

TOWN OF BRIGHTON

SALARY / WAGE SCHEDULES

ELECTED OFFICIALS

FLAT SALARIED / WAGE EMPLOYEES

DEPARTMENT HEADS

NON-REPRESENTED FULL-TIME EMPLOYEES

PART-TIME PERMANENT AND SEASONAL EMPLOYEES

POLICE DEPARTMENT SWORN OFFICERS

TEAMSTERS REPRESENTED EMPLOYEES

CSEA REPRESENTED EMPLOYEES

BRIGHTON MEMORIAL LIBRARY EMPLOYEES

TOWN OF BRIGHTON
2025 SALARY SCHEDULE
ELECTED OFFICIALS

| <u>TITLE</u> | <u>SALARY</u> |
|-------------------|---------------|
| SUPERVISOR | \$117,191 |
| TOWN CLERK | \$64,719 |
| TOWN JUSTICE (2) | \$62,167 |
| COUNCILMEMBER (4) | \$26,738 |

This Salary / Wage Schedule provides for a 3% increase from 2024 for this employee group.

**TOWN OF BRIGHTON
2025 SALARY / WAGE SCHEDULE
FLAT SALARIED / WAGE POSITIONS**

| <u>TITLE</u> | <u>SALARY / WAGE</u> |
|--|----------------------|
| ASSISTANT FIRE MARSHAL | \$23.96 / hr. |
| FIRE PROTECTION DISTRICT ADMINISTRATOR | \$2,939 / yr. |
| POLICE OFFICER PART-TIME | |
| STEP 1 | \$28.97 / hr. |
| STEP 2 | \$31.29 / hr. |
| STEP 3 | \$33.62 / hr. |
| RECEIVER OF TAXES | \$33,893 / yr. |
| SCHOOL TRAFFIC GUARD | \$75.80 / day |
| SCHOOL TRAFFIC GUARD (EXTENDED POST) | \$85.80 / day |
| SCHOOL TRAFFIC GUARD (ON CALL) | \$65.71 / day |
| SEWER SUPERINTENDENT | \$5,200.00 / yr. |
| TOWN HISTORIAN | \$5,886.00 / yr. |
| CERTIFIED ARBORIST | \$3,214.00 / yr. |
| TOWN HALL GARDENER | \$515.00 / yr. |
| BRIGHTON FARMERS' MARKET MANAGER | \$20,600.00 / yr. |

This Salary / Wage Schedule provides for a 3% increase from 2024 for this employee group.

**TOWN OF BRIGHTON
DEPARTMENT HEAD SALARY SCHEDULE - 2025**

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> |
|--------------------------------|---------------|---------------|---------------|---------------|
| Group A: | | | | |
| Assessor | \$ 91,966.92 | \$ 96,808.88 | \$ 101,901.42 | \$ 107,264.64 |
| Coordinator of Data Processing | | | | |
| Director of Personnel | | | | |
| Maintenance Mechanic | | | | |
| Recreation Director | | | | |
| Superintendent of Parks | | | | |
| Chief of Staff | | | | |
| Group B: | | | | |
| Town Attorney | \$ 104,337.22 | \$ 109,814.92 | \$ 115,580.22 | \$ 121,682.11 |
| Group C: | | | | |
| Commissioner of Public Works | \$ 111,725.67 | \$ 117,610.15 | \$ 123,805.53 | \$ 130,321.55 |
| Director of Finance | | | | |
| Highway Superintendent | | | | |

This Salary Schedule provides for a 3% increase from 2024 for this employee group.

TOWN OF BRIGHTON

NON-REPRESENTED FULL-TIME EMPLOYEE SALARY AND WAGE SCHEDULE - 2025 BUDGET

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| Group 1: Annual Wage (40 Hour/Week) for Title of: | \$ 40,081.60 | \$ 42,036.80 | \$ 44,220.80 | \$ 46,425.60 | \$ 48,755.20 | \$ 51,188.80 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 35,071.40 | \$ 36,782.20 | \$ 38,693.20 | \$ 40,622.40 | \$ 42,660.80 | \$ 44,790.20 |
| Hourly Rate | \$ 19.27 | \$ 20.21 | \$ 21.26 | \$ 22.32 | \$ 23.44 | \$ 24.61 |
| Cleaner - Senior | | | | | | |
| Office Clerk IV | | | | | | |
| Group 2: Annual Wage (40 Hour/Week) for Title of: | \$ 46,092.80 | \$ 48,484.80 | \$ 50,918.40 | \$ 53,518.40 | \$ 56,201.60 | \$ 58,988.80 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 40,331.20 | \$ 42,424.20 | \$ 44,553.60 | \$ 46,828.60 | \$ 49,176.40 | \$ 51,615.20 |
| Hourly Rate | \$ 22.16 | \$ 23.31 | \$ 24.48 | \$ 25.73 | \$ 27.02 | \$ 28.36 |
| Permit Clerk | | | | | | |
| Office Clerk III | | | | | | |
| Recreation Leader | | | | | | |
| Secretary to the Commissioner of Public Works | | | | | | |
| Group 3: Annual Wage (40 Hour/Week) for Title of: | \$ 53,227.20 | \$ 55,868.80 | \$ 58,780.80 | \$ 61,609.60 | \$ 64,771.20 | \$ 68,016.00 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 46,573.80 | \$ 48,885.20 | \$ 51,433.20 | \$ 53,908.40 | \$ 56,674.80 | \$ 59,514.00 |
| Hourly Rate | \$ 25.59 | \$ 26.86 | \$ 28.26 | \$ 29.62 | \$ 31.14 | \$ 32.70 |
| Clerk to the Town Justice II | | | | | | |
| Deputy Court Clerk | | | | | | |
| Maintenance Mechanic II | | | | | | |
| Office Account Clerk | | | | | | |
| Office Clerk II | | | | | | |
| Planning Clerk | | | | | | |
| Real Property Appraiser Trainee | | | | | | |
| Group 4: Annual Wage (40 Hour/Week) for Title of: | \$ 61,921.60 | \$ 65,041.60 | \$ 68,348.80 | \$ 71,697.60 | \$ 75,254.40 | \$ 79,019.20 |
| Annual Wage (37.5 Hour/Week) for Title of: | \$ 58,051.50 | \$ 60,976.50 | \$ 64,077.00 | \$ 67,216.50 | \$ 70,551.00 | \$ 74,080.50 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 54,181.40 | \$ 56,911.40 | \$ 59,805.20 | \$ 62,735.40 | \$ 65,847.60 | \$ 69,141.80 |
| Hourly Rate | \$ 29.77 | \$ 31.27 | \$ 32.86 | \$ 34.47 | \$ 36.18 | \$ 37.99 |
| Assistant Building Inspector | | | | | | |
| Clerk I | | | | | | |
| Clerk to Town Justice I | | | | | | |
| Deputy Receiver of Taxes | | | | | | |
| Engineering Assistant | | | | | | |
| Employee Benefits Technician | | | | | | |
| Graphic Information Systems Analyst | | | | | | |
| Payroll Clerk | | | | | | |
| Recreation Supervisor | | | | | | |
| Senior Network Technician | | | | | | |
| Senior Office Account Clerk | | | | | | |

TOWN OF BRIGHTON

NON-REPRESENTED FULL-TIME EMPLOYEE SALARY AND WAGE SCHEDULE - 2025 BUDGET

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| Group 5: Annual Wage (40 Hour/Week) for Title of: | \$ 65,020.80 | \$ 68,307.20 | \$ 71,656.00 | \$ 75,233.60 | \$ 78,998.40 | \$ 82,867.20 |
| Annual Wage (37.5 Hour/Week) for Title of: | \$ 60,957.00 | \$ 64,038.00 | \$ 67,177.50 | \$ 70,531.50 | \$ 74,061.00 | \$ 77,688.00 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 56,893.20 | \$ 59,768.80 | \$ 62,699.00 | \$ 65,829.40 | \$ 69,123.60 | \$ 72,508.80 |
| Hourly Rate | \$ 31.26 | \$ 32.84 | \$ 34.45 | \$ 36.17 | \$ 37.98 | \$ 39.84 |
| Assistant Assessor | | | | | | |
| Deputy Town Clerk/Deputy Receiver of Taxes | | | | | | |
| Drafting Technician | | | | | | |
| Grant Administrator | | | | | | |
| Planning Technician | | | | | | |
| Secretary to the Supervisor | | | | | | |
| Senior Citizen Program Specialist | | | | | | |
| Senior Recreation Supervisor | | | | | | |
| Group 6: Annual Wage (40 Hour/Week) for Title of: | \$ 69,888.00 | \$ 73,320.00 | \$ 77,043.20 | \$ 80,912.00 | \$ 84,968.00 | \$ 89,107.20 |
| Annual Wage (37.5 Hour/Week) for Title of: | \$ 65,520.00 | \$ 68,737.50 | \$ 72,228.00 | \$ 75,855.00 | \$ 79,657.50 | \$ 83,538.00 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 61,152.00 | \$ 64,155.00 | \$ 67,412.80 | \$ 70,798.00 | \$ 74,347.00 | \$ 77,968.80 |
| Hourly Rate | \$ 33.60 | \$ 35.25 | \$ 37.04 | \$ 38.90 | \$ 40.85 | \$ 42.84 |
| Accountant | | | | | | |
| Chief Court Clerk | | | | | | |
| Junior Engineer | | | | | | |
| Group 7: Annual Wage (40 Hour/Week) for Title of: | \$ 73,964.80 | \$ 77,542.40 | \$ 81,473.60 | \$ 85,488.00 | \$ 89,918.40 | \$ 94,348.80 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 64,719.20 | \$ 67,849.60 | \$ 71,289.40 | \$ 74,802.00 | \$ 78,678.60 | \$ 82,555.20 |
| Hourly Rate | \$ 35.56 | \$ 37.28 | \$ 39.17 | \$ 41.10 | \$ 43.23 | \$ 45.36 |
| Assistant to the Supervisor | | | | | | |
| Assistant Engineer | | | | | | |
| Building Inspector | | | | | | |
| Senior Labor Foreman | | | | | | |
| Planner | | | | | | |

TOWN OF BRIGHTON

NON-REPRESENTED FULL-TIME EMPLOYEE SALARY AND WAGE SCHEDULE - 2025 BUDGET

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Group 8: Annual Wage (40 Hour/Week) for Title of: | \$ 81,182.40 | \$ 85,259.20 | \$ 89,460.80 | \$ 94,036.80 | \$ 98,696.00 | \$ 103,646.40 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 71,034.60 | \$ 74,601.80 | \$ 78,278.20 | \$ 82,282.20 | \$ 86,359.00 | \$ 90,690.60 |
| Hourly Rate | \$ 39.03 | \$ 40.99 | \$ 43.01 | \$ 45.21 | \$ 47.45 | \$ 49.83 |
| Administrative Analyst | | | | | | |
| Fire Marshal | | | | | | |
| Group 9: Annual Wage (40 Hour/Week) for Title of: | \$ 87,984.00 | \$ 92,518.40 | \$ 97,115.20 | \$ 101,982.40 | \$ 107,099.20 | \$ 112,320.00 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 76,986.00 | \$ 80,953.60 | \$ 84,975.80 | \$ 89,234.60 | \$ 93,711.80 | \$ 98,280.00 |
| Hourly Rate | \$ 42.30 | \$ 44.48 | \$ 46.69 | \$ 49.03 | \$ 51.49 | \$ 54.00 |
| Assistant Director of Finance | | | | | | |
| Chief Diversity Officer | | | | | | |
| Group 10: Annual Wage (40 Hour/Week) for Title of: | \$ 102,315.20 | \$ 107,369.60 | \$ 112,819.20 | \$ 118,352.00 | \$ 124,280.00 | \$ 130,520.00 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 89,525.80 | \$ 93,948.40 | \$ 98,716.80 | \$ 103,558.00 | \$ 108,745.00 | \$ 114,205.00 |
| Hourly Rate | \$ 49.19 | \$ 51.62 | \$ 54.24 | \$ 56.90 | \$ 59.75 | \$ 62.75 |
| Architect | | | | | | |
| Senior Planner | | | | | | |
| Group 11: Annual Wage (40 Hour/Week) for Title of: | \$ 113,547.20 | \$ 118,913.60 | \$ 124,592.00 | \$ 130,540.80 | \$ 136,780.80 | \$ 143,395.20 |
| Annual Wage (35 Hour/Week) for Title of: | \$ 99,353.80 | \$ 104,049.40 | \$ 109,018.00 | \$ 114,223.20 | \$ 119,683.20 | \$ 125,470.80 |
| Hourly Rate | \$ 54.59 | \$ 57.17 | \$ 59.90 | \$ 62.76 | \$ 65.76 | \$ 68.94 |
| Town Engineer | | | | | | |

This Salary Schedule provides for a 3% wage increase from 2024.

TOWN OF BRIGHTON

PART-TIME PERMANENT (SECTION 1) AND SEASONAL (SECTION 2) EMPLOYEE WAGE SCHEDULE

2025 Budget

SECTION 1

| Part-Time Permanent Positions | Part-Time Permanent Steps | | | | | |
|-------------------------------|---------------------------|----------|----------|----------|----------|----------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
| Group II: | | | | | | |
| Cleaner | \$ 17.21 | \$ 18.23 | \$ 19.27 | \$ 20.30 | \$ 21.37 | \$ 22.40 |
| Group III: | | | | | | |
| Office Clerk IV | \$ 17.37 | \$ 17.98 | \$ 18.63 | \$ 19.27 | \$ 20.01 | \$ 20.73 |
| Group IV: | | | | | | |
| Animal Control Officer II | \$ 18.60 | \$ 19.32 | \$ 20.03 | \$ 20.70 | \$ 21.43 | \$ 22.16 |
| Group V: | | | | | | |
| Office Clerk III (Recreation) | \$ 19.89 | \$ 20.67 | \$ 21.37 | \$ 22.06 | \$ 22.85 | \$ 23.63 |
| Recreation Assistant III | | | | | | |
| Group VI: | | | | | | |
| Office Clerk III | \$ 22.16 | \$ 23.31 | \$ 24.48 | \$ 25.73 | \$ 27.02 | \$ 28.36 |
| Animal Control Officer I | | | | | | |

Note: All Clerical on-call positions will be paid at Step 1 for the appropriate title.

This Salary / Wage Schedule provides for a 3% increase from 2024 for this employee group.

TOWN OF BRIGHTON

PART-TIME PERMANENT (SECTION 1) AND SEASONAL (SECTION 2) EMPLOYEE WAGE SCHEDULE
2025 Budget

SECTION 2

| Seasonal Positions | Seasonal Steps | |
|--------------------|----------------|--------|
| | Step A | Step B |

S - Group I:

| | | |
|------------------|----------|----------|
| Seasonal Laborer | \$ 18.54 | \$ 18.54 |
| Student Intern | | |

S - Group II (Recreation Assistants):

| | | |
|--------------------------|----------|----------|
| Recreation Assistant V | \$ 16.07 | \$ 16.07 |
| Recreation Assistant IV | \$ 16.87 | \$ 17.41 |
| Recreation Assistant III | \$ 18.21 | \$ 18.75 |
| Recreation Assistant II | \$ 19.28 | \$ 19.82 |
| Recreation Assistant I | \$ 20.35 | \$ 20.89 |

S - Group III (Lifeguards):

| | | |
|----------------------------|----------|----------|
| a. Lifeguard II | \$ 20.05 | \$ 20.51 |
| b. Supervising Lifeguard | \$ 21.17 | \$ 21.62 |
| c. Supervising Lifeguard I | \$ 21.72 | \$ 22.18 |

S - Group IV:

| | |
|------------------------------|----------|
| Student Intern (Engineering) | \$ 24.38 |
|------------------------------|----------|

**TOWN OF BRIGHTON
2025 SALARY SCHEDULE
BPPA REPRESENTED EMPLOYEES
POLICE CAPTAIN, DEPUTY CHIEF OF POLICE, AND CHIEF OF POLICE**

***PATROLMAN:**

| | |
|---|-----------|
| Starting Salary (new employee) | \$71,932 |
| Step #1: Upon completion of the Police Academy or if the new employee has such training when hired, after one year of service | \$82,718 |
| Step #2 Completion of two years of service | \$97,104 |
| Step #3 Completion of three years of service | \$111,032 |

***INVESTIGATOR:** \$114,363

***SERGEANT:** \$127,687

***LIEUTENANT:** \$139,179

CAPTAIN: \$157,120

DEPUTY CHIEF OF POLICE: \$164,975

CHIEF OF POLICE: \$177,525

*Patrolman, Investigator, Sergeant, and Lieutenant salaries are set forth in the labor agreement between the Town of Brighton and the Brighton Police Patrol Association.

This Salary / Wage Schedule provides for a 5% increase from 2024 for this employee group.

**TOWN OF BRIGHTON
2025 SALARY / WAGE SCHEDULE
TEAMSTERS REPRESENTED EMPLOYEES**

| | | <u>Annual Salary</u> |
|----------------------------|--------------------------|----------------------|
| ROAD FOREMAN: | Start | \$110,894.97 |
| | Post-Probationary Period | \$113,241.96 |
| SEWER FOREMAN: | Start | \$102,995.54 |
| | Post-Probationary Period | \$104,967.80 |
| | | <u>Hourly Rate</u> |
| GROUND EQUIPMENT OPERATOR: | Step 1 | \$25.40 |
| | Step 2 | \$26.70 |
| | Step 3 | \$28.03 |
| | Step 4 | \$29.45 |
| | Step 5 | \$30.91 |
| | Step 6 | \$32.50 |

Rates for those positions listed above are set forth in the labor agreement between the Town of Brighton and Teamsters Local 118, International Brotherhood of Teamsters.

This Salary / Wage schedule provides for a 3.25% increase from 2024 for this employee group.

**TOWN OF BRIGHTON
2025 WAGE SCHEDULE
CSEA REPRESENTED EMPLOYEES**

| | | |
|--|----------------|---------|
| SR. AUTOMOTIVE MECHANIC | start | \$37.40 |
| | after 6 months | \$38.85 |
| AUTOMOTIVE MECHANIC | start | \$35.50 |
| | after 6 months | \$36.32 |
| CONSTRUCTION EQUIPMENT OPERATOR | start | \$35.50 |
| | after 6 months | \$36.37 |
| SR. MOTOR EQUIPMENT OPERATOR and HEAVY MOTOR EQUIPMENT OPERATOR | start | \$34.02 |
| | after 6 months | \$35.50 |
| MOTOR EQUIPMENT OPERATOR | start | \$31.16 |
| | after 6 months | \$32.53 |
| HIGHWAY SKILLED LABORER | start | \$31.16 |
| | after 6 months | \$32.53 |
| SEWER SKILLED LABORER | start | \$33.21 |
| | after 6 months | \$34.65 |
| LABORER | after 1 year | \$30.00 |
| DISPATCHER | start | \$22.87 |
| | after 6 months | \$26.91 |
| | after 1 year | \$27.54 |
| | after 2 years | \$28.39 |
| | after 3 years | \$29.19 |
| SENIOR DISPATCHER | start | \$31.06 |
| | after 6 months | \$31.74 |

New employees hired into the following positions after December 31, 1987, with the exception of Laborers hired on or after March 23, 2000, shall be subject to the following wage rates:

| | | |
|-------------------------|----------------|---------|
| LABORER | start | \$25.42 |
| | after 1 year | \$28.56 |
| HIGHWAY SKILLED LABORER | start | \$29.66 |
| | after 6 months | \$31.00 |
| SEWER SKILLED LABORER | start | \$31.58 |
| | after 6 months | \$32.99 |

Laborers hired on or after March 23, 2000 shall be subject to the following wage rates:

| | | |
|---------|---------------|---------|
| LABORER | start | \$21.30 |
| | after 1 year | \$22.56 |
| | after 2 years | \$23.93 |
| | after 3 years | \$26.15 |

Hourly rates for those positions listed above are set forth in the labor agreement between the Town of Brighton and the Civil Service Employees Association, Inc., Town of Brighton Unit, Local 828.

**BRIGHTON MEMORIAL LIBRARY
2025 SALARY / WAGE SCHEDULE
FOR INFORMATIONAL PURPOSES**

| <u>TITLE</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <i>FULL-TIME POSITIONS:</i> | | | | | | |
| Library Aide | \$30,177 | \$31,674 | \$33,265 | \$34,932 | \$36,672 | \$38,507 |
| Library Clerk Office Clerk IV | \$34,950 | \$37,042 | \$39,136 | \$41,229 | \$43,333 | \$45,430 |
| Office Account Clerk | \$39,685 | \$42,073 | \$44,449 | \$46,835 | \$49,214 | \$51,598 |
| Sr. Library Clerk | \$42,090 | \$44,620 | \$47,142 | \$49,668 | \$52,197 | \$54,720 |
| Network Technician | \$49,826 | \$52,817 | \$55,810 | \$58,797 | \$61,782 | \$64,774 |
| Administrative Analyst | \$53,320 | \$56,518 | \$59,728 | \$62,955 | \$66,167 | \$69,373 |
| Librarian Trainee | \$53,842 | \$57,084 | \$60,326 | \$63,573 | \$66,815 | \$70,055 |
| Librarian I Sr. Network Technician | \$55,783 | \$59,126 | \$62,481 | \$65,827 | \$69,173 | \$72,517 |
| Librarian II | \$62,543 | \$66,296 | \$70,049 | \$73,797 | \$77,546 | \$81,300 |
| Librarian III | \$73,246 | \$77,638 | \$82,038 | \$86,430 | \$90,828 | \$95,226 |
| Library Director III | \$111,726 | \$115,443 | \$119,165 | \$122,884 | \$126,601 | \$130,320 |
| <i>PART-TIME POSITIONS:</i> | | | | | | |
| Library Page | \$16.07 | | | | | |
| Library Aide | \$16.12 | \$16.92 | \$17.77 | \$18.66 | \$19.59 | \$20.57 |
| Laborer | \$17.21 | \$18.23 | \$19.27 | \$20.30 | \$21.37 | \$22.40 |
| Library Clerk Office Clerk IV | \$18.67 | \$19.79 | \$20.91 | \$22.02 | \$23.14 | \$24.28 |
| Sr. Library Clerk | \$22.48 | \$23.84 | \$25.18 | \$26.53 | \$27.88 | \$29.23 |
| Librarian Assistant | \$26.590 | \$28.180 | \$29.780 | \$31.370 | \$32.970 | \$34.570 |
| Librarian Trainee | \$27.610 | \$29.270 | \$30.940 | \$32.600 | \$34.260 | \$35.930 |
| Librarian I | \$28.610 | \$30.320 | \$32.040 | \$33.760 | \$35.470 | \$37.190 |

NOTES: All On-Call Part-Time positions will be paid at the Step 1 rate for the appropriate title.

This Salary / Wage Schedule provides for a 3% increase from 2024 for this employee group.