

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Accounting	Atwood	Jennifer	M	135	Payroll Coordinator	MUNM	1.00	M376	M376	9	\$ 70,074	\$ -	\$ 70,074
Accounting	Cunningham	Alyssa		135	Payroll Coordinator	MUNM	1.00	M376	M376	2	\$ 61,004	\$ -	\$ 61,004
Accounting	Digiandomenico	Lauren	P	135	Payroll/Payables Specialist	MUNM	0.60	M373	M373	14	\$ 34,877	\$ 250	\$ 35,127
Accounting	Divito	Dawn	M	135	Payroll Administrator	MUNM	1.00	M377	M377	10	\$ 78,623	\$ 250	\$ 78,873
Accounting	Reduced Funding			135	Accounts Payable Service Representative	MUNM	1.00	M373	M373	5	\$ -	\$ -	\$ -
Accounting	Howarth	Richard	G	135	City Accountant	DH	1.00	S3	S3		\$ 117,834	\$ 300	\$ 118,134
Accounting	Lanefski	Kelly		135	Accounts Payable Service Representative	MUNM	1.00	M373	M373	14	\$ 58,128	\$ -	\$ 58,128
Accounting	Lomas	Nancy		135	Assistant City Accountant	MUNM	1.00	M378	M378	12	\$ 89,981	\$ 350	\$ 90,331
Accounting	Tibbert	Shirley	C	135	Accounts Payable Specialist	MUNM	1.00	M374	M374	14	\$ 63,941	\$ 200	\$ 64,141
<b>135 Accounting</b>							<b>Totals</b>	<b>8.60</b>			<b>\$ 574,462</b>	<b>\$ 1,350</b>	<b>\$ 575,812</b>
Animal Control	Cunningham	Peter	E	292	Assistant Animal Control Officer	MUNM	0.50	M372	M372	5	\$ 22,109	\$ 500	\$ 22,609
Animal Control	MacKenzie	Katherine	J	292	Animal Control Officer	MUNM	1.00	M377	M377	14	\$ 85,105	\$ 900	\$ 86,005
Animal Control	Sage	William	C	292	Assistant Animal Control Officer	MUNM	1.00	M372	M372	14	\$ 52,843	\$ 850	\$ 53,693
<b>292 Animal Control</b>							<b>Totals</b>	<b>2.50</b>			<b>\$ 160,057</b>	<b>\$ 2,250</b>	<b>\$ 162,307</b>
Arena	Coughlin	Stanley	H	680	Arena Supervisor	1116	1.00	PK08	PK08	5	\$ 60,682	\$ 2,915	\$ 63,597
Arena	Hinton	Lawrence	C	680	Arena Supervisor	1116	1.00	PK08	PK08	5	\$ 60,682	\$ 3,276	\$ 63,958
Arena	Pfrang	Barbara	A	680	Administrative Assistant 2	MUNM	0.80	M372	M372	6	\$ 36,081	\$ -	\$ 36,081
Arena	Seasonal	Funded 50%		680	Seasonal Worker	1156	0.90	W 2	W 2	4	\$ 16,835	\$ -	\$ 16,835
Arena	Seasonal	Funded 50%		680	Skate Guard	MUNT	0.60	T2	T2	3	\$ 8,062	\$ -	\$ 8,062
Arena	Seasonal	Funded 50%		680	Cashier	MUNT	0.30	T2	T2	8	\$ 4,208	\$ -	\$ 4,208
Arena	Weston	Richard	M	680	Skating Arena Manager	1116	1.00	PK14	PK14	10	\$ 101,104	\$ 10,155	\$ 111,259
<b>680 Loring Arena</b>							<b>Totals</b>	<b>5.60</b>			<b>\$ 287,655</b>	<b>\$ 16,346</b>	<b>\$ 304,001</b>
Assessing	Clark	Steven	F	141	Field Assessor	PROF	1.00	PR3	PR3	4	\$ 57,161	\$ -	\$ 57,161
Assessing	Gerard	Dale	M	141	Customer Service Representative 1	MUNM	0.50	M372	M372	9	\$ 21,845	\$ -	\$ 21,845
Assessing	Hamilton	Gregory		141	Field Assessor	PROF	1.00		PR3	3	\$ 56,044	\$ -	\$ 56,044
Assessing	Keefe	Christopher		141	Assistant Commercial Assessor	MUNM	1.00	M377	M377	10	\$ 78,623	\$ -	\$ 78,623
Assessing	Leonardo	Valerie	A	141	Field Assessor	PROF	1.00	PR3	PR3	8	\$ 61,872	\$ -	\$ 61,872
Assessing	Lombardi	Cynthia	G	141	Office Manager 1	MUNM	1.00	M374	M374	13	\$ 51,215	\$ 400	\$ 51,615
Assessing	Naser	William	G	141	Chief Assessor	DH	1.00	S3	S3		\$ 117,834	\$ -	\$ 117,834
Assessing	St Andre	James		141	Senior Field Assessor	PROF	1.00	PR5	PR5	5	\$ 70,532	\$ -	\$ 70,532
<b>141 Assessing</b>							<b>Totals</b>	<b>7.50</b>			<b>\$ 515,127</b>	<b>\$ 400</b>	<b>\$ 515,527</b>
Building Inspection	Bedard	Stephen	P	241	Assistant Sign Officer/Assistant Sealer Weights & Measures	PROF	1.00	PR4	PR4	7	\$ 66,701	\$ -	\$ 66,701
Building Inspection	Bray	Fredrick	W	241	Deputy Building Commissioner	MUNM	1.00	S1	S1		\$ 95,007	\$ -	\$ 95,007
Building Inspection	Clinton	Edward	F	241	Building Plans Examiner	PROF	1.00	PR5	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Demarco	Stephen		241	Building Inspector	PROF	1.00	PR4	PR4	4	\$ 62,843	\$ -	\$ 62,843
Building Inspection	Dempsey	Mark	E	241	Access Compliance Inspector	PROF	1.00	PR4	PR4	8	\$ 68,039	\$ -	\$ 68,039
Building Inspection	Elsner	Mark	D	241	Electrical Inspector	PROF	1.00	PR5	PR4	9	\$ 69,403	\$ -	\$ 69,403
Building Inspection	Fletcher	Michelle	E	241	Administrative Assistant 3	MUNM	1.00	M373	M374	2	\$ 50,417	\$ -	\$ 50,417
Building Inspection	Isma	Dackenson		241	Administrative Assistant 3	MUNM	1.00	M373	M374	3	\$ 51,425	\$ -	\$ 51,425

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Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full	FY2021	FY2021	FY2021	FY2021	FY2021	FY2021
							Time Equivalent						
Building Inspection	Kelley	Paul	L	241	Code Enforcement Official	MUNM	0.60	M374	M374	9	\$ 34,748	\$ -	\$ 34,748
Building Inspection	Murphy	James	D	241	Building Inspector	PROF	1.00	PR5	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Nau	Rebecca Anne		241	Code Enforcement Inspector 2	PROF	1.00	PR4	PR4	3	\$ 61,610	\$ -	\$ 61,610
Building Inspection	Panarelli	Joanne		241	Code Enforcement Office Manager	MUNM	1.00	M376	M376	13	\$ 75,852	\$ 250	\$ 76,102
Building Inspection	Sarnosky	Vincent	P	241	Building Inspector	PROF	1.00	PR4	PR4	4	\$ 62,843	\$ -	\$ 62,843
Building Inspection	Seta	Suellen	L	241	Code Enforcement Inspector 2	PROF	1.00	PR4	PR5	3	\$ 67,802	\$ -	\$ 67,802
Building Inspection	Shahood	Mark	S	241	Plumbing Inspector	PROF	1.00	PR5	PR5	10	\$ 77,935	\$ -	\$ 77,935
Building Inspection	Tusino	Michael	A	241	Director of Inspectional Services	DH	1.00	DH1	DH1		\$ 136,625	\$ 200	\$ 136,825
					CDBG Offset							\$	(65,000)
<b>241 Building Inspection</b>					<b>Totals</b>		<b>15.60</b>				<b>\$ 1,137,117</b>	<b>\$ 450</b>	<b>\$ 1,072,567</b>
Cemeteries	Ford	Robert		491	Construction Supervisor	PASF 1116	1.00	PK10	PK10	2	\$ 63,653	\$ 550	\$ 64,203
Cemeteries	Leporati	Melissa	K	491	Administrative Assistant 3	MUNM	0.80	M373	M373	6	\$ 39,690	\$ -	\$ 39,690
Cemeteries	Mazzola	Jesse		491	Working Supervisor	PARK 1156	1.00	WH1	WH1	3	\$ 52,879	\$ 1,725	\$ 54,604
Cemeteries	Moran	Patrick		491	Medium Equipment Operator 1	PARK 1156	1.00	W6	W4	4	\$ 39,653	\$ 600	\$ 40,253
<b>491 Cemeteries</b>					<b>Totals</b>		<b>3.80</b>				<b>\$ 195,874</b>	<b>\$ 2,875</b>	<b>\$ 198,749</b>
CFO	Kelley	Mary	E	133	Chief Financial Officer/Director of Finance & Admini	DH	1.00	DH3	DH3		\$ 158,265	\$ 250	\$ 158,515
CFO	Ottaviani	Margaret	R	133	Senior Financial Analyst	MUNM	1.00	M377	M377	7	\$ 74,090	\$ -	\$ 74,090
CFO	Pratt	Jennifer	A	133	Assistant Chief Financial Officer/Chief Procurement	DH	1.00	S3	S3		\$ 117,834	\$ 250	\$ 118,084
<b>133 Chief Financial Officer</b>					<b>Totals</b>		<b>3.00</b>				<b>\$ 350,190</b>	<b>\$ 500</b>	<b>\$ 350,690</b>
City Clerk	Butler	Emily	L	161	Assistant City Clerk	MUNM	1.00	M378	M378	3	\$ 75,292	\$ 200	\$ 75,492
City Clerk	Ferguson	Lisa, Antonio		161	City Clerk	DH	1.00	DH1	DH1		\$ 112,649	\$ 300	\$ 112,949
City Clerk	Minden	Vanessa		161	Administrative Assistant 3	MUNM	1.00	M373	M373	5	\$ 48,639	\$ -	\$ 48,639
City Clerk	Otsuka	Melanie	A	161	Administrative Assistant 4	MUNM	1.00	M375	M375	3	\$ 56,568	\$ -	\$ 56,568
<b>161 City Clerk</b>					<b>Totals</b>		<b>4.00</b>				<b>\$ 293,148</b>	<b>\$ 500</b>	<b>\$ 293,648</b>
City Council	Bryant	Tracey		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Cannon	Michael		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Case	Robert		111	City Councilor Member	ELTM		ELECTED			\$ 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	111	City Councilor Member	ELTM		ELECTED			\$ 7,500	\$ -	\$ 7,500
City Council	Leobruno	Janet		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Long	Christine		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Ottaviani	Philip	R	111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Shepard	Margareth		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Stefanini	John		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Steiner	Adam	C	111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Stewart-Morales	Cesar		111	City Councilor Member	ELTM		ELECTED			\$ 5,000	\$ -	\$ 5,000
City Council	Vacant			111	City Council Auditor	MUNM	1.00	M378	M378	3	\$ 75,003	\$ -	\$ 75,003
<b>111 City Council</b>					<b>Totals</b>		<b>2.00</b>				<b>\$ 193,734</b>	<b>\$ -</b>	<b>\$ 193,734</b>
Council on Aging	Avanzato-Ushkurnis	Lisa	A	541	Director Social Services/Outreach	PROF	1.00	PR5	PR5	10	\$ 77,935	\$ -	\$ 77,935

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							Time Equivalent	FY20 Grade					
Council on Aging	Aylsworth	Randall	D	541	Assistant Director of Elder Affairs	MUNM	1.00	M377	M377	5	\$ 71,212	\$ -	\$ 71,212
Council on Aging	Geller	Paula		541	Activities Manager	MUNM	1.00	M375	M375	5	\$ 58,853	\$ -	\$ 58,853
Council on Aging	Guevara	Martha		541	Outreach Worker/COA	MUNM	0.40	M371	M371	6	\$ 16,400	\$ -	\$ 16,400
Council on Aging	Jensen	Jamie	D	541	Communications/Connections Coordinator	MUNM	0.40	M375	M375	8	\$ 24,982	\$ -	\$ 24,982
Council on Aging	Lavalee	Cheryl		541	Assistant Director of Elder Services	PROF	1.00	PR4	PR4	6	\$ 65,389	\$ -	\$ 65,389
Council on Aging	O'Donnell	Grace	T	541	Director of Elder Services	DH	1.00	S1	S1		\$ 101,158	\$ -	\$ 101,158
Council on Aging	Welsby	Patricia		541	Administrative Assistant 3	MUNM	1.00	M373	M373	7	\$ 50,604	\$ -	\$ 50,604
Council on Aging				541	Senior Real Estate Program						\$ 23,000	\$ -	\$ 23,000
<b>541 Council on Aging</b>						<b>Totals</b>	<b>6.80</b>				<b>\$ 489,532</b>	<b>\$ -</b>	<b>\$ 489,532</b>
Elections	Cersosimo	Danielle	A	162	Election Services Coordinator	MUNM	1.00	M375	M375	5	\$ 58,853	\$ -	\$ 58,853
<b>162 Elections</b>						<b>Totals</b>	<b>1.00</b>				<b>\$ 58,853</b>	<b>\$ -</b>	<b>\$ 58,853</b>
Facilities	Argueta	Yashayra		192	Building Maintenance Worker	MUNM	1.00	M404	M404	4	\$ 52,454	\$ 5,288	\$ 57,742
Facilities	Bucchi	Charles		192	Building Maintenance Worker	MUNM	1.00	M404	M404	2	\$ 50,417	\$ 5,124	\$ 55,541
Facilities	Reduced Funding			192	Carpenter/Painter	MUNM	1.00	M405	M405	11	\$ -	\$ -	\$ -
Facilities	Caron	Joseph	J	192	Maintenance/Electrician	MUNM	1.00	M407	M407	10	\$ 78,623	\$ 1,050	\$ 79,673
Facilities	Ceramicoli	Steven	P	192	Maintenance Supervisor	MUNM	1.00	M405	M405	12	\$ 67,603	\$ 1,250	\$ 68,853
Facilities	Correia	Jose		192	Library Building Facilities Manager	MUNM	1.00	M404	M404	10	\$ 29,536	\$ 1,450	\$ 30,986
Facilities	Festa	Jerry	P	192	Maintenance/Plumber	MUNM	1.00	M407	M407	10	\$ 78,623	\$ 1,050	\$ 79,673
Facilities	Green	Kenneth	H	192	Building Maintenance Worker	MUNM	1.00	M404	M404	6	\$ 54,573	\$ 1,450	\$ 56,023
Facilities	Hughey	Sandra	J	192	Administrative Assistant 4	MUNM	1.00	M373	M375	2	\$ 55,458	\$ 400	\$ 55,858
Facilities	Li-Valte	Joyce		192	Financial Analyst	MUNM	1.00	M376	M376	4	\$ 63,469	\$ 400	\$ 63,869
Facilities	Luz	Shawn	M	192	Sustainability Coordinator	MUNM	1.00	M378	M378	3	\$ 75,291	\$ 400	\$ 75,691
Facilities	McManus	William		192	Project Manager	MUNM	1.00	M378	M378	12	\$ 89,981	\$ 3,400	\$ 93,381
Facilities	Molloy	Ashley	M	192	Deputy Director of Facilities Management	DH	1.00	S1	S1		\$ 95,007	\$ 400	\$ 95,407
Facilities	Ortiz	Joel		192	Building Maintenance Worker	MUNM	1.00	M404	M404	4	\$ 52,454	\$ 1,050	\$ 53,504
Facilities	Paolini	James	J	192	Director of Capital Projects & Facilities	DH	1.00	DH1	DH1		\$ 127,856	\$ 3,200	\$ 131,056
Facilities	Reesor	Steven		192	Project Manager	MUNM	1.00	M378	M378	11	\$ 88,216	\$ 3,400	\$ 91,616
Facilities	Silva	Jason		192	Custodian	MUNM	1.00	M401	M401	9	\$ 43,511	\$ 4,566	\$ 48,076
Facilities	Wilkinson	Brendon		192	Operations Manager	MUNM	1.00	M377	M377	6	\$ 72,637	\$ 3,400	\$ 76,037
<b>192 Capital Projects &amp; Facilities Management</b>						<b>Totals</b>	<b>18.00</b>				<b>\$ 1,175,709</b>	<b>\$ 37,278</b>	<b>\$ 1,212,987</b>
Fire	Aguirre	Kevin		220	Firefighter	1652	1.00	FDC	FF1	2	\$ 56,494	\$ 13,899	\$ 70,393
Fire	Ahearn	James		220	Deputy Fire Chief	1652 DFC	1.00	FF3C	FDC	5	\$ 112,311	\$ 12,069	\$ 124,380
Fire	Ahearn	Joseph	A	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	5	\$ 69,451	\$ 15,131	\$ 84,582
Fire	Alvarez	Oscar	R	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967
Fire	Andrade	Fabricio		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 13,052	\$ 72,799
Fire	Assencoa	Wayne	I	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 11,484	\$ 73,997
Fire	Babineau	James	E	220	Fire Mechanic	DPW 1156	1.00	WH1	WH1	8	\$ 60,405	\$ 300	\$ 60,705
Fire	Baram	Cherry		220	Administrative Assistant 4	MUNM	1.00	M375	M375	10	\$ 65,628	\$ -	\$ 65,628
Fire	Barroso	Guilherme	M	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967

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Fire	Beckwith	Jeffrey	S	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	5	\$ 69,451	\$ 14,156	\$ 83,608
Fire	Benitich	Gregory		220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 13,020	\$ 84,404
Fire	Bianchi	Michael	A	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 14,667	\$ 75,498
Fire	Blue	Brian	J	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 18,251	\$ 79,082
Fire	Bosworth	Jerry	R	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,939	\$ 70,686
Fire	Boylan	Chad	T	220	Fire Captain	1652	1.00	FF2C	FF3B	5	\$ 77,117	\$ 16,978	\$ 94,096
Fire	Bradley	Matthew	F	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Brennan	Timothy		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Brown	Matthew	C	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Burnes	Michael	D	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 13,233	\$ 74,064
Fire	Burns	Kevin	F	220	Grant Writer	MUNM	0.50	M374	M374	14	\$ 10,038	\$ -	\$ 10,038
Fire	Calder	Roger	A	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Campion	Michael	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Campion	Timothy	J	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 22,547	\$ 85,061
Fire	Campos	Jose	D	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Casale	Jeffrey	S	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 12,539	\$ 75,053
Fire	Cashman	Keith		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Cassidy	Kenneth	S	220	Fire Mechanic Supervisor	PWSF 1116	1.00	PW16	PW16	10	\$ 81,844	\$ 350	\$ 82,194
Fire	Castoldi	Andrew	J	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	5	\$ 69,451	\$ 24,896	\$ 94,347
Fire	Vacant			220	Firefighter	1652	1.00	FF1	FF1	9	\$ 66,128	\$ 13,402	\$ 79,530
Fire	Crippen	Susanne	T	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 25,583	\$ 96,966
Fire	Cunningham	Thomas		220	Firefighter	1652	1.00	FF1	FF1	2	\$ 56,494	\$ 13,794	\$ 70,288
Fire	Cupertino	Edgar	L	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Curtis	Steven		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Curtis	Joseph	E	220	Fire Lieutenant	1652	1.00	FF2B	FF2C	4	\$ 68,207	\$ 14,607	\$ 82,814
Fire	Davies	Wesley	B	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	9	\$ 75,533	\$ 18,371	\$ 93,904
Fire	De Souza	Erik	B	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Degiacomo	John	A	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	Delgado	Jose	A	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 14,333	\$ 85,717
Fire	Dobson	Brendon	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Dominquez	Albert		220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Dones	Teodoro		220	Firefighter/Dispatcher	1652	1.00	FF2A	FF2A	6	\$ 67,598	\$ 18,373	\$ 85,971
Fire	Dubovsky	Brian	R	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 21,605	\$ 82,436
Fire	Dutcher	Michael		220	Fire Chief	DH	1.00	DH3	DH3		\$ 168,664	\$ 400	\$ 169,064
Fire	Easson	Tyler	H	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Falone	Thomas	S	220	Firefighter	1652	1.00	FF1	FF1	9	\$ 66,128	\$ 18,088	\$ 84,217
Fire	Fawkes	Steven	D	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 13,258	\$ 73,005
Fire	Vacant			220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Ferri	Nicholas	A	220	Firefighter/Dispatcher	1652	1.00	FF1	FF2A	6	\$ 67,598	\$ 14,682	\$ 82,280

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							Time Equivalent	FY20 Grade					
Fire	Fonseca	Joseph	A	220	Firefighter/Dispatcher	1652	1.00	FF2A	FF2A	9	\$ 71,519	\$ 17,417	\$ 88,936
Fire	Fosberg	Derek	H	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 13,220	\$ 84,604
Fire	Foster	James		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 12,199	\$ 71,945
Fire	Franco	Rafael	L	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Funes	Henry	G	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Funes	Jose	A	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Galante	James	P	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Garvey	Craig		220	Firefighter	1652	1.00	FF1	FF1	2	\$ 56,494	\$ 13,689	\$ 70,183
Fire	Gassel	Remy	Z	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Giardina	Lindsay		220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 14,667	\$ 75,498
Fire	Gildea	Paul	A	220	Deputy Fire Chief	1652 DFC	1.00	FDC	FDC	10	\$ 124,224	\$ 16,800	\$ 141,024
Fire	Gingras	Wilfred	A	220	Assistant Fire Marshall	1652	1.00	FF2C	FF3B	6	\$ 79,272	\$ 21,437	\$ 100,708
Fire	Gomez	Jose		220	Firefighter	1652	1.00	FF1	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Gonzalez	Orlando		220	Firefighter/Dispatcher	1652	1.00	FF2A	FF2A	5	\$ 65,773	\$ 12,017	\$ 77,790
Fire	Grigg	Jared	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Grigg	Joshua		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Guertin	Timothy	P	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Haagensen	Dana	R	220	Director of Administration & Finance	DH	1.00	S1	S1		\$ 116,340	\$ -	\$ 116,340
Fire	Hamed	Nader	D	220	Fire Captain	1652	1.00	FF3C	FF3C	6	\$ 81,569	\$ 22,319	\$ 103,887
Fire	Harding	Bryan	P	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Harding	Daniel	G	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Harding	Paul	E	220	Firefighter	1652	1.00	FF1	FF1	7	\$ 63,695	\$ 13,949	\$ 77,644
Fire	Hendron	Christopher	L	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 16,512	\$ 77,344
Fire	Hernandez	Ronnie		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Hernandez	David	A	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Jack	Christopher	L	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Jones	Steven	P	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 13,104	\$ 72,851
Fire	Jones	Robert	J	220	Fire Captain	1652	1.00	FF3C	FF3C	9	\$ 84,715	\$ 18,451	\$ 103,165
Fire	Kellett	James	E	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,984	\$ 77,731
Fire	Kennedy	Michael		220	Firefighter	1652	1.00	FF2A	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Kirley	Patrick		220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Knight	Brian	C	220	Fire Captain	1652	1.00	FF3B	FF3C	5	\$ 79,350	\$ 23,795	\$ 103,145
Fire	Latson	Dynell	D	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 17,280	\$ 88,663
Fire	Leone	Thomas	D	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Lima	Theodore	K	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Lombardi	David	A	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 21,220	\$ 80,967
Fire	Lopez	Roberto		220	Fire Prevention Inspector	1652	1.00	FF2A	FF2B	4	\$ 66,299	\$ 11,861	\$ 78,160
Fire	Lopez De Victoria	Jose		220	Fire Captain	1652	1.00	FF3C	FF3C	6	\$ 81,569	\$ 17,777	\$ 99,346
Fire	Lord	Chrstopher	H	220	Firefighter	1652	1.00	FF1	FF1	8	\$ 64,900	\$ 13,110	\$ 78,009

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Fire	Madden	James	C	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 14,929	\$ 75,760
Fire	Magri	Steven	E	220	Deputy Fire Chief	1652 DFC	1.00	FDC	FDC	10	\$ 124,224	\$ 13,531	\$ 137,755
Fire	Mancini	Alan		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Marston	John	C	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	Martinez	Eder	D	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Martins	Alberto	P	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 12,590	\$ 75,104
Fire	Mathieu	Peter	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Maticic	Lynn	A	220	Administrative Assistant 3	MUNM	1.00	M373	M373	14	\$ 58,709	\$ 250	\$ 58,959
Fire	McCarthy	Joseph	T	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	9	\$ 74,123	\$ 14,922	\$ 89,045
Fire	McCue	Nicholas	A	220	Fire Captain	1652	1.00	FF2C	FF3C	5	\$ 79,350	\$ 19,120	\$ 98,470
Fire	McDonald	Timothy	J	220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	McDonald	Kevin	P	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	7	\$ 72,741	\$ 19,746	\$ 92,487
Fire	McKinnon	Ryan		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	McMahon	Thomas	P	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,619	\$ 74,366
Fire	Medina	Othoniel		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Mendonca	Ramiro	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Morgan	Brian	F	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Moro	Luke	A	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	5	\$ 69,451	\$ 24,666	\$ 94,117
Fire	Morrison	Robert	J	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 19,330	\$ 90,714
Fire	Nardini	Andrew	F	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 15,172	\$ 77,685
Fire	Neiberger	Joseph	E	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 14,719	\$ 75,550
Fire	O'Leary	Trevor	C	220	Fire Lieutenant	1652	1.00	FF1	FF2B	4	\$ 66,299	\$ 23,547	\$ 89,846
Fire	O'Rourke	Kurt	D	220	Deputy Fire Chief	1652 DFC	1.00	FDC	FDC	6	\$ 116,279	\$ 15,541	\$ 131,820
Fire	Pawluczzonek	Francis	J	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 12,158	\$ 72,989
Fire	Pereira	Cory	D	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Peters	David	R	220	Fire Lieutenant/EMS	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 19,384	\$ 90,768
Fire	Petro	William	R	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Prouty	Joshua		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Quitt	Adam	N	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 14,719	\$ 75,550
Fire	Rinoldo	Thomas	J	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	8	\$ 74,123	\$ 17,983	\$ 92,106
Fire	Rivera	Isaac		220	Firefighter	1652	1.00	FF2C	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Rodriquez	Marcelino		220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Rokes	Andrew	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 12,795	\$ 72,542
Fire	Rokes	Edward	O	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	4	\$ 68,207	\$ 16,210	\$ 84,417
Fire	Rovinelli	Keith	A	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 17,709	\$ 77,456
Fire	Rubio	Jose	F	220	Fire Captain	1652	1.00	FF3B	FF3B	5	\$ 77,117	\$ 27,619	\$ 104,737
Fire	Ruiz	Edwin		220	Firefighter	1652	1.00	FF2A	FF1	7	\$ 63,695	\$ 13,949	\$ 77,644
Fire	Schultz	John	S	220	Deputy Fire Chief	1652 DFC	1.00	FDC	FDC	6	\$ 116,279	\$ 15,595	\$ 131,874
Fire	Seariac	Stephen	M	220	Fire Prevention Inspector	1652	1.00	FF1	FF2A	5	\$ 65,773	\$ 12,017	\$ 77,790

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Fire	Segal	Joseph		220	Firefighter	1652	1.00	FF2A	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Sexton	Chad	I	220	Fire Lieutenant	1652	1.00	FF1	FF2B	4	\$ 66,299	\$ 15,756	\$ 82,055
Fire	Sexton	Joel	D	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	4	\$ 68,207	\$ 16,210	\$ 84,417
Fire	Shea	Steven	G	220	Firefighter	1652	1.00	FF1	FF1	6	\$ 62,514	\$ 12,539	\$ 75,053
Fire	Vacant		S	220	Deputy Fire Chief/Fire Marshal	1652 DFC	1.00	FF3C	FDC	10	\$ 124,224	\$ 13,741	\$ 137,965
Fire	Smolski	John	W	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Stefanini	Mark	D	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Strom	Christopher	R	220	Firefighter	1652	1.00	FF1	FF1	9	\$ 66,128	\$ 18,088	\$ 84,217
Fire	Sulfaro	John	B	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 11,742	\$ 71,489
Fire	Sullivan	David	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 15,954	\$ 75,701
Fire	Sullivan	Kevin	R	220	Fire Captain	1652	1.00	FF3C	FF3C	5	\$ 79,350	\$ 19,120	\$ 98,470
Fire	Sweeney	Michael		220	Firefighter	1652	1.00	FF1	FF1	2	\$ 56,494	\$ 13,846	\$ 70,341
Fire	Sylvester	Joseph	S	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 13,052	\$ 72,799
Fire	Tesorero	Dana	M	220	Firefighter	1652	1.00	FF1	FF1	7	\$ 63,695	\$ 17,331	\$ 81,026
Fire	Torres	Luis	A	220	Firefighter	1652	1.00	FF2A	FF1	6	\$ 62,514	\$ 13,696	\$ 76,210
Fire	Torres	Felix		220	Fire Captain	1652	1.00	FF3C	FF3C	9	\$ 86,334	\$ 17,373	\$ 103,707
Fire	Tosches	Christopher	M	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Travis	Michael	K	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,619	\$ 74,366
Fire	Vacant	Funded 10 Mos		220	Assistant Fire Chief	DH	1.00	DH1	DH1		\$ 114,956	\$ -	\$ 114,956
Fire	Vacant	Funded 8 Mos		220	Firefighter	1652	1.00	FF3C	FF1	2	\$ 37,663	\$ 13,794	\$ 51,457
Fire	Vacant	Funded 8 Mos		220	Firefighter	1652	1.00	FDC	FF1	2	\$ 37,663	\$ 13,899	\$ 51,562
Fire	Vargas	Michael		220	Firefighter	1652	1.00	FF1	FF1	3	\$ 58,130	\$ 10,399	\$ 68,529
Fire	Villalobos	Edgar		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Wagner	Teddy R		220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,462	\$ 74,208
Fire	Warren	Stephen	T	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 10,689	\$ 70,436
Fire	Whalen	Matthew	J	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Williams	Dwain	B	220	Firefighter	1652	1.00	FF1	FF1	4	\$ 59,747	\$ 14,199	\$ 73,946
Fire	Young	Scott	R	220	Firefighter	1652	1.00	FF1	FF1	5	\$ 60,831	\$ 11,133	\$ 71,964
Fire	Zanella	Vincent	F	220	Fire Lieutenant	1652	1.00	FF2C	FF2C	6	\$ 71,383	\$ 17,280	\$ 88,663
<b>210 Fire</b>						<b>Totals</b>	<b>154.50</b>				<b>\$ 10,326,565</b>	<b>\$ 2,195,133</b>	<b>\$ 12,521,698</b>
Human Resources	Bastos	Maximillian		152	Benefits Assistant/HR	MUNM	1.00	M373	M373	5	\$ 48,639	\$ -	\$ 48,639
Human Resources	Caron	Judith		152	HR Generalist/Analyst	MUNM	1.00	M375	M375	12	\$ 67,603	\$ 200	\$ 67,803
Human Resources	Embree	Susan	D	152	Administrative Assistant 2	MUNM	1.00	M372	M372	12	\$ 50,793	\$ 1,500	\$ 52,293
Human Resources	Hamilton	Dolores	M	152	Human Resources Director	DH	1.00	DH2	DH2		\$ 139,802	\$ -	\$ 139,802
Human Resources	Lamb	Richard	J		Workers Comp & Safety Coordinator	MUNM	1.00		M376	6	\$ 65,374	\$ 3,000	\$ 68,374
Human Resources	Pinheiro	Renan	Y	152	Financial & Translations Coordinator	MUNM	1.00	M375	M375	10	\$ 64,979	\$ -	\$ 64,979
Human Resources	Tusino	Robin	M	152	Benefits Manager/HR	MUNM	1.00	M376	M376	7	\$ 67,354	\$ -	\$ 67,354
<b>152 Human Resources</b>						<b>Totals</b>	<b>7.00</b>				<b>\$ 504,544</b>	<b>\$ 4,700</b>	<b>\$ 509,244</b>
Library	Ames	Carol	M	610	Assistant Supervisor Borrower Services/Collections	LIBF	1.00	LIB8	LIB11	8	\$ 61,095	\$ 3,081	\$ 64,176



**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Library	Babineau	Nicholas	J	610	Office Manager 2	MUNM	1.00	M375	M375	12	\$ 67,603	\$ 300	\$ 67,903
Library	Vacant Reduced Funding			610	Supervisor Branch Librarian	LIBF	0.50	LI15	LI16	5	\$ -	\$ -	\$ -
Library	Vacant Reduced Funding			610	Supervisor Branch Librarian	LIBF	0.50	LI15	LI16	5	\$ -	\$ -	\$ -
Library	Benjaminsen	Linda	F	610	Supervisor Technical Services	LIBF	1.00	LI14	LI14	12	\$ 78,112	\$ -	\$ 78,112
Library	Cashman	Kelly		610	Children Services Specialist	LIBF	0.50	LIB7	LIB7	6	\$ 23,406	\$ 3,081	\$ 26,487
Library	Contois	Mark	J	610	Director of Library	DH	1.00	DH2	DH2		\$ 125,915	\$ -	\$ 125,915
Library	Dellasanta-Swann	Dawn	A	610	Supervisor of Technology & Information Services	LIBF	0.50	LIB8	LIB14	5	\$ 33,309	\$ 3,081	\$ 36,390
Library	Dellasanta-Swann	Dawn	A	610	Emergency Technical Specialist	LIBF	0.50	LIB8	LIB14	5	\$ 33,309	\$ -	\$ 33,309
Library	Garnier	Yanick	M	610	Technical Services	LIBF	1.00	LIB5	LIB6	13	\$ 51,723	\$ -	\$ 51,723
Library	Garrigan	John	W	610	Supervisor Youth Services	LIBF	1.00	LI14	LI14	5	\$ 66,618	\$ 3,081	\$ 69,699
Library	Goldberg	Linda	D	610	Borrower Services/Tech Support	LIBF	0.50	LIB5	LIB5	14	\$ 25,004	\$ 3,081	\$ 28,085
Library	Griffin	Brigitte	I	610	Borrower Services/Tech Support	LIBF	1.00	LIB5	LIB6	4	\$ 42,110	\$ 3,081	\$ 45,191
Library	Hansen	Joanne		610	Children Services Specialist	LIBF	0.50	LIB6	LIB6	14	\$ 26,378	\$ 3,081	\$ 29,459
Library	Holmberg	Jillian		610	Children Services Specialist	LIBF	1.00	LIB11	LIB11	2	\$ 52,222	\$ 3,081	\$ 55,303
Library	Jimenez	Julio		610	Borrower Services Staff	LIBF	0.50	LIB4	LIB5	13	\$ 24,513	\$ 3,081	\$ 27,594
Library	Jung	Kim		610	Assistant Supervisor Borrower Services/Branch	LIBF	1.00	LIB8	LIB11	3	\$ 53,737	\$ 4,202	\$ 57,939
Library	Kaufman	Amy	J	610	Information and Research Librarian	LIBF	0.50	LIB6	LIB10	3	\$ 25,468	\$ 3,081	\$ 28,549
Library	Kaufman	Amy	J	610	Information & Research Services Branch	LIBF	0.50	LI10	LI10	6	\$ 27,587	\$ 3,081	\$ 30,668
Library	Kawachi	Jeremy		610	Interchange Driver	LIBF	0.30	LIB3	LIB3	3	\$ 10,465	\$ 503	\$ 10,968
Library	Kawachi	Wilma	H	610	Technical Services Staff	LIBF	0.60	LIB4	LIB5	13	\$ 29,416	\$ -	\$ 29,416
Library	Kilburn	Maria	H	610	Deputy Director of Library	DH	1.00	S1	S1		\$ 95,007	\$ -	\$ 95,007
Library	Lavoie	Bonnie	R	610	Acquisitions Support	LIBF	0.80	LIB6	LIB6	14	\$ 42,206	\$ -	\$ 42,206
Library	Lavoie	Bonnie	R	610	Library Technician 1	LIBF	0.20	LIB3	LIB3	9	\$ 8,115	\$ -	\$ 8,115
Library	Levin	Daniel		610	Interchange Driver	MUNM	0.00	M401	M401		\$ -	\$ -	\$ -
Library	Lewis	Refina	L	610	Borrower Services/Tech Support	LIBF	1.00	LIB7	LIB7	9	\$ 50,265	\$ 4,202	\$ 54,467
Library	Loveridge	Lucy		610	Supervisor Children Services	LIBF	1.00	LI14	LI14	12	\$ 78,112	\$ 3,081	\$ 81,193
Library	Lui	Helen	C	610	Assistant Supervisor Borrower Services Programmin	LIBF	1.00	LIB7	LIB11	2	\$ 52,222	\$ 3,081	\$ 55,303
Library	Luna-Voss	Carlos	B	610	Assistant Supervisor Acquisitions	LIBF	1.00	LIB7	LIB7	3	\$ 43,217	\$ -	\$ 43,217
Library	Maiorana	Marcy		610	Asst Supervisor Information & Research	LIBF	1.00	LI11	LI11	11	\$ 65,217	\$ 3,081	\$ 68,298
Library	McElman	Kristine		610	Assistant Supervisor Borrower Services/Collections	LIBF	1.00	LIB7	LIB10	8	\$ 57,910	\$ 3,081	\$ 60,991
Library	Miles	Mary	P	610	Borrower Services/Tech Support	LIBF	0.80	LIB4	LIB6	10	\$ 38,953	\$ 3,081	\$ 42,034
Library	Nadabar	Bhagyalakshmi		610	Administrative Assistant 2	MUNM	0.60	M372	M372	14	\$ 31,706	\$ 250	\$ 31,956
Library	Oberg	Jacqueline											
Library	Pappas	Elizabeth	A	610	Borrower Services/Collection Support	LIBF	0.50	LIB4	LIB5	4	\$ 19,958	\$ 3,081	\$ 23,039
Library	Perkins	Dana	M	610	Children Services Specialist	LIBF	0.50	LIB7	LIB7	12	\$ 26,749	\$ 3,081	\$ 29,830
Library	Pratt	Christine	F	610	Collection Development Librarian	LIBF	1.00	LI14	LI14	12	\$ 78,112	\$ 3,081	\$ 81,193
Library	Quill	Patricia											
Library	Rosenberg	Jennifer	H	610	Children Services Assistant Supervisor	LIBF	1.00	LI11	LI11	10	\$ 63,876	\$ 3,081	\$ 66,957
Library	Russell	Stephen	P	610	Supervisor Information & Research	LIBF	0.30	LI14	LI14	7	\$ 21,018	\$ 3,081	\$ 24,099



**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Library	Russell	Stephen	P	610	Supervisor Information & Research	LIBF	0.70	LI14	LI14	7	\$ 49,041	\$ -	\$ 49,041
Library	Samblanet	Thomas		610	Supervisor Bookmobile Services	LIBF	1.00	LIB14	LIB14	2	\$ 61,322	\$ 3,081	\$ 64,403
Library	Stock	Kiera	W	610	Borrower Services/Tech Support	LIBF	1.00	LIB6	LIB6	6	\$ 44,372	\$ 4,202	\$ 48,574
Library	Stoodt	Nancy	B	610	Media Program Specialist	LIBF	0.50	LIB6	LIB7	14	\$ 27,830	\$ 3,081	\$ 30,911
Library	Sullivan	Hilary	A	610	Borrower Services/Collection Support	LIBF	0.50	LIB5	LIB5	2	\$ 18,867	\$ 3,081	\$ 21,948
Library	Tuxford	Jennifer	M	610	Assistant Supervisor Branch Services	LIBF	1.00	LI11	LI14	4	\$ 64,867	\$ 3,081	\$ 67,948
Library	Vacant Reduced Funding			610	Asst. Technology Services Supervisor/Catalog	LIBF	1.00	LI11	LI11	3	\$ -	\$ -	\$ -
Library	Vacant Reduced Funding			610	Supervisor Borrower Services	LIBF	1.00	LI14	LI14	3	\$ -	\$ -	\$ -
Library	Vacant Reduced Funding			610	Information & Research Services	LIBF	0.50	LI10	LI10	3	\$ -	\$ -	\$ -
Library	Vacant			610	Supervisor Community Outreach Services	LIBF	0.70	LI14	LI14	3	\$ 44,170	\$ 3,081	\$ 47,251
Library	Vacant			610	Supervisor Community Outreach Services	LIBF	0.30	LI14	LI14	3	\$ 18,930	\$ -	\$ 18,930
Library	Vacant			610	Borrower Services/Tech Support	LIBF	1.00	LIB5	LIB6	2	\$ 39,810	\$ 3,081	\$ 42,891
Library	Vacant			610	Borrower Services/Bookmobile Support	LIBF	1.00	LIB6	LIB6	3	\$ 40,964	\$ 3,081	\$ 44,045
Library	Vacant			610	Programming & Social Media Specialist	LIBF	0.50	LIB6	LIB6	6	\$ 22,186	\$ 3,081	\$ 25,267
Library	Vacant			610	Borrower Services/Tech Support	LIBF	1.00	LIB6	LIB6	3	\$ 40,964	\$ 4,202	\$ 45,166
Library	Woodsum	Carrie-Lyn	B	610	Borrower Services/Tech Support	LIBF	1.00	LIB6	LIB6	12	\$ 50,709	\$ 3,081	\$ 53,790
Library	Yih	Rachel		610	Youth Services Support Specialist	LIBF	0.50	LIB7	LIB7	2	\$ 20,999	\$ 3,081	\$ 24,080
Library				610	Assistant Circulation Subs	LIBF		LIB3	LIB3	5	\$ 87,472	\$ -	\$ 87,472
Library				610	Library Pages	LBLO		LP1	LP1	7	\$ 70,000	\$ -	\$ 70,000
<b>610 Library</b>					<b>Totals</b>		<b>40.80</b>				<b>\$ 2,333,137</b>	<b>\$ 113,372</b>	<b>\$ 2,446,509</b>
Mayor	Abusalah	Alaa	M	122	Citizen Participation Officer	MUNM	1.00	M377	M377	3	\$ 68,447	\$ -	\$ 68,447
Mayor	Horrigan	Jennique	A	122	Executive Assistant	MUNM	1.00	M375	M375	9	\$ 63,704	\$ -	\$ 63,704
Mayor	Kezer	Thatcher	W	122	Chief Operating Officer	DH	1.00	DH 3	DH 3		\$ 154,312	\$ 3,000	\$ 157,312
Mayor	McFalls	Kelly		122	Webmaster/Public Information Officer	MUNM	1.00	M378	M378	10	\$ 86,487	\$ -	\$ 86,487
Mayor	Palmer	Todd		122	Records Access Officer	MUNM	1.00	M375	M375	7	\$ 61,231	\$ -	\$ 61,231
Mayor	Spicer	Yvonne		122	Mayor	ELTM	1.00	ELECTED			\$ 187,639	\$ -	\$ 187,639
Mayor	Vacant Reduced Funding			122	Diversity & Inclusion Officer	DH	1.00	DH1	S3		\$ -	\$ -	\$ -
Mayor	Willoughby	Diane	R	122	Licensing Coordinator	MUNM	1.00	M377	M377	5	\$ 71,212	\$ -	\$ 71,212
Mayor	Woit	Hannah		122	Senior Advisor for External Affairs	MUNM	1.00	M378	M378	7	\$ 81,498	\$ -	\$ 81,498
<b>122 Mayor</b>					<b>Totals</b>		<b>9.00</b>				<b>\$ 774,531</b>	<b>\$ 3,000</b>	<b>\$ 777,531</b>
Media	Duval	Michael		194	Production Technician	MUNM	1.00	M373	M373	3	\$ 46,750	\$ -	\$ 46,750
Media	Rego	Ron	J	194	Director of Media Services	MUNM	1.00	M378	M378	13	\$ 91,780	\$ 300	\$ 92,080
Media					Media Services Assistants	MUNM	1.00		M371-3		\$ 42,268	\$ -	\$ 42,268
<b>194 Media</b>					<b>Totals</b>		<b>3.00</b>				<b>\$ 180,798</b>	<b>\$ 300</b>	<b>\$ 181,098</b>
Parks	Ablondi	Alec	M	650	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	W 04	5	\$ 40,447	\$ 600	\$ 41,047
Parks	Begin	Thomas	J	650	Deputy Director/Parks & Recreation	DH	1.00	S2	S2		\$ 101,792	\$ -	\$ 101,792
Parks	Brown	Christopher	R	650	Construction Supervisor	PASF 1116	1.00	PK09	PK09	12	\$ 75,955	\$ 550	\$ 76,505
Parks	Capen	Donald	R	650	Park Maintenance Mechanic	PARK 1156	1.00	WH1	WH1	8	\$ 58,383	\$ 900	\$ 59,283
Parks	Curtis	Jennifer	J	650	Working Supervisor Parks	PARK 1156	1.00	W 11	W 11	8	\$ 53,561	\$ 1,850	\$ 55,411

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Parks	Herweck	Daniel	B	650	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	W 04	7	\$ 42,079	\$ 850	\$ 42,929
Parks	Leone	Nicole	N	650	Administrative Assistant 2	MUNM	1.00	M372	M372	8	\$ 46,923	\$ -	\$ 46,923
Parks	McGinty	Christopher	A	650	Superintendent Parks/Cemetries	PASF 1116	1.00	PK15	PK15	9	\$ 105,606	\$ 6,550	\$ 112,156
Parks	Morales	Samuel		650	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	W 04	8	\$ 42,923	\$ 850	\$ 43,773
Parks	Moran	Kyle	W	650	Medium Equipment Operator 3 Parks	PARK 1156	1.00	W 08	W 08	5	\$ 45,524	\$ 850	\$ 46,374
Parks	Murphy	Daniel	P	650	Finance Manager/Parks & Recreation	MUNM	1.00	M378	M378	11	\$ 88,216	\$ 300	\$ 88,516
Parks	Phillips	Robert	C	650	Working Supervisor Parks	PARK 1156	1.00	W 11	W 11	5	\$ 50,471	\$ 1,850	\$ 52,321
Parks	Powell	Patricia		650	Superintendent of Recreation/Culture	PASF 1116	1.00	PK15	PK15	10	\$ 107,929	\$ 6,550	\$ 114,479
Parks	Prue	Elaine	I	650	Activities Supervisor	PASF 1116	1.00	PK10	PK10	8	\$ 74,468	\$ 550	\$ 75,018
Parks	Radicioni	Tyler		650	Operations Manager	MUNM	1.00	M377	M377	3	\$ 68,447	\$ -	\$ 68,447
Parks	Regan	Kenneth	D	650	Medium Equipment Operator 2 Parks	PARK 1156	1.00	W 06	W 06	8	\$ 45,537	\$ 1,200	\$ 46,737
Parks	Riva	Christopher	P	650	Construction Supervisor	PASF 1116	1.00	PK09	PK09	7	\$ 68,125	\$ 550	\$ 68,675
Parks	Roffo	Marco	A	650	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	W 04	5	\$ 40,447	\$ 600	\$ 41,047
Parks	Rosario	Antonio		650	Working Supervisor Parks	PARK 1156	1.00	W 11	W 11	7	\$ 52,513	\$ 1,950	\$ 54,463
Parks	Seasonal	Funded 50%		650	Seasonal Laborer	PARK 1156	5.40	W2	W2	3	\$ 96,884	\$ -	\$ 96,884
Parks	Seasonal	Funded 50%		650	Summer Laborer	MUNT	1.87	T2	T2	3	\$ 26,598	\$ -	\$ 26,598
Parks	Seasonal	Funded 50%		650	Special Needs Director	MUNT	0.19	T6	T6	7	\$ 4,520	\$ -	\$ 4,520
Parks	Seasonal	Funded 50%		650	Director of Summer Programs	MUNT	0.30	T6	T6	4	\$ 6,618	\$ -	\$ 6,618
Parks	Seasonal	Funded 50%		650	Special Needs Counselor	MUNT	0.40	T3	T3	3	\$ 6,575	\$ -	\$ 6,575
Parks	Seasonal	Funded 50%		650	Special Activities	MUNT	1.63	T6	T2 & T5	4	\$ 23,476	\$ -	\$ 23,476
Parks	Seasonal	Funded 50%		650	Lifeguard	MUNT	1.60	T3	T3	3	\$ 28,562	\$ -	\$ 28,562
Parks	Seasonal	Funded 50%		650	Assistant Head Lifeguard	MUNT	1.20	T4	T4	3	\$ 20,501	\$ -	\$ 20,501
Parks	Seasonal	Funded 50%		650	Head Lifeguard	MUNT	0.70	T5	T5	4	\$ 11,393	\$ -	\$ 11,393
Parks	Seasonal	Funded 50%		650	Beach Director	MUNT	0.23	T6	T6	6	\$ 4,937	\$ -	\$ 4,937
Parks	Seasonal	Funded 50%		650	Bath House Attendants	MUNT	0.56	T1	T1	2	\$ 5,076	\$ -	\$ 5,076
Parks	Sheehan	Kevin	P	650	Medium Equipment Operator 3 Parks	PARK 1156	1.00	W 08	W 08	8	\$ 48,310	\$ 600	\$ 48,910
Parks	Smith	Paul	F	650	Medium Equipment Operator 1 Parks	PARK 1156	1.00	W 04	W 04	8	\$ 42,923	\$ 850	\$ 43,773
Parks	Snyder	James	C	650	Director of Parks & Recreation	DH	1.00	DH2	DH2		\$ 121,991	\$ -	\$ 121,991
Parks	Soma	Maria	C	650	Administrative Assistant 3	MUNM	1.00	M373	M373	9	\$ 52,649	\$ 200	\$ 52,849
Parks	Tolson	Anthony	J	650	Recreation Supervisor	MUNM	1.00	M375	M375	3	\$ 56,568	\$ -	\$ 56,568
Parks	Vacant Reduced Funding			650	Construction Supervisor	PASF 1116	1.00	PK09	PK09	3	\$ -	\$ -	\$ -
<b>650 Parks &amp; Recreation</b>							<b>Totals</b>	<b>39.08</b>			<b>\$ 1,766,926</b>	<b>\$ 28,200</b>	<b>\$ 1,795,126</b>
PCD	Carr	Amber		174	Administrative Assistant Conservation/Communicat	MUNM	1.00	M374	M374	8	\$ 45,877	\$ -	\$ 45,877
PCD	Doherty	Jennifer	B	174	Historic Preservation Planner	MUNM	0.50	M376	M376		\$ 22,000	\$ -	\$ 22,000
PCD	Eames	Nathaniel	A	174	Associate Planner	MUNM	1.00	M376	M376	6	\$ 66,694	\$ -	\$ 66,694
CDBG 80% GF 20%	Jean	Nathalie		174	Community Development Coordinator/CDBG	MUNM	1.00	M378	M378	7	\$ 82,313	\$ -	\$ 82,313
PCD	Jerram	Erika	O	174	Asst. Director Planning & Community Dev	DH	1.00	S2	S2		\$ 99,768	\$ -	\$ 99,768
PCD	Kaur	Sarbjit		174	Fiscal Manager	MUNM	1.00	M375	M375	2	\$ 55,458	\$ -	\$ 55,458
PCD	McArthur	Robert	D	174	Conservation Administrator	MUNM	1.00	M377	M377	6	\$ 73,363	\$ -	\$ 73,363

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full	FY2021	FY2021	FY2021	FY2021	FY2021	FY2021
							Time Equivalent						
PCD	Niro	Jonathan		174	Assistant Conservation Administrator	MUNM	1.00	M375	M375	4	\$ 49,535	\$ -	\$ 49,535
PCD	Scoppettone	Sam		174	Senior Planner	PROF	1.00	PR5	PR5	7	\$ 73,392	\$ -	\$ 73,392
PCD	Shea	Kevin		174	Director Planning & Community Dev	DH	1.00	DH2	DH2		\$ 118,454	\$ -	\$ 118,454
PCD	Vacant/Frozen	Unfunded		174	Planner	PROF	1.00	PR4	PR4	9	\$ -	\$ -	\$ -
PCD	Seasonal/Frozen	Unfunded		174	Seasonal Land Management Supervisor	MUNT		T2	T2	2	\$ -	\$ -	\$ -
PCD	Seasonal/Frozen	Unfunded		174	Seasonal Land Management Intern	MUNT		T2	T2	2	\$ -	\$ -	\$ -
PCD	Vacant			174	Permitting Manager	M5	1.00		M5	5	\$ 59,452	\$ -	\$ 59,452
PCD	Vacant			174	Community Outreach Coordinator	MUNM	1.00	M374	M374	2	\$ 50,922	\$ -	\$ 50,922
CDBG 100%	Yaffa	Eliot		174	Office Manager 2 CDBG Administrator	MUNM	1.00	M375	M375	5	\$ 59,442	\$ -	\$ 59,442
<b>174 Planning &amp; Community Development</b>						<b>Totals</b>	<b>13.50</b>				<b>\$ 856,670</b>	<b>\$ -</b>	<b>\$ 856,670</b>
Police	Alves	Samya		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 20,879	\$ 84,230
Police	Antonio	James		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 28,602	\$ 101,730
Police	Aronson	Douglas		210	Dispatcher	DISP	1.00	DPS1	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Avila-Olivares	William		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	Babineau	John	E	210	Police Mechanic	PWSF 1116	1.00	PW16	PW16	8	\$ 78,711	\$ 1,450	\$ 80,161
Police	Babineau	Owen		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 12,722	\$ 85,850
Police	Baker	Lester		210	Deputy Police Chief	DH	1.00	S3	S3		\$ 110,634	\$ 35,787	\$ 146,421
Police	Balducci	Stephen		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Ball	Jason		210	Police Officer	IBPO	1.00	POLI	POLI	8	\$ 67,558	\$ 15,695	\$ 83,253
Police	Blass	Kenneth		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 20,392	\$ 93,520
Police	Brandolini	Ronald	S	210	Deputy Police Chief	DH	1.00	S3	S3		\$ 125,814	\$ 40,764	\$ 166,578
Police	Brown	Mason		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204
Police	Brown	Scott	A	210	Police Sergeant	PSOF	1.00	SARG	SARG	626	\$ 92,088	\$ 14,510	\$ 106,598
Police	Bufford-Pomales	Pamela		210	Police Officer	IBPO	1.00	POLI	POLI	11	\$ 71,693	\$ 28,151	\$ 99,843
Police	Buma	Stephen		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 11,636	\$ 77,870
Police	Burns	Shannon		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 28,458	\$ 93,393
Police	Burrell	Christopher		210	Police Sergeant	PSOF	1.00	POLI	SARG	126	\$ 83,407	\$ 21,890	\$ 105,297
Police	Carlo	David John		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 24,592	\$ 97,720
Police	Caruso	Nicholas		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 28,458	\$ 93,393
Police	Casey	Steven		210	Police Officer	IBPO	1.00	POLI	POLI	11	\$ 71,693	\$ 4,977	\$ 76,670
Police	Cesar	Rony		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983
Police	Clark	Sean	M	210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Coffin	Garrett		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486
Police	Reduced Funding			210	Records Intern	MUNM	0.27				\$ -	\$ -	\$ -
Police	Cosme Santiago	Jose		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204
Police	Crawford	Andrew		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	Crawford	Darren		210	Police Officer	IBPO	1.00	POLI	POLI	10	\$ 70,287	\$ 23,847	\$ 94,134
Police	Cronin	Stephen	A	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Curtis	Brian		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Police	Curtis	David	T	210	Police Sergeant	PSOF	1.00	SARG	SARG	2	\$ 81,772	\$ 12,885	\$ 94,656
Police	Debonet	Nicole	C	210	Business Manager	MUNM	1.00	M378	M378	6	\$ 79,900	\$ -	\$ 79,900
Police	Delprete	David		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 24,592	\$ 97,720
Police	Demoraes	Katherine		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 11,636	\$ 77,870
Police	Derosa	Jeffrey		210	Police Officer	IBPO	1.00	POLI	POLI	9	\$ 68,909	\$ 30,424	\$ 99,333
Police	Devlin	Zachary		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Devoe	Annabelle	M	211	Crossing Guard	CGRD	1.00	CG 1	CG 1	3	\$ 6,411	\$ 750	\$ 7,161
Police	DiPasquale	John	B	210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Dones-Linehan	Jeannette		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Downing	Robert	F	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	626	\$ 101,297	\$ 31,337	\$ 132,633
Police	Drumm	Shannon		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 25,252	\$ 91,486
Police	Duncan	Paul		210	Police Officer	IBPO	1.00	POLI	POLI	9	\$ 68,909	\$ 19,285	\$ 88,194
Police	Edwards	Michael		210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 9,150	\$ 67,351
Police	Eliadi	Christopher		210	Police Sergeant	PSOF	1.00	SARG	SARG	2	\$ 81,772	\$ 25,749	\$ 107,521
Police	Farazi	Qaiss		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 24,781	\$ 89,715
Police	Ferguson	Linda		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	5	\$ 7,052	\$ 1,100	\$ 8,152
Police	Fitzgerald	Ryan		210	Dispatcher	DISP	1.00	DPS1	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Fowks	Stephen		210	Police Officer	IBPO	1.00	POLI	POLI	4	\$ 61,806	\$ 17,421	\$ 79,227
Police	Franco	Roberto		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Franquiz	Andrew	T	210	Crime Analyst	MUNM	1.00	M373	M373	3	\$ 46,750	\$ -	\$ 46,750
Police	Fresco	Stacey Anne		210	Police Officer	IBPO	1.00	POLI	POLI	10	\$ 70,287	\$ 23,847	\$ 94,134
Police	Fuer	Richard		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 4,689	\$ 70,923
Police	Gardner	Thomas		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
Police	Gatlin	Timothy		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 17,827	\$ 81,177
Police	Gazerro	Anne Marie		210	Dispatcher	DISP	1.00	DPS1	DPS1	9	\$ 60,796	\$ 200	\$ 60,996
Police	Glavin	Garrett		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 9,853	\$ 73,204
Police	Godino	Michael		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 10,069	\$ 75,004
Police	Golden	James		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Goncalves	Jose		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983
Police	Green	James		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Grigas	Patricia		210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Grout	Derek		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Guarino	Anthony		210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Guarino	Mitchell		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Guertin	Joseph		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Gutwill	Matthew		210	Police Officer	IBPO	1.00	POLI	POLI	9	\$ 68,909	\$ 26,224	\$ 95,133
Police	Hendry	Christopher		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 11,432	\$ 76,366
Police	Hill	James		210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Hughes	Michele		210	Police Officer	IBPO	1.00	POLI	POLI	10	\$ 70,287	\$ 30,705	\$ 100,992

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Police	Jewell	Ryan		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Jordan	Wayne		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 17,750	\$ 83,983
Police	Keith	Martin	C	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	527	\$ 101,297	\$ 31,337	\$ 132,633
Police	Kelleher	Kimberly		210	Police Officer	IBPO	1.00	POLI	POLI	11	\$ 71,693	\$ 27,235	\$ 98,927
Police	Kelly	Heidi		210	Dispatcher	DISP	1.00	DPS1	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Khampaeng	Landny		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Leone	Nicholas		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 24,781	\$ 89,715
Police	Lewis	Andrew		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Lewis	Robert		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 13,747	\$ 79,981
Police	Liddell	Barbara	R	211	Crossing Guard	CGRD	1.00	CG 2	CG 2	4	\$ 13,437	\$ 750	\$ 14,187
Police	Loud	Steven		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 18,242	\$ 83,177
Police	Loughman	Michael	J	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Loureiro	David	J	210	Police Sergeant	PSOF	1.00	SARG	SARG	2	\$ 81,772	\$ 12,885	\$ 94,656
Police	Lowestein	Yolanda		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	3	\$ 6,411	\$ 750	\$ 7,161
Police	Lu	Peter		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Lurie	Jason		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 4,689	\$ 70,923
Police	Machado	Susan		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	MacKeil	Brendan		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Mangano	Timothy		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Martins	Marilia	B	210	Records Manager	MUNM	1.00	M376	M376	5	\$ 64,738	-	\$ 64,738
Police	McCarthy	Thomas	W	210	Police Sergeant	PSOF	1.00	SARG	SARG	3	\$ 83,407	\$ 26,264	\$ 109,671
Police	McCusker	Kimberly	J	210	Lead Records Clerk Police	MUNM	1.00	M373	M373	5	\$ 48,639	-	\$ 48,639
Police	McDonald	Christopher		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	McDonald	Michael		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 24,205	\$ 87,556
Police	McGrath	Kathleen		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 8,552	\$ 81,680
Police	McKinnon	Jake		210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	McNiff	Kimberly	A	210	Dispatcher	DISP	1.00	DPS1	DPS1	9	\$ 60,796	\$ 200	\$ 60,996
Police	Mickens	Rachel	M	210	Police Sergeant	PSOF	1.00	SARG	SARG	4	\$ 85,075	\$ 22,328	\$ 107,403
Police	Miller	Christian		210	Police Officer	IBPO	1.00	POLI	POLI	8	\$ 67,558	\$ 8,259	\$ 75,817
Police	Miranda	Timothy		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 29,452	\$ 95,686
Police	Mohr	Tyson	E	210	Police Sergeant	PSOF	1.00	SARG	SARG	2	\$ 81,772	\$ 21,461	\$ 103,233
Police	Montuori	Christopher	S	210	Police Sergeant	PSOF	1.00	SARG	SARG	627	\$ 93,930	\$ 29,578	\$ 123,508
Police	Moore	John		210	Police Officer	IBPO	1.00	POLI	POLI	8	\$ 67,558	\$ 25,733	\$ 93,291
Police	Moreau	Brett		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 4,537	\$ 67,888
Police	Morenzetti	Justin		210	Dispatcher	DISP	1.00	DPS1	DPS1	6	\$ 56,290	-	\$ 56,290
Police	Nau	Debra		210	Parking Enforcement Officer	MUNM	1.00	M372	M372	14	\$ 52,843	\$ 250	\$ 53,093
Police	Nichols	Michael		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 4,621	\$ 69,556
Police	O'Connell	Paul		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 20,392	\$ 93,520
Police	O'Hare	Sean		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 32,168	\$ 95,519

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Police	O'Mara	Kathleen		210	Dispatcher	DISP	1.00	DPS1	DPS1	3	\$ 51,214	\$ -	\$ 51,214
Police	O'Toole	Timothy	J	210	Police Sergeant	PSOF	1.00	SARG	SARG	4	\$ 85,075	\$ 22,328	\$ 107,403
Police	Ottaviani	Christopher	J	210	Police Sergeant	PSOF	1.00	SARG	SARG	3	\$ 83,407	\$ 21,890	\$ 105,297
Police	Patriarca	Paul	M	210	Police Sergeant	PSOF	1.00	SARG	SARG	3	\$ 83,407	\$ 26,264	\$ 109,671
Police	Pereira	Victor Carlos	M	210	Deputy Police Chief	DH	1.00	S3	S3		\$ 110,634	\$ 35,737	\$ 146,371
Police	Pini	Leonard	J	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	4	\$ 93,583	\$ 29,469	\$ 123,051
Police	Pisano	Christopher		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
Police	Pomales	Richard		210	Police Sergeant	PSOF	1.00	SARG	SARG	627	\$ 93,930	\$ 24,652	\$ 118,582
Police	Porter	Ryan		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 17,827	\$ 81,177
Police	Pratt	Kevin		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 9,396	\$ 69,402
Police	Proia	Joseph		210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Quinn	Kasey		210	Police Officer	IBPO	1.00	POLI	POLI	4	\$ 61,806	\$ 17,421	\$ 79,227
Police	Reardon	Gregory		210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	4	\$ 93,583	\$ 24,561	\$ 118,144
Police	Rentas	Janette		210	Police Record Clerk	MUNM	1.00	M372	M372	3	\$ 42,500	\$ -	\$ 42,500
Police	Riley	Sean	D	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	325	\$ 93,583	\$ 24,561	\$ 118,144
Police	Rivera	Eduardo		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Roche	Carol	A	211	Crossing Guard	CGRD	1.00	CG 1	CG 1	4	\$ 6,719	\$ 1,450	\$ 8,169
Police	Ruiz	Jorge	E	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	5	\$ 95,454	\$ 30,058	\$ 125,512
Police	Sacchetti	Ann	M	210	Administrative Assistant 4	MUNM	1.00	M374	M374	6	\$ 54,573	\$ -	\$ 54,573
Police	Sebastian	James		210	Police Officer	IBPO	1.00	POLI	POLI	9	\$ 68,909	\$ 19,285	\$ 88,194
Police	Seeto	James		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 11,432	\$ 76,366
Police	Seeto	Jessica	L	210	Police Record Clerk	MUNM	1.00	M372	M372	4	\$ 43,350	\$ -	\$ 43,350
Police	Shay	Donald	F	211	Crossing Guard	CGRD	1.00	CG 1	CG 1	4	\$ 6,719	\$ 950	\$ 7,669
Police	Sheehan	Michael	P	210	Police Sergeant	PSOF	1.00	SARG	SARG	2	\$ 81,772	\$ 21,461	\$ 103,233
Police	Sibilio	Robert	W	210	Police Sergeant	PSOF	1.00	SARG	SARG	5	\$ 86,777	\$ 22,775	\$ 109,551
Police	Simoneau	Brian	E	210	Assistant to Police Chief	DH	1.00	S1	S1		\$ 96,308	\$ 350	\$ 96,658
Police	Sinewitz	Jayne	L	210	Parking Enforcement Officer	MUNM	1.00	M372	M372	3	\$ 42,500	\$ -	\$ 42,500
Police	Sistrand	Arthur		210	Police Officer	IBPO	1.00	POLI	POLI	11	\$ 71,693	\$ 19,114	\$ 90,806
Police	Skinnion	John		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 11,188	\$ 84,316
Police	Smith	Benjamin		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 22,991	\$ 82,997
Police	Stevens	Cynthia		211	Crossing Guard	CGRD	1.00	CG 2	CG 2	5	\$ 14,104	\$ 2,150	\$ 16,254
Police	Strange	Keith		210	Police Officer	IBPO	1.00	POLI	POLI	10	\$ 70,287	\$ 23,333	\$ 93,620
Police	Sullivan	Donna	L	211	Crossing Guard	CGRD	1.00	CG 2	CG 2	5	\$ 14,104	\$ 2,150	\$ 16,254
Police	Teel	Christopher		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 8,189	\$ 74,423
Police	Tersoni	Blaise		210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	627	\$ 103,323	\$ 31,443	\$ 134,766
Police	Trask	Steven	D	210	Police Chief	DH	1.00	DH3	DH3		\$ 187,320	\$ -	\$ 188,040
Police	Vacant			211	Crossing Guard	CGRD	5.00	CG 1	CG 2	2	\$ 11,470	\$ 750	\$ 12,220
Police	Vacant			211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2	\$ 5,735	\$ 750	\$ 6,485
Police	Vacant			211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2	\$ 5,735	\$ 750	\$ 6,485

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Police	Vacant	Unfunded		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2			\$ -
Police	Vacant	Unfunded		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2			\$ -
Police	Vacant	Unfunded		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2			\$ -
Police	Vacant	Unfunded		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	2			\$ -
Police	Vacant			210	Dispatcher	DISP	1.00	DPS1	DPS1	2	\$ 49,435	\$ 2,401	\$ 51,836
Police	Vacant			210	Police Officer	IBPO	1.00	SARG	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			210	Police Officer	IBPO	1.00	LIEU	POLI	2	\$ 58,201	\$ 26,535	\$ 84,736
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 22,335	\$ 80,536
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ 58,201	\$ 16,475	\$ 74,676
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 12,722	\$ 85,850
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 16,193	\$ 76,199
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 67,558	\$ 25,733	\$ 93,291
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 5,052	\$ 78,180
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Vacant Reduced Funding			210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ -	\$ 26,535	\$ 26,535
Police	Vacant Reduced Funding			210	Police Officer	IBPO	1.00	POLI	POLI	2	\$ -	\$ 26,535	\$ 26,535
Police	Vacant	Frozen/Unfunded		210	Administrative Assistant 3	MUNM	0.40	M373	M373	2	\$ -	\$ -	\$ -
Police	Vargas	William		210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 27,756	\$ 100,883
Police	Villa	Amelia	C	211	Crossing Guard	CGRD	1.00	CG 1	CG 1	5	\$ 7,052	\$ 1,650	\$ 8,702
Police	Vacant			210	Police Officer	IBPO	1.00	POLI	POLI	12	\$ 73,127	\$ 11,188	\$ 84,316
Police	Walls	Kristen		210	Police Officer	IBPO	1.00	POLI	POLI	5	\$ 63,351	\$ 27,793	\$ 91,144
Police	Wareham	Harry	D	210	Police Lieutenant	PSOF	1.00	LIEU	LIEU	627	\$ 103,323	\$ 27,117	\$ 130,440
Police	Werner	Sheryl	F	210	Dispatcher	DISP	1.00	DPS1	DPS1	10	\$ 62,133	\$ 2,801	\$ 64,934
Police	Wigglesworth	Susan		211	Crossing Guard	CGRD	1.00	CG 1	CG 1	5	\$ 7,052	\$ 1,550	\$ 8,602
Police	Wilson	Sean		210	Police Officer	IBPO	1.00	POLI	POLI	6	\$ 64,935	\$ 22,442	\$ 87,377
Police	Winkelman	Zachary		210	Police Officer	IBPO	1.00	POLI	POLI	3	\$ 60,006	\$ 16,193	\$ 76,199
Police	Wright	James		210	Police Officer	IBPO	1.00	POLI	POLI	7	\$ 66,234	\$ 18,583	\$ 84,817
<b>210 Police</b>					<b>Totals</b>		<b>177.67</b>				<b>\$ 10,959,757</b>	<b>\$ 2,801,109</b>	<b>\$ 13,761,586</b>
Public Health	Caisapanta	Mishel		511	Public Health Inspector	PROF	1.00	PR4	PR4	4	\$ 62,843	\$ -	\$ 62,843
Public Health	Depalo	Alexandra	M	511	Assistant Director of Public Health	DH	1.00	S1	S1		\$ 96,888	\$ -	\$ 96,888
Public Health	Dipersio	Adam	F	511	Public Health Inspector	PROF	1.00	PR4	PR4	3	\$ 61,610	\$ -	\$ 61,610
Public Health	Golden	Stephen	W	511	Administrative Assistant 1	MUNM	1.00		M371	2	\$ 18,940	\$ -	\$ 18,940
Public Health	Goncalves	Maria	A	511	Office Manager 1	MUNM	1.00	M374	M374	14	\$ 63,941	\$ 200	\$ 64,141
Public Health	Griffin	Camille		511	Public Health Inspector	PROF	1.00	PR4	PR4	5	\$ 64,103	\$ -	\$ 64,103
Public Health	Hagerty	Kelly	C	511	Community Interventionist Specialist	PROF	1.00	PR4	PR4	5	\$ 64,103	\$ -	\$ 64,103
Public Health	Joseph	Kelly		511	Community Health Program Coordinator	PROF	1.00	PR4	PR4	1	\$ 32,694	\$ -	\$ 32,694
Public Health	Mahoney	Kathleen	C	511	Chief Public Health Nurse	PROF	1.00	PR5	PR5	10	\$ 77,935	\$ -	\$ 77,935



**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Public Health	Mendez	Michael	P	511	Public Health Inspector	PROF	1.00	PR4	PR4	3	\$ 61,610	\$ -	\$ 61,610
Public Health	Smith	Brian		511	Environmental Protection Officer	PROF	1.00	PR5	PR5	4	\$ 69,154	\$ -	\$ 69,154
Public Health	Vacant			511	Public Health Inspector	PROF	1.00	PR4	PR4	4	\$ 62,843	\$ -	\$ 62,843
Public Health	Vacant			511	Public Health Nurse	PROF	1.00	PR4	PR4	3	\$ 15,403	\$ -	\$ 15,403
Public Health	Vacant			511	Community Health Manager	MUNM	1.00	M8	M8	1	\$ 18,092	\$ -	\$ 18,092
Public Health	Valdez	Noelia		511	Administrative Assistant 2	MUNM	1.00	M372	M372	4	\$ 43,350	\$ -	\$ 43,350
Public Health	Williams	Robin	E	511	Environmental Health Manager	MUNM	1.00	M378	M378	10	\$ 86,487	\$ -	\$ 86,487
Public Health	Wong	Sam	S	511	Director of Public Health	DH	1.00	DH1	DH1		\$ 124,448	\$ -	\$ 124,448
<b>511 Public Health</b>							<b>Totals</b>	<b>17.00</b>			<b>\$ 1,024,442</b>	<b>\$ 200</b>	<b>\$ 1,024,642</b>
DPW Administration	Conner	Diane	M	421	Deputy Director of Administration - DPW	DH	1.00	S1	S2		\$ 120,198	\$ 200	\$ 120,398
DPW Administration	Lukis	Blake	D	421	Deputy Director DPW	DH	1.00	DH1	DH1		\$ 130,207	\$ -	\$ 130,207
DPW Administration	Sandler	Laurie	B	421	Financial Analyst	MUNM	1.00	M376	M376	5	\$ 64,738	\$ 200	\$ 64,938
DPW Administration	Vacant	Funded for 8 mos		421	Director of DPW	DH	1.00	DH3	DH3		\$ 103,551	\$ -	\$ 103,551
DPW Administration	Vasselin	Marie	M	421	Senior Financial Analyst	MUNM	1.00	M377	M377	6	\$ 72,637	\$ -	\$ 72,637
<b>421 Public Works Administration</b>							<b>Totals</b>	<b>5.00</b>			<b>\$ 491,330</b>	<b>\$ 400</b>	<b>\$ 491,730</b>
DPW Engineering	Alexandrovich	Simon	M	411	Director of Transportation Engineering	DH	1.00	S2	S1		\$ 101,703	\$ -	\$ 101,703
DPW Engineering	Curran	Thomas	F	411	Engineering Aide 3	PWSF 1116	1.00	PW10	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
DPW Engineering	Johnson	Eric	V	411	City Engineer	DH	1.00	S2	S2		\$ 120,776	\$ 250	\$ 121,026
DPW Engineering	Kiel	Adam	W	411	Senior Traffic & Transportation Engineer	MUNM	1.00	M378	M378	14	\$ 93,616	\$ 200	\$ 93,816
DPW Engineering	Kovar	Geoffrey	W	411	GIS Manager	MUNM	1.00	M378	M378	14	\$ 93,616	\$ 250	\$ 93,866
DPW Engineering	Locastro	Janet	M	411	GIS Database Administrator		0.34	M375	M375	6	\$ 20,410	\$ 67	\$ 20,477
DPW Engineering	McGaughey	Mary	E	411	Administrative Assistant 4	MUNM	1.00	M375	M375	6	\$ 60,029	\$ -	\$ 60,029
DPW Engineering	Nguyen	Tam		411	Project Engineer	PWSF 1116	1.00	PW16	PW16	10	\$ 81,844	\$ 4,423	\$ 86,267
DPW Engineering	Reed	Kerry	A	411	Senior Stormwater/Environmental Engineer	MUNM	1.00	M378	M378	14	\$ 93,616	\$ -	\$ 93,616
DPW Engineering	Stefanini	Joseph		411	Senior Development & Project Engineer	DH	1.00	S1	S1		\$ 101,791	\$ 200	\$ 101,991
DPW Engineering	Vacant	Frozen		411	Senior Engineer/Surveyor	PWSF 1116	1.00	PW15	PW15	10	\$ -	\$ -	\$ -
DPW Engineering	Vacant	Unfunded		411	Permit Coordinator Engineering	MUNM	0.00	M374	M374	5	\$ -	\$ -	\$ -
DPW Engineering	Vacant	Reduced Funding		411	Engineering Intern	MUNM	0.34	M371	M371	1	\$ -	\$ -	\$ -
<b>411 Public Works Engineering</b>							<b>Totals</b>	<b>10.68</b>			<b>\$ 828,582</b>	<b>\$ 8,940</b>	<b>\$ 837,522</b>
DPW Fleet	Bond	Michael		429	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	9	\$ 62,230	\$ 4,300	\$ 66,530
DPW Fleet	Davis	Scott	F	429	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	5	\$ 57,504	\$ 5,035	\$ 62,539
DPW Fleet	Vacant	Reduced Funding		429	Watchperson	MUNT	0.25	T3	T3	7	\$ -	\$ -	\$ -
DPW Fleet	Karlsson	Jan	O	429	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	8	\$ 61,025	\$ 5,098	\$ 66,123
DPW Fleet	Nardini	Nicole	E	429	Program Administrator/Material Coordinator	PWSF 1116	1.00	PW10	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
DPW Fleet	Nolan	John	E	429	Welder Fabricator	PWSF 1116	1.00	PW14	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
DPW Fleet	Rousseau	Jeffrey		429	Director of Fleet Services	DH	1.00	S1	S1		\$ 108,415	\$ 5,168	\$ 113,583
DPW Fleet	Vacant	Reduced Funding	A	429	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	9	\$ -	\$ -	\$ -
DPW Fleet	Wright	Scott	R	429	Fleet Operations Manager	PWSF 1116	1.00	PW19	PW19	6	\$ 88,815	\$ 9,550	\$ 98,365
<b>429 Public Works Fleet</b>							<b>Totals</b>	<b>8.25</b>			<b>\$ 507,379</b>	<b>\$ 36,251</b>	<b>\$ 543,630</b>

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
DPW Highway	Arrandale	Shane		422	Heavy Equipment Operator	DPW 1156	1.00	W 09	WH1	2	\$ 54,188	\$ 10,936	\$ 65,124
DPW Highway	Arrandale	Jacob	A	422	Heavy Equipment Operator	DPW 1156	1.00	W 09	WH1	2	\$ 54,188	\$ 4,000	\$ 58,188
DPW Highway	Barros	Mitchell	H	422	Medium Equipment Operator	DPW 1156	1.00	WH1	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Bruce	Norris	O	422	Heavy Equipment Operator	DPW 1156	1.00	W 09	WH1	3	\$ 55,272	\$ 4,000	\$ 59,272
DPW Highway	Burlingame	Robert	S	422	Highway Supervisor	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Clark	Richard	S	422	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	9	\$ 62,230	\$ 4,450	\$ 66,680
DPW Highway	Collins	Brian	J	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	9	\$ 51,759	\$ 9,994	\$ 61,753
DPW Highway	Conserva	Corey	J	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
DPW Highway	Dallamora	Joseph		422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	9	\$ 51,759	\$ 4,350	\$ 56,109
DPW Highway	Dewar	Bryan	A	422	Heavy Equipment Operator/Tree Specialist	DPW 1156	1.00	WH1	WH1	9	\$ 62,230	\$ 4,450	\$ 66,680
DPW Highway	Reduced Funding			422	Watchperson	MUNT	0.25	T3	T3	6	\$ -	\$ -	\$ -
DPW Highway	Reduced Funding			422	Highway Supervisor/Construction	PWSF 1116	1.00	PW14	PW14	10	\$ -	\$ -	\$ -
DPW Highway	Fitzpatrick	Thomas	G	422	Craftsman	DPW 1156	1.00	W 06	W 08	2	\$ 43,327	\$ 4,000	\$ 47,327
DPW Highway	Freitas	Kevin		422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Gjanci	Elia		422	Program Administrator	PWSF 1116	1.00	PW10	PW10	6	\$ 56,165	\$ 3,550	\$ 59,715
DPW Highway	Gogan	Jacob	R	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
DPW Highway	Gomes	Leandro	F	422	Highway Supervisor/Tree	PWSF 1116	1.00	PW14	PW14	2	\$ 61,546	\$ 3,550	\$ 65,096
DPW Highway	Greenwood	Roy	D	422	Highway Supervisor/Construction	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Grendell	Kyle		422	Stormwater Operations Manager	PWSF 1116	1.00	PW19	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
DPW Highway	Hupfer	Michael	D	422	Operations Manager	PWSF 1116	1.00	PW19	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
DPW Highway	Keefe	Dennis		422	Watchperson	MUNT	0.33	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
DPW Highway	Lima	Brendon	P	422	Medium Equipment Operator	DPW 1156	1.00	WH1	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Louma	Ronald		422	Highway Supervisor	PWSF 1116	1.00	PW14	PW14	8	\$ 70,961	\$ 3,550	\$ 74,511
DPW Highway	McCarthy	J Brooks		422	Highway Supervisor	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Highway	Mulvaney-Callaghan	Joseph	R	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Nau	Daniel	S	422	Director of Highway and Sanitation	DH	0.50	S2	S2		\$ 63,035	\$ 2,986	\$ 66,021
DPW Highway	Oliveira	Fernando		422	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	7	\$ 59,828	\$ 5,077	\$ 64,905
DPW Highway	Pineau	Joseph	W	422	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	4	\$ 56,377	\$ 10,089	\$ 66,466
DPW Highway	Pineau	Michael		422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	4	\$ 46,880	\$ 9,063	\$ 55,943
DPW Highway	Pineau	Kevin	L	422	Medium Equipment Operator	DPW 1156	1.00	W 08	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Rastani	Ryan	R	422	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	8	\$ 61,025	\$ 4,250	\$ 65,275
DPW Highway	Ray	Matthew	P	422	Medium Equipment Operator	DPW 1156	1.00	WH1	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Romani	Fred		422	Watchperson	MUNT	0.33	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
DPW Highway	Ronconi	Kathryn	D	422	Assistant Director of Highway & Sanitation	DH	0.50	S1	S1		\$ 50,895	\$ 2,618	\$ 53,513
DPW Highway	Ryan	Nicholas	J	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
DPW Highway	Vacant Reduced Funding			422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ -	\$ -	\$ -
DPW Highway	Vacant Reduced Funding			422	Medium Equipment Operator	DPW 1156	1.00	W 08	W 09	2	\$ -	\$ -	\$ -
DPW Highway	Vacant Reduced Funding			422	Seasonal Laborer	DPW 1156		W 02	W 02	1	\$ -	\$ -	\$ -
DPW Highway	Vacant			422	Watchperson	MUNT	0.33	T3	T3	3	\$ 6,273	\$ -	\$ 6,273

**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full	FY20 Grade	FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent						
DPW Highway	Westcott	Casey	M	422	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	5	\$ 47,817	\$ 4,000	\$ 51,817
<b>422 Public Works Highway</b>							<b>35.24</b>				<b>\$ 1,852,994</b>	<b>\$ 160,663</b>	<b>\$ 2,013,657</b>
DPW Sanitation	Aucoin	David	P	433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Chickering	Joseph		433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 8,589	\$ 64,573
DPW Sanitation	DaSilva	Alexander		433	Lead Driver	DPW 1156	1.00	W 10	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Deflumere	William		433	Lead Driver	DPW 1156	1.00	W 11	W 11	5	\$ 51,721	\$ 3,250	\$ 54,971
DPW Sanitation	Eidelman	Matthew	J	433	Lead Driver	DPW 1156	1.00	W 11	W 11	6	\$ 52,755	\$ 4,200	\$ 56,955
DPW Sanitation	Guertin	Darren	A	433	Operations Manager	PWSF 1116	1.00	PW19	PW19	8	\$ 92,404	\$ 9,550	\$ 101,954
DPW Sanitation	Howland	Kenneth	J	433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Ingemi	Joseph	J	433	Environmental Health Operations Supervisor	PWSF 1116	1.00	PW14	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
DPW Sanitation	Maude	Edward	A	433	Lead Driver	DPW 1156	1.00	W 10	W 11	2	\$ 48,619	\$ 3,250	\$ 51,869
DPW Sanitation	Minden	Michael	B	433	Lead Driver	DPW 1156	0.00	W 11	W 11	8	\$ 39,189		\$ 39,189
DPW Sanitation	Montonari	Anthony	P	433	Lead Driver	DPW 1156	1.00	W 11	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Nau	Daniel	S	433	Director of Highway and Sanitation	DH	0.50	S2	S2		\$ 63,035	\$ 2,986	\$ 66,021
DPW Sanitation	Pasquantonio	Michael	D	433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Raphael	Ricardo		433	Lead Driver	DPW 1156	1.00	W 11	W 11	2	\$ 48,619	\$ 4,125	\$ 52,744
DPW Sanitation	Robinson	Edward	G	433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 3,600	\$ 59,584
DPW Sanitation	Romani	Dean		433	Lead Driver	DPW 1156	1.00	W 10	W 11	2	\$ 48,619	\$ 3,250	\$ 51,869
DPW Sanitation	Ronconi	Kathryn	D	433	Assistant Director of Highway & Sanitation	DH	0.50	S1	S1		\$ 50,895	\$ 2,618	\$ 53,513
DPW Sanitation	Sarnosky	Stephen		433	Recycling Coordinator	PWSF 1116	1.00	PW10	PW10	9	\$ 59,984	\$ 3,966	\$ 63,950
DPW Sanitation	Sullivan	Terrence	M	433	Recycling Supervisor	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,966	\$ 77,866
DPW Sanitation	Vacant			433	Lead Driver	DPW 1156	1.00	W 10	W 11	1	\$ 47,533	\$ 3,250	\$ 50,783
DPW Sanitation	Vacant	Unfunded		433	Lead Driver	DPW 1156	1.00	W 11	W 11	1	\$ -		\$ -
DPW Sanitation	Vacant Reduced Funding			433	Seasonal Laborer	DPW 1156		W 02	W 02	1	\$ -		\$ -
DPW Sanitation	West	Richard	C	433	Lead Driver	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 3,700	\$ 59,684
DPW Sanitation	Wheeler	Kristine	M	433	Program Administrator	PWSF 1116	1.00	PW10	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
<b>423 Public Works Sanitation</b>							<b>21.00</b>				<b>\$ 1,239,808</b>	<b>\$ 86,750</b>	<b>\$ 1,326,558</b>
Sewer Enterprise	Arrandale	Darek	A	440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	9	\$ 51,759	\$ 4,300	\$ 56,059
Sewer Enterprise	Bannon	Thomas	A	440	Wastewater Supervisor	PWSF 1116	1.00	PW14	PW14	5	\$ 66,803	\$ 3,550	\$ 70,353
Sewer Enterprise	Barsanti	James	R	440	Director of Water & Sewer	DH	0.50	S2	S2		\$ 53,921	\$ 1,600	\$ 55,521
Sewer Enterprise	Belucio	Walaci	J	440	Medium Equipment Operator	DPW 1156	1.00	W 08	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Biondo	Charles		440	Medium Equipment Operator	DPW 1156	1.00	W 11	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Brown	Robert	L	440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	7	\$ 49,750	\$ 4,000	\$ 53,750
Sewer Enterprise	Chase	Charles	E	440	Pump Station Supervisor	PWSF 1116	1.00	PW16	PW16	6	\$ 75,301	\$ 3,550	\$ 78,851
Sewer Enterprise	Connell	David		440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	5	\$ 47,817	\$ 4,000	\$ 51,817
Sewer Enterprise	Conner	Brian	J	440	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	2	\$ 54,188	\$ 4,000	\$ 58,188
Sewer Enterprise	Reduced Funding			440	Watchperson	MUNT	0.25	T3	T3	6	\$ -	\$ -	\$ -
Sewer Enterprise	Dunham	Michael		440	Electrician	PWSF 1116	0.50	PW14	PW14	9	\$ 36,226	\$ 1,775	\$ 38,001
Sewer Enterprise	Dunn	Ashley	N	440	Assistant Director of Water and Sewer	DH	0.50	S1	S1		\$ 47,504	\$ -	\$ 47,504

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Sewer Enterprise	Gourdeau	Jayne	M	440	Business Manager 1/Asst Director of Admin & Oper	MUNM	0.50	M377	M377	14	\$ 42,553	\$ 125	\$ 42,678
Sewer Enterprise	Keefe	Dennis		440	Watchperson	MUNT	0.33	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
Sewer Enterprise	Klein	Gail	M	440	Program Administrator	PWSF 1116	1.00	PW10	PW10	10	\$ 61,183	\$ 3,550	\$ 64,733
Sewer Enterprise	Kuczmiac	James	M	440	Wastewater Technician	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 6,869	\$ 62,853
Sewer Enterprise	Lampasona	Peter		440	Operations Manager Pump Station	PWSF 1116	1.00	PW19	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Sewer Enterprise	Lemire	Keith	A	440	Wastewater Technician	DPW 1156	1.00	W 11	W 11	4	\$ 50,707	\$ 4,000	\$ 54,707
Sewer Enterprise	Leone	Stephen	J	440	Assistant Director of Water and Sewer	DH	0.50	S1	S1		\$ 48,514	\$ 1,500	\$ 50,014
Sewer Enterprise	Locastro	Janet	M	440	GIS Database Administrator		0.33	M375	M375	6	\$ 19,810	\$ 67	\$ 19,877
Sewer Enterprise	MacKenzie	Alex	J	440	Construction Coordinator	PWSF 1116	0.50	PW16	PW16	5	\$ 36,804	\$ 1,775	\$ 38,579
Sewer Enterprise	Reduced Funding			440	Program Administrator/Material Coordinator	PWSF 1116	0.50	PW10	PW10	10	\$ -	\$ -	\$ -
Sewer Enterprise	McCarthy	Brian		440	Operations Manager Wastewater	PWSF 1116	1.00	PW19	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Sewer Enterprise	Mooney	Andrew	B	440	Pump Station Technician	DPW 1156	1.00	W 10	W 11	2	\$ 48,619	\$ 4,000	\$ 52,619
Sewer Enterprise	Nau	Christopher		440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	O'Brien	Christopher		440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Sewer Enterprise	Patel	Gita		440	Administrative Assistant 4	MUNM	1.00	M375	M375	3	\$ 56,568	\$ -	\$ 56,568
Sewer Enterprise	Patrino	James	R	440	Wastewater Supervisor	PWSF 1116	1.00	PW14	PW14	3	\$ 63,331	\$ 3,550	\$ 66,881
Sewer Enterprise	Pellegrino	Peter		440	Medium Equipment Operator	DPW 1156	1.00	W 08	W 09	2	\$ 45,060	\$ 4,811	\$ 49,871
Sewer Enterprise	Ricchazzi	Michael	W	440	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Sewer Enterprise	Ricchazzi	Anthony		440	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	3	\$ 55,272	\$ 4,000	\$ 59,272
Sewer Enterprise	Romani	Fred		440	Watchperson	MUNT	0.00	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
Sewer Enterprise	Ronconi	Michael	T	440	Wastewater Supervisor	PWSF 1116	1.00	PW14	PW14	4	\$ 65,168	\$ 3,550	\$ 68,718
Sewer Enterprise	Rosa	Nemesio	S	440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	6	\$ 48,774	\$ 4,000	\$ 52,774
Sewer Enterprise	Roy	David		440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Sippel	Peter	A	440	Operations Manager	PWSF 1116	0.33	PW19	PW19	9	\$ 31,164	\$ 3,182	\$ 34,346
Sewer Enterprise	Spratt	Stephen	M	440	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	4	\$ 46,880	\$ 4,000	\$ 50,880
Sewer Enterprise	Reduced Funding			440	Senior Project Manager/Utilities	MUNM	0.50	M378	M378	10	\$ -	\$ -	\$ -
Sewer Enterprise	Tomassini	Jeffrey	A	440	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Sewer Enterprise	Tompkins	Jeffrey		440	Wastewater Technician	DPW 1156	1.00	W 11	W 11	5	\$ 51,721	\$ 4,000	\$ 55,721
Sewer Enterprise	Touhey	James	B	440	Wastewater Supervisor	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
Sewer Enterprise	Vacant Reduced Funding			440	Wastewater Technician	DPW 1156	1.00	W 09	W 11	2	\$ -	\$ -	\$ -
Sewer Enterprise	Vacant			440	Medium Equipment Operator	DPW 1156	1.00	W 11	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Sewer Enterprise	Vacant Reduced Funding			440	Seasonal Laborer	1156		W 02	W 02	1	\$ -	\$ -	\$ -
Sewer Enterprise	Vacant Reduced Funding			440	Engineering Intern	MUNM	0.33	M1	M1	1	\$ -	\$ -	\$ -
Sewer Enterprise	Vacant	Unfunded		440	Co-op	MUNT		T3	T3	4	\$ -	\$ -	\$ -
Sewer Enterprise	Vacant			440	Watchperson	MUNT	0.33	T3	T3	3	\$ 6,273	\$ -	\$ 6,273
Sewer Enterprise	Wales	Gary		440	Fleet Services Technician	1156	1.00	WH1	WH1	8	\$ 61,025	\$ 5,798	\$ 66,823
<b>440 Sewer Enterprise Fund</b>				<b>Totals</b>			<b>35.90</b>				<b>\$ 2,012,042</b>	<b>\$ 135,752</b>	<b>\$ 2,147,794</b>
DPW Streetlights	Bolduc	Wayne	C	424	Fire Alarm Superintendent	DH	1.00	S1	S1		\$ 101,419	\$ 350	\$ 101,769
DPW Streetlights	Corbin	Dean	P	424	Assistant Superintendent Fire Alarms	PWSF 1116	1.00	PW14	PW14	8	\$ 70,961	\$ 3,550	\$ 74,511

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
DPW Streetlights	Cox	John	F	424	Systems Integration/Project Manager	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Streetlights	Keefe	Patrick	J	424	Electrician	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
DPW Streetlights	Sippel	Peter	A	424	Operations Manager	PWSF 1116	0.33	PW19	PW19	9	\$ 31,447	\$ 3,183	\$ 34,630
<b>424 Public Works Streetlights &amp; Signals</b>							<b>Totals</b>	<b>4.33</b>			<b>\$ 351,627</b>	<b>\$ 14,183</b>	<b>\$ 365,810</b>
Water Enterprise	Barsanti	James	R	450	Director of Water & Sewer	DH	0.50	S2	S2		\$ 53,921	\$ 1,600	\$ 55,521
Water Enterprise	Borges	Alfredo		450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	9	\$ 51,759	\$ 4,300	\$ 56,059
Water Enterprise	Danese	Michael	S	450	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	7	\$ 59,828	\$ 4,250	\$ 64,078
Water Enterprise	Davis	Collin	J	450	Medium Equipment Operator	DPW 1156	1.00	W 11	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Reduced Funding			450	Watchperson	MUNT	0.25	T3	T3	6	\$ -	\$ -	\$ -
Water Enterprise	Dunham	Michael		450	Electrician	PWSF 1116	0.50	PW14	PW14	9	\$ 36,226	\$ 1,775	\$ 38,001
Water Enterprise	Dunn	Ashley	N	450	Assistant Director of Water and Sewer	DH	0.50	S1	S1		\$ 47,504	\$ 950	\$ 48,454
Water Enterprise	Gleason	Noah	S	450	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	4	\$ 56,377	\$ 4,000	\$ 60,377
Water Enterprise	Gourdeau	Jayne	M	450	Business Manager 1/Asst Director of Admin & Oper	MUNM	0.50	M377	M377	14	\$ 42,553	\$ 125	\$ 42,678
Water Enterprise	Grace	Jeff	G	450	Pump Station Technician	DPW 1156	1.00	W 11	W 11	3	\$ 49,713	\$ 4,000	\$ 53,713
Water Enterprise	Griffin	Alysha	M	450	Program Administrator	PWSF 1116	1.00	PW10	PW10	5	\$ 54,796	\$ 3,550	\$ 58,346
Water Enterprise	Guardiani	Jason	E	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	6	\$ 48,774	\$ 6,195	\$ 54,969
Water Enterprise	Heller	Brett	A	450	Pump Station Technician	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 4,250	\$ 60,234
Water Enterprise	Kamishlian	Dale		450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Keefe	Dennis		450	Watchperson	MUNT	0.33	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
Water Enterprise	Kennelley	Michael	R	450	Pump Station Supervisor	PWSF 1116	1.00	PW14	PW14	3	\$ 63,331	\$ 3,550	\$ 66,881
Water Enterprise	Kivlehan	James	R	450	Administrative Assistant 4	MUNM	1.00	M375	M375	6	\$ 60,029	\$ -	\$ 60,029
Water Enterprise	Klein	Patrick	M	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Lavin	John	E	450	Pump Station Technician	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 4,350	\$ 60,334
Water Enterprise	Lebrun	Ryan	J	450	Medium Equipment Operator	DPW 1156	1.00	W 11	W 09	3	\$ 45,961	\$ 4,827	\$ 50,788
Water Enterprise	Lembo	Robert	W	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Leone	Stephen	J	450	Assistant Director of Water and Sewer	DH	0.50	S1	S1		\$ 48,514	\$ 2,470	\$ 50,984
Water Enterprise	Locastro	Janet	M	450	GIS Database Administrator		0.33	M375	M375	6	\$ 19,810	\$ 67	\$ 19,877
Water Enterprise	Lombardi	Dylan		450	Backflow/Meter Technician	DPW 1156	1.00	W 11	W 11	3	\$ 49,713	\$ 4,000	\$ 53,713
Water Enterprise	Luoma	Brian	C	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	9	\$ 51,759	\$ 4,250	\$ 56,009
Water Enterprise	MacKenzie	Alex	J	450	Construction Coordinator	PWSF 1116	0.50	PW16	PW16	5	\$ 36,804	\$ 1,775	\$ 38,579
Water Enterprise	Reduced Funding		J	450	Program Administrator/Material Coordinator	PWSF 1116	0.50	PW10	PW10	10	\$ -	\$ -	\$ -
Water Enterprise	Marin	Scott		450	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	3	\$ 55,272	\$ 4,995	\$ 60,267
Water Enterprise	Marini	Douglas	A	450	Water Supervisor	PWSF 1116	1.00	PW14	PW14	4	\$ 65,168	\$ 3,550	\$ 68,718
Water Enterprise	McDonald	Dennis		450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Norsworthy	Jarred	O	450	Water Supervisor	PWSF 1116	1.00	PW14	PW14	10	\$ 73,900	\$ 3,550	\$ 77,450
Water Enterprise	Norton	Stephen		450	Water Operations Manager	PWSF 1116	1.00	PW19	PW19	10	\$ 96,325	\$ 9,550	\$ 105,875
Water Enterprise	Ottaviani	Benedetto	P	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	6	\$ 48,774	\$ 4,000	\$ 52,774
Water Enterprise	Vacant Reduced Funding			450	Water Technician	DPW 1156	1.00	W 11	W 11	3	\$ -	\$ -	\$ -
Water Enterprise	Ricchazzi	Michael	W	450	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697



**City of Framingham  
FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full		FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent	FY20 Grade					
Water Enterprise	Roman	Jose	A	450	Heavy Equipment Operator	DPW 1156	1.00	WH1	WH1	2	\$ 54,188	\$ 4,250	\$ 58,438
Water Enterprise	Romani	Fred		450	Watchperson	MUNT	0.00	T3	T3	6	\$ 6,856	\$ -	\$ 6,856
Water Enterprise	Schraffa	Paul	D	450	Fleet Services Technician	DPW 1156	1.00	WH1	WH1	9	\$ 62,230	\$ 4,300	\$ 66,530
Water Enterprise	Shutt	William	J	450	Water Supervisor	PWSF 1116	1.00	PW14	PW14	6	\$ 68,205	\$ 3,550	\$ 71,755
Water Enterprise	Sippel	Peter	A	450	Operations Manager	PWSF 1116	0.33	PW19	PW19	9	\$ 31,164	\$ 3,182	\$ 34,346
Water Enterprise	Sordillo	John	E	450	Backflow/Meter Technician	DPW 1156	1.00	W 11	W 11	8	\$ 54,887	\$ 4,250	\$ 59,137
Water Enterprise	Reduced Funding			450	Senior Project Manager/Utilities	MUNM	0.50	M378	M378	10	\$ -	\$ -	\$ -
Water Enterprise	Thouren	Lisa	M	450	Pump Station Technician	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 5,308	\$ 61,292
Water Enterprise	Tomassini	Jeffrey	A	450	Inspector of Construction/Utilities	PWSF 1116	0.50	PW16	PW16	10	\$ 40,922	\$ 1,775	\$ 42,697
Water Enterprise	Vacant			450	Medium Equipment Operator	DPW 1156	1.00	W 11	W 09	2	\$ 45,060	\$ 4,000	\$ 49,060
Water Enterprise	Vacant Reduced Funding			450	Seasonal Laborer	MUNM		W2	W2	1	\$ -	\$ -	\$ -
Water Enterprise	Vacant Reduced Funding			450	Engineering Intern	DPW 1156	0.33	M1	M1	1	\$ -	\$ -	\$ -
Water Enterprise	Vacant	Unfunded		450	Co-op	MUNM		T3	T3		\$ -	\$ -	\$ -
Water Enterprise	Vacant			450	Watchperson	MUNT	0.33	T3	T3	3	\$ 6,273	\$ -	\$ 6,273
Water Enterprise	Zanchi	Joseph	P	450	Medium Equipment Operator	DPW 1156	1.00	W 09	W 09	3	\$ 45,961	\$ 4,000	\$ 49,961
Water Enterprise	Zanella	Andrew	B	450	Backflow/Meter Technician	DPW 1156	1.00	W 11	W 11	9	\$ 55,984	\$ 4,250	\$ 60,234
<b>450 Water Enterprise Fund Totals</b>							<b>38.90</b>				<b>\$ 2,132,275</b>	<b>\$ 146,569</b>	<b>\$ 2,278,844</b>
Purchasing	Reduced Funding			138	Administrative Assistant I	MUNM	0.50	M371	M371	6	\$ -	\$ -	\$ -
Purchasing	Putney	Amy		138	Procurement Administrator	MUNM	1.00	M378	M378	5	\$ 78,333	\$ 250	\$ 78,583
<b>138 Purchasing Totals</b>							<b>1.50</b>				<b>\$ 78,333</b>	<b>\$ 250</b>	<b>\$ 78,583</b>
Technology	Becker	Robert	N		Network Technician	PROF	1.00		PR4	10	\$ 70,849	\$ -	\$ 70,849
Technology	Bryce	Heidi	R	155	Systems Project Manager 4	PROF	1.00	PR6	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	155	Systems Project Manager 3	PROF	1.00	PR6	PR6	10	\$ 88,839	\$ -	\$ 88,839
Technology	Estivale	Kimberly	S	155	Fiscal Manager	MUNM	1.00	M375	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	155	Administrative Assistant 3	MUNM	1.00	M373	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
<b>155 Technology Services Totals</b>							<b>10.00</b>				<b>\$ 830,131</b>	<b>\$ 4,150</b>	<b>\$ 834,281</b>
Treasurer	Assuncao	Alicia	F	145	Fiscal Supervisor/Cash Collections	MUNM	1.00	M375	M375	6	\$ 58,853	\$ -	\$ 58,853
Treasurer	Burruss	Allison		145	Assistant Treasurer/Collector	MUNM	1.00	M378	M378	3	\$ 75,291	\$ -	\$ 75,291
Treasurer	Gemma	Ashley		145	Office Coordinator/Tax Collector	MUNM	1.00	M374	M374	2	\$ 50,417	\$ -	\$ 50,417
Treasurer	Harvey	Carleigh-Ann		145	Fiscal Supervisor/Payroll	MUNM	1.00	M375	M375	2	\$ 55,458	\$ -	\$ 55,458
Treasurer	Reduced Funding			145	Admin Asst/Excise Tax	MUNM	1.00	M372	M375	5	\$ -	\$ -	\$ -
Treasurer	Lyons	Carolyn	R	145	Treasurer/Collector	DH	1.00	S3	S3		\$ 101,791	\$ 300	\$ 102,091
Treasurer	Nemeth	Robin		145	Customer Service Representative 1- Real Estate	MUNM	1.00	M372	M372	15	\$ 53,901	\$ -	\$ 53,901
Assessing	Gerard	Dale	M	141	Customer Service Representative 1	MUNM	0.50	M372	M372	9	\$ 21,845	\$ -	\$ 21,845

**City of Framingham**  
**FY2021 Employee Compensation Schedule Revised May 18, 2020**

Department	Last Name	First Name	MI	Location	Title	Union	FY2021 Full	FY20 Grade	FY2021 Grade	FY2021 Step	FY2021 Salary	FY2021 Differentials	FY2021 Total Compensation
							Time Equivalent						
Treasurer	Netherton	Ross	O	145	Office Manager 3	MUNM	1.00	M376	M376	3	\$ 62,224	\$ 4,950	\$ 67,174
<b>145 Treasurer/Collector</b>							<b>Totals</b>	<b>8.50</b>			<b>\$ 479,782</b>	<b>\$ 5,250</b>	<b>\$ 485,032</b>
Veterans	Lupisella	Mark	A	543	Assistant Veterans Director	MUNM	1.00	M373	M373	3	\$ 46,750	\$ -	\$ 46,750
Veterans	Sullivan	Craig	A	543	Director of Veterans Affairs	MUNM	1.00	M377	M377	4	\$ 69,815	\$ -	\$ 69,815
<b>543 Veterans</b>							<b>Totals</b>	<b>2.00</b>			<b>\$ 116,566</b>	<b>\$ -</b>	<b>\$ 116,566</b>
Weights & Measures	Demeo	James	D	244	Sealer Weights & Measures	PROF	1.00	PR5	PR5	3	\$ 67,802	\$ -	\$ 67,802
<b>244 Weights &amp; Measures</b>							<b>Totals</b>	<b>1.00</b>			<b>\$ 67,802</b>	<b>\$ -</b>	<b>\$ 67,802</b>
Public Works Capital	Alvarez Corena	Jose			Senior Project Manager/Utilities	MUNM	1.00	M8	M8	13	\$ 61,493	\$ -	\$ 61,493
Public Works Capital	Eliot	Alison			Senior Project Manager/Utilities	MUNM	1.00	M8	M8	11	\$ 59,105	\$ -	\$ 59,105
Public Works Capital	Hayes	Diane			Senior Project Manager/Transporation	MUNM	1.00	M8	M8	12	\$ 89,981	\$ -	\$ 89,981
Public Works Capital	Hayes	Matthew			Senior Project Manager/Transporation	MUNM	1.00	M8	M8	14	\$ 93,616	\$ -	\$ 93,616
Public Works Capital	Reduced Funding				Senior Project Manager/Transporation	MUNM	1.00	M8	M8	14	\$ -	\$ -	\$ -
Public Works Capital	Jewell	Allyssa			Senior Project Manager	MUNM	1.00	M8	M8	2	\$ 73,815	\$ -	\$ 73,815
Public Works Capital	Reduced Funding				Senior Project Manager/Utilities	MUNM	1.00	M8	M8	14	\$ -	\$ -	\$ -
Public Works Capital	Reduced Funding				Capital Program Administrator	MUNM	1.00	M5	M5	6	\$ -	\$ -	\$ -
Public Works Capital	Marchesseault	Robert			Senior Project Manager/Utilities	MUNM	1.00	M8	M8	13	\$ 61,493	\$ -	\$ 61,493
Public Works Capital	O'Regan	Ann			Capital Procurement Administrator	MUNM	1.00	M6	M6	9	\$ 70,074	\$ 200	\$ 70,274
Public Works Capital	Reis	Vonnie			Director of Capital Construction Management	MUNM	1.00	S1	S1		\$ 71,223	\$ -	\$ 71,223
Public Works Capital	Sedewitz	William			Chief Engineer	MUNM	1.00	S3	S3		\$ 123,106	\$ 200	\$ 123,306
Public Works Capital	Sheldon	Robert			Director of Project Management	MUNM	1.00	S1	S1		\$ 71,926	\$ -	\$ 71,926
Public Works Capital	Vacant Reduced Funding				Senior Financial Analyst	MUNM	1.00	M7	M7	4	\$ -	\$ -	\$ -
<b>415 Capital Planning &amp; Construction</b>							<b>Totals</b>	<b>14.00</b>			<b>\$ 775,831</b>	<b>\$ 400</b>	<b>\$ 776,231</b>



**City of Framingham  
FY21 FTE Summary**

Dept #	Department	FY20	FY21	Variance	Notes
111	City Council	2.00	2.00	0.00	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	7.50	-0.50	
145	Treasurer/Collector	8.00	8.50	0.50	
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
	<b>Totals</b>	<b>734.20</b>	<b>736.41</b>	<b>2.21</b>	

**City of Framingham  
FY2021 Classification Plan**

<b>Framingham Non-Union Classification Plan Grade/Position</b>	<b>Framingham Non-Union Classification Plan Grade/Position</b>
<b>M1</b>	<b>M6</b>
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
<b>M2</b>	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
<b>M3</b>	Workers Comp and Safety Coordinator
Accounts Payable Service Representative	<b>M7</b>
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
<b>M4</b>	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	<b>M8</b>
Permit Coordinator	Assistant City Accountant
Recycling Coordinator	Assistant City Clerk
Senior Custodian	Assistant Treasurer/Collector
<b>M5</b>	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**

<b>Senior Management/Division Heads Grade/Positions</b>	<b>Senior Management/Division Heads Grade/Positions</b>
<b>S1</b>	<b>DH1</b>
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	<b>DH2</b>
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	<b>DH3</b>
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
<b>S2</b>	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	
<b>S3</b>	
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
<b>M371</b>	\$ 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
<b>M372</b>	\$ 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
<b>M373</b>	\$ 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
<b>M374</b>	\$ 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
<b>M375</b>	\$ 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
<b>M376</b>	\$ 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
<b>M377</b>	\$ 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
<b>M378</b>	\$ 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
<b>M401</b>	\$ 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
<b>M402</b>	\$ 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
<b>M403</b>	\$ 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
<b>M404</b>	\$ 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
<b>M405</b>	\$ 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
<b>M406</b>	\$ 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
<b>M407</b>	\$ 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
<b>M408</b>	\$ 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
<b>S1</b>	\$ 96,536	\$ 108,272	\$ 119,101
<b>S2</b>	\$ 99,431	\$ 111,520	\$ 122,672
<b>S3</b>	\$ 102,415	\$ 114,866	\$ 126,353
<b>DH-1</b>	\$ 105,487	\$ 123,690	\$ 143,651
<b>DH-2</b>	\$ 113,989	\$ 133,648	\$ 153,707
<b>DH-3</b>	\$ 136,787	\$ 160,920	\$ 184,448