	Tarves	Stephanine		Senior Project Manager/Utilities	MUNM	0.50	M378	10	\$ 43,244	\$ -	\$ 43,244
Water Enterprise	Thouren	Lisa	M	Pump Station Technician	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 5,308	\$ 61,292
Water Enterprise	Tomassini	Jeffrey	A	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Water Enterprise	Vacant			Medium Equipment Operator	DPW 1156	1.00	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Vacant	Funded 50%		Seasonal Laborer	MUNM		W2	1	\$ 19,415	\$ -	\$ 19,415
Water Enterprise	Vacant			Engineering Intern	DPW 1156	0.33	M1	1	\$ 12,377	\$ -	\$ 12,377
Water Enterprise	Vacant	Unfunded		Co-op	MUNM		T3		\$ -	\$ -	\$ -
Water Enterprise	Vacant			Watchperson	MUNT	0.33	T3	3	\$ 6,273	\$ -	\$ 6,273
Water Enterprise	Zanchi	Joseph	P	Medium Equipment Operator	DPW 1156	1.00	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Zanella	Andrew	B	Backflow/Meter Technician	DPW 1156	1.00	W 11	9	\$ 55,984	\$ 4,250	\$ 60,234
450 Water Enterprise Fund				Totals		38.98			\$ 2,296,187	\$ 152,344	\$ 2,448,531
Purchasing	Hampson	Christine	A	Administrative Assistant I	MUNM	0.50	M371	6	\$ 20,501	\$ -	\$ 20,501
Purchasing	Putney	Amy		Procurement Administrator	MUNM	1.00	M378	5	\$ 78,333	\$ 250	\$ 78,583
138 Purchasing				Totals		1.50			\$ 98,834	\$ 250	\$ 99,084
Technology	Becker	Robert	N	Network Technician	PROF	1.00	PR4	10	\$ 70,849	\$ -	\$ 70,849
Technology	Bryce	Heidi	R	Systems Project Manager 4	PROF	1.00	PR6	6	\$ 82,013	\$ -	\$ 82,013
Technology	Coutu	Todd		Systems Project Manager 2/Help Technician	PROF	1.00	PR4	8	\$ 68,038	\$ -	\$ 68,038
Technology	Duross	Charles	J	Systems Project Manager 3	PROF	1.00	PR6	10	\$ 88,839	\$ -	\$ 88,839
Technology	Estivale	Kimberly	S	Fiscal Manager	MUNM	1.00	M375	9	\$ 63,704	\$ 200	\$ 63,904
Technology	Holt	Alan	D	Assistant Director of Development	DH	1.00	S1		\$ 97,045	\$ 350	\$ 97,395
Technology	Melo	Carly	P	Director of Technology Services	DH	1.00	DH2		\$ 131,853	\$ 300	\$ 132,153
Technology	Nall	Jennifer	M	Administrative Assistant 3	MUNM	1.00	M373	5	\$ 48,639	\$ -	\$ 48,639
Technology	Schiavone	James	V	Assistant Director of Support	DH	1.00	S1		\$ 105,756	\$ 3,300	\$ 109,056
Technology	Sylva	Anthony	J	Programmer/Analyst	PROF	1.00	PR5	7	\$ 73,394	\$ -	\$ 73,394
155 Technology Services				Totals		10.00			\$ 830,131	\$ 4,150	\$ 834,281
Treasurer	Assuncao	Alicia	F	Fiscal Supervisor/Cash Collections	MUNM	1.00	M375	6	\$ 58,853	\$ -	\$ 58,853
Treasurer	Burruss	Allison		Assistant Treasurer/Collector	MUNM	1.00	M378	3	\$ 75,291	\$ -	\$ 75,291
Treasurer	Gemma	Ashley		Office Coordinator/Tax Collector	MUNM	1.00	M374	2	\$ 50,417	\$ -	\$ 50,417
Treasurer	Harvey	Carleigh-Ann		Fiscal Supervisor/Payroll	MUNM	1.00	M375	2	\$ 55,458	\$ -	\$ 55,458
Treasurer	Jermore	Sara Beth	P	Admin Asst/Excise Tax	MUNM	1.00	M375	5	\$ 58,853	\$ 250	\$ 59,103
Treasurer	Lyons	Carolyn	R	Treasurer/Collector	DH	1.00	S3		\$ 101,791	\$ 300	\$ 102,091

**City of Framingham
FY2021 Employee Compensation Schedule**

Department	Last Name	First Name	MI	Title	Union	FY2021 Full		FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
						Time Equivalent	FY2021 Grade				
Treasurer	Nemeth	Robin		Customer Service Representative 1- Real Estate	MUNM	1.00	M372	15	\$ 53,901	\$ -	\$ 53,901
Treasurer	Netherton	Ross	O	Office Manager 3	MUNM	1.00	M376	3	\$ 62,224	\$ 4,950	\$ 67,174
145 Treasurer/Collector				Totals		8.00			\$ 516,790	\$ 5,500	\$ 522,290
Veterans	Lupisella	Mark	A	Assistant Veterans Director	MUNM	1.00	M373	3	\$ 46,750	\$ -	\$ 46,750
Veterans	Sullivan	Craig	A	Director of Veterans Affairs	MUNM	1.00	M377	4	\$ 69,815	\$ -	\$ 69,815
543 Veterans				Totals		2.00			\$ 116,566	\$ -	\$ 116,566
Weights & Measures	Demeo	James	D	Sealer Weights & Measures	PROF	1.00	PR5	3	\$ 67,802	\$ -	\$ 67,802
244 Weights & Measures				Totals		1.00			\$ 67,802	\$ -	\$ 67,802
Public Works Capital	Alvarez Corena	Jose		Senior Project Manager/Utilities	MUNM	1.00	M8	13	\$ 91,780		\$ 91,780
Public Works Capital	Eliot	Alison		Senior Project Manager/Utilities	MUNM	1.00	M8	11	\$ 88,217		\$ 88,217
Public Works Capital	Hayes	Diane		Senior Project Manager/Transporation	MUNM	1.00	M8	12	\$ 89,981		\$ 89,981
Public Works Capital	Hayes	Matthew		Senior Project Manager/Transporation	MUNM	1.00	M8	14	\$ 93,616		\$ 93,616
Public Works Capital	Ivany	David		Senior Project Manager/Transporation	MUNM	1.00	M8	14	\$ 93,616		\$ 93,616
Public Works Capital	Jewell	Allyssa		Senior Project Manager	MUNM	1.00	M8	2	\$ 73,815		\$ 73,815
Public Works Capital	Liu	Julie		Senior Project Manager/Utilities	MUNM	1.00	M8	14	\$ 93,616		\$ 93,616
Public Works Capital	Lotz	Susan		Capital Program Administrator	MUNM	1.00	M5	6	\$ 60,029		\$ 60,029
Public Works Capital	Marchesseault	Robert		Senior Project Manager/Utilities	MUNM	1.00	M8	13	\$ 91,780		\$ 91,780
Public Works Capital	O'Regan	Ann		Capital Procurement Administrator	MUNM	1.00	M6	9	\$ 70,074	\$ 200	\$ 70,274
Public Works Capital	Reis	Vonnie		Director of Capital Construction Management	MUNM	1.00	S1		\$ 106,303	\$ -	\$ 106,303
Public Works Capital	Sedewitz	William		Chief Engineer	MUNM	1.00	S3		\$ 123,106	\$ 200	\$ 123,306
Public Works Capital	Sheldon	Robert		Director of Project Management	MUNM	1.00	S1		\$ 107,352	\$ -	\$ 107,352
Public Works Capital	Vacant			Senior Financial Analyst	MUNM	1.00	M7	4	\$ 69,815		\$ 69,815
415 Capital Planning & Construction				Totals		14.00			\$ 1,253,100	\$ 400	\$ 1,253,500

**City of Framingham
FY21 FTE Summary**

Dept #	Department	FY20	FY21	Variance	Notes
111	City Council	1.60	2.00	0.40	Auditor position made FT in FY20
122	Mayor	9.00	9.00	0.00	
133	CFO	3.00	3.00	0.00	
135	Accounting	8.60	8.60	0.00	
138	Purchasing	1.50	1.50	0.00	
141	Assessing	8.00	8.00	0.00	
145	Treasurer/Collector	8.00	8.00	0.00	
152	Human Resources	7.00	7.00	0.00	
155	Technology	10.00	10.00	0.00	
161	City Clerk	4.00	4.00	0.00	
162	Elections	1.00	1.00	0.00	
174	Planning & Community Development	13.00	13.50	0.50	Historic Preservation Planner not previously captured in total FTE count, no net increase in funding
192	Capital Projects & Facilities Management	17.80	18.00	0.20	Added .20 to Custodian position previously funded in Library
194	Media Services	2.50	3.00	0.50	Adds hours for part-time staff equivalent to .5 FTE increase
210	Police	177.40	177.67	0.27	Adds part-time hours for records clerk not previously captured in FTE count, no net increase in funding
220	Fire	154.00	154.50	0.50	Accounts for .50 Grants Position. No net increase in funding
241	Building Inspection	15.50	15.60	0.10	More Accurate FTE count for hours of Code Enforcement Official
244	Weights & Measures	1.00	1.00	0.00	
292	Animal Control	2.50	2.50	0.00	
344	DPW Capital Unit	16.00	14.00	-2.00	Reduced staff
411	DPW Engineering	10.30	10.68	0.38	Counts intern not in previous FTE count
421	DPW Administration	5.00	5.00	0.00	
422	DPW Highway	34.00	35.24	1.24	Counts watchpersons in in previous FTE count
424	DPW Streetlights	4.30	4.33	0.03	
429	DPW Fleet	8.00	8.25	0.25	Counts watchperson not in previous FTE count
433	DPW Sanitation	21.00	21.00	0.00	
440	Sewer Enterprise	35.90	35.98	0.08	
450	Water Enterprise	38.90	38.98	0.08	
491	Cemeteries	4.00	3.80	-0.20	More accurate count of Admin Asst hours at .8 FTE
511	Public Health	15.50	17.00	1.50	Counts all staff funded Grants or Other Sources not previously captured in FTE counts
541	Council on Aging	6.80	6.80	0.00	
543	Veterans	2.00	2.00	0.00	
610	Library	40.40	40.80	0.40	More accurate count of Part-time staff, no net increase in funding
650	Parks	40.00	39.08	-0.92	More accurate count of Part-time staff
680	Arena	6.30	5.60	-0.70	Reduced Seasonal FTE
	Totals	733.80	736.41	2.61	

**City of Framingham
FY2021 Classification Plan**

Framingham Non-Union Classification Plan Grade/Position	Framingham Non-Union Classification Plan Grade/Position
M1	M6
Administrative Assistant 1	Associate Planner
Clerical Assistant	Administrator
Custodian	Benefits Manager/HR
Engineering Intern	Capital Procurement Administrator
Intern	Code Enforcement Office Manager
Media Services Assistant	Conservation Administrator
Outreach Worker/COA	Financial Analyst
M2	Office Manager 3
Administrative Assistant 2	Operating Manager/Building Facilities
Assistant Animal Control Officer	Payroll Coordinator
Customer Service Representative 1	Program Coordinator - Health
Parking Enforcement Officer	Records Manager
M3	Workers Comp and Safety Coordinator
Accounts Payable Service Representative	M7
Administrative Assistant 3	Conservation Administrator
Benefits Assistant/HR	Animal Control Officer
Crime Analyst	Assistant Director of Elder Affairs
Customer Service Representative 2	Assistant Commercial Assessor
Lead Records Clerk/Police	Assistant Treasurer/Collector
Payroll/Payables Specialist	Business Mgr 1/Asst Dir. of Admin/Operations
Production Technician	Citizen Participation Officer
M4	Community Development Administrator
Accounts Payable Specialist	Director of Veterans Services
Benefits Coordinator	Licensing Coordinator
Building Maintenance Worker	Maintenance/Electrician
Code Enforcement Official	Maintenance/Plumber
Communication and Land Stewardship	Operations Manager
Community Outreach Coordinator	Payroll Administrator
Grant Writer	Project Engineer
Library Building Facilities Manager	Senior Surveyor
Office Coordinator/Tax Collector	Senior Financial Analyst
Office Manager 1	M8
Permit Coordinator	Assistant City Accountant
Recycling Coordinator	Assistant City Clerk
Senior Custodian	Assistant Treasurer/Collector
M5	Business Manager
Activities Manager	Environmental Health Manager
Administrative Assistant 4	City Council Auditor
Assistant Conservation Administrator	Community Health Manager
Billing Coordinator	Director of Media Services
Carpenter/Painter	Division Finance Coordinator
Code Enforcement Task Coordinator	Environmental Health Manager
Communications/Connections Coordinator	Finance Manager/Parks and Recreation
GIS Database Administrator	Fire Protection Engineer
Election Services Coordinator	GIS Manager
Engineering Administrator Capital Program	Library Media Services Director
Executive Assistant	Procurement Administrator
Fiscal Supervisor/Cash Collections	Program Manager
Fiscal Supervisor	Project Manager
HR Generalist/Analyst	Senior Advisor for Policy
Fiscal Manager	Senior Advisor for External Affairs
Maintenance Supervisor	Senior Project Manager/Transportation
Office Manager 2	Senior Traffic & Transportation Engineer
Permitting Manger	Senior Water and Waste Water Engineer
Recreation Supervisor	Sustainability Coordinator
Records Access Officer	Webmaster/Public Information Officer
Financial & Translations Coordinator	

**City of Framingham
FY2021 Classification Plan**

Senior Management/Division Heads Grade/Positions	Senior Management/Division Heads Grade/Positions
S1	DH1
Assistant Director of Development	Assistant Fire Chief
Assistant Director of Highway & Sanitation	Assistant/Deputy Police Chief
Assistant Director of Water and Sewer	City Clerk
Assistant Director of Public Health	Deputy Director DPW
Assistant Director of Support	Director of Capital Projects & Facilities
Assistant Director of Water and Wastewater-Engi	Director of Inspectional Services
Assistant to the Police Chief	Director of Public Health
Deputy Director	DH2
Director of Administration	Director of Planning & Community Development
Director of Capital Project Management	Director of Library
Director of Elder Services	Director of Parks and Recreation
Director of Fleet Services	Director of Technology Services
Fire Alarm Superintendent	Human Resources Director
Network Services Manager	DH3
Director of Project Development & Right of Way	CFO/Dir of Finance and Administration
Director Capital Construction Management	Chief Operating Officer
Senior Stormwater/Environmental Engineer	Director of DPW
Senior Development & Project Engineer	Fire Chief
S2	Police Chief
Asst. Director of Planning & Community Development	
Assistant Director of Planning and Land Use	
Deputy Director of Administration -DPW	
Deputy Director/Parks and Recreation	
City Engineer	
Director of Highway & Sanitation	
Director of Transportation Engineering	
Director of Water & Sewer	
S3	
Chief Assessor	
Assistant CFO/Chief Procurement Officer	
Deputy Director/Chief Engineer	
City Accountant	
Deputy Police Chief	
Treasurer/Collector	
Diversity & Inclusion Officer	

City of Framingham FY2021 Non-Union Salary Schedules

FY 2021 Temporary & Seasonal Effective 07/01/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 13.10	\$ 13.43	\$ 13.76	\$ 14.11	\$ 14.46	\$ 14.82	\$ 15.19	\$ 15.57
TEM2	\$ 13.60	\$ 13.94	\$ 14.29	\$ 14.65	\$ 15.01	\$ 15.39	\$ 15.77	\$ 16.17
TEM3	\$ 15.14	\$ 15.52	\$ 15.91	\$ 16.30	\$ 16.71	\$ 17.13	\$ 17.56	\$ 18.00
TEM4	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34
TEM5	\$ 18.22	\$ 18.68	\$ 19.14	\$ 19.62	\$ 20.11	\$ 20.61	\$ 21.13	\$ 21.66
TEM6	\$ 19.99	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.18	\$ 23.76

FY2021 Temporary & Seasonal Effective 01/01/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 13.50	\$ 13.77	\$ 14.05	\$ 14.33	\$ 14.61	\$ 14.90	\$ 15.27	\$ 15.65
TEM2	\$ 14.45	\$ 14.74	\$ 15.03	\$ 15.33	\$ 15.64	\$ 15.95	\$ 16.35	\$ 16.76
TEM3	\$ 15.46	\$ 15.77	\$ 16.08	\$ 16.40	\$ 18.04	\$ 18.40	\$ 18.77	\$ 19.15
TEM4	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.10	\$ 20.60
TEM5	\$ 18.91	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.47	\$ 20.88	\$ 21.40	\$ 21.94
TEM6	\$ 20.75	\$ 21.17	\$ 21.59	\$ 22.02	\$ 22.46	\$ 22.91	\$ 23.48	\$ 24.07

City of Framingham

FY2021 Non-Union Salary Schedules

FY2021 Non-Union Municipal Effective 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M371	\$ 36,994	\$ 37,734	\$ 38,488	\$ 39,258	\$ 40,044	\$ 40,844	\$ 41,661	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,997	\$ 46,917	\$ 47,856
M372	\$ 40,693	\$ 41,508	\$ 42,337	\$ 43,184	\$ 44,048	\$ 44,929	\$ 45,828	\$ 46,743	\$ 47,679	\$ 48,632	\$ 49,605	\$ 50,598	\$ 51,608	\$ 52,641
M373	\$ 44,762	\$ 45,658	\$ 46,571	\$ 47,503	\$ 48,453	\$ 49,422	\$ 50,410	\$ 51,419	\$ 52,447	\$ 53,495	\$ 54,566	\$ 55,656	\$ 56,769	\$ 57,905
M374	\$ 49,238	\$ 50,224	\$ 51,228	\$ 52,253	\$ 53,297	\$ 54,364	\$ 55,452	\$ 56,560	\$ 57,691	\$ 58,846	\$ 60,023	\$ 61,222	\$ 62,447	\$ 63,696
M375	\$ 54,163	\$ 55,246	\$ 56,351	\$ 57,478	\$ 58,628	\$ 59,799	\$ 60,996	\$ 62,216	\$ 63,460	\$ 64,730	\$ 66,024	\$ 67,344	\$ 68,691	\$ 70,065
M376	\$ 59,579	\$ 60,770	\$ 61,986	\$ 63,226	\$ 64,490	\$ 65,781	\$ 67,096	\$ 68,438	\$ 69,806	\$ 71,203	\$ 72,627	\$ 74,079	\$ 75,561	\$ 77,072
M377	\$ 65,537	\$ 66,848	\$ 68,185	\$ 69,548	\$ 70,939	\$ 72,359	\$ 73,806	\$ 75,281	\$ 76,787	\$ 78,322	\$ 79,890	\$ 81,487	\$ 83,117	\$ 84,779
M378	\$ 72,091	\$ 73,532	\$ 75,003	\$ 76,503	\$ 78,033	\$ 79,594	\$ 81,186	\$ 82,809	\$ 84,466	\$ 86,156	\$ 87,878	\$ 89,636	\$ 91,428	\$ 93,257
M401	\$ 36,987	\$ 37,733	\$ 38,488	\$ 39,258	\$ 40,044	\$ 40,844	\$ 41,662	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,998	\$ 46,917	\$ 47,856
M402	\$ 40,693	\$ 41,507	\$ 42,337	\$ 43,184	\$ 44,048	\$ 44,929	\$ 45,828	\$ 46,743	\$ 47,679	\$ 48,632	\$ 49,605	\$ 50,598	\$ 51,609	\$ 52,641
M403	\$ 44,763	\$ 45,658	\$ 46,571	\$ 47,503	\$ 48,453	\$ 49,422	\$ 50,410	\$ 51,419	\$ 52,447	\$ 53,495	\$ 54,566	\$ 55,656	\$ 56,769	\$ 57,905
M404	\$ 49,239	\$ 50,224	\$ 51,228	\$ 52,253	\$ 53,297	\$ 54,364	\$ 55,451	\$ 56,560	\$ 57,691	\$ 58,845	\$ 60,023	\$ 61,222	\$ 62,447	\$ 63,696
M405	\$ 54,163	\$ 55,246	\$ 56,351	\$ 57,478	\$ 58,628	\$ 59,799	\$ 60,996	\$ 62,216	\$ 63,460	\$ 64,730	\$ 66,024	\$ 67,344	\$ 68,692	\$ 70,065
M406	\$ 59,579	\$ 60,770	\$ 61,986	\$ 63,226	\$ 64,490	\$ 65,781	\$ 67,096	\$ 68,438	\$ 69,806	\$ 71,203	\$ 72,627	\$ 74,079	\$ 75,561	\$ 77,072
M407	\$ 65,537	\$ 66,848	\$ 68,185	\$ 69,548	\$ 70,939	\$ 72,359	\$ 73,806	\$ 75,281	\$ 76,787	\$ 78,322	\$ 79,890	\$ 81,487	\$ 83,117	\$ 84,779
M408	\$ 72,091	\$ 73,532	\$ 75,003	\$ 76,503	\$ 78,033	\$ 79,594	\$ 81,187	\$ 82,809	\$ 84,466	\$ 86,156	\$ 87,879	\$ 89,636	\$ 91,428	\$ 93,257

FY2021 Senior Management & Division Heads Effective 7/1/2020

	Min	Mid	Max
S1	\$ 96,536	\$ 108,272	\$ 119,101
S2	\$ 99,431	\$ 111,520	\$ 122,672
S3	\$ 102,415	\$ 114,866	\$ 126,353
DH-1	\$ 105,487	\$ 123,690	\$ 143,651
DH-2	\$ 113,989	\$ 133,648	\$ 153,707
DH-3	\$ 136,787	\$ 160,920	\$ 184,448