

Town of Needham - Salary/Wage Tables

FY2022 (Effective July 1, 2021)

Non-Represented Positions: General Government Employees

FY2022 - Effective July 1, 2021

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
15	\$115,132.00	\$120,889.00	\$125,725.00	\$129,497.00	Merit Range						\$161,184.00
14	\$104,665.00	\$109,898.00	\$114,294.00	\$117,723.00	Merit Range						\$146,531.00
13	\$95,150.00	\$99,908.00	\$103,904.00	\$107,021.00	Merit Range						\$133,210.00
12	\$86,500.00	\$90,825.00	\$94,458.00	\$97,292.00	Merit Range						\$121,100.00
11	\$74,977.50	\$79,852.50	\$84,006.00	\$87,457.50	\$90,519.00	\$93,424.50	\$96,135.00	\$98,631.00	\$100,893.00	\$102,901.50	\$104,968.50
10	\$71,409.00	\$76,050.00	\$80,008.50	\$83,284.50	\$86,190.00	\$88,939.50	\$91,513.50	\$93,892.50	\$96,057.00	\$97,987.50	\$99,976.50
9	\$68,016.00	\$72,442.50	\$76,206.00	\$79,326.00	\$82,095.00	\$84,727.50	\$87,184.50	\$89,446.50	\$91,513.50	\$93,346.50	\$95,218.50
8	\$65,403.00	\$68,893.50	\$71,721.00	\$74,295.00	\$76,752.00	\$79,053.00	\$81,178.50	\$83,128.50	\$84,883.50	\$86,580.00	\$88,315.50
7	\$62,283.00	\$65,617.50	\$68,308.50	\$70,765.50	\$73,105.50	\$75,289.50	\$77,317.50	\$79,170.00	\$80,827.50	\$82,446.00	\$84,103.50
6	\$59,319.00	\$62,497.50	\$65,052.00	\$67,392.00	\$69,615.00	\$71,701.50	\$73,632.00	\$75,406.50	\$76,986.00	\$78,526.50	\$80,106.00
5	\$56,491.50	\$59,514.00	\$61,951.50	\$64,174.50	\$66,300.00	\$68,289.00	\$70,141.50	\$71,818.50	\$73,320.00	\$74,782.50	\$76,284.00
4	\$53,235.00	\$56,082.00	\$58,383.00	\$60,489.00	\$62,478.00	\$64,350.00	\$66,085.50	\$67,665.00	\$69,088.50	\$70,473.00	\$71,877.00
3	\$48,399.00	\$50,992.50	\$53,079.00	\$54,990.00	\$56,803.50	\$58,500.00	\$60,079.50	\$61,522.50	\$62,809.50	\$64,057.50	\$65,344.50
2	\$43,992.00	\$46,351.50	\$48,243.00	\$49,978.50	\$51,636.00	\$53,176.50	\$54,619.50	\$55,926.00	\$57,096.00	\$58,246.50	\$59,416.50
1	\$39,994.50	\$42,139.50	\$43,875.00	\$45,454.50	\$46,956.00	\$48,360.00	\$49,666.50	\$50,856.00	\$51,928.50	\$52,962.00	\$54,015.00

Hourly Rates for FLSA Non-Exempt Positions (37.5 Hours/week)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GT11	\$38.45	\$40.95	\$43.08	\$44.85	\$46.42	\$47.91	\$49.30	\$50.58	\$51.74	\$52.77	\$53.83
GT10	\$36.62	\$39.00	\$41.03	\$42.71	\$44.20	\$45.61	\$46.93	\$48.15	\$49.26	\$50.25	\$51.27
GT09	\$34.88	\$37.15	\$39.08	\$40.68	\$42.10	\$43.45	\$44.71	\$45.87	\$46.93	\$47.87	\$48.83
GT08	\$33.54	\$35.33	\$36.78	\$38.10	\$39.36	\$40.54	\$41.63	\$42.63	\$43.53	\$44.40	\$45.29
GT07	\$31.94	\$33.65	\$35.03	\$36.29	\$37.49	\$38.61	\$39.65	\$40.60	\$41.45	\$42.28	\$43.13
GT06	\$30.42	\$32.05	\$33.36	\$34.56	\$35.70	\$36.77	\$37.76	\$38.67	\$39.48	\$40.27	\$41.08
GT05	\$28.97	\$30.52	\$31.77	\$32.91	\$34.00	\$35.02	\$35.97	\$36.83	\$37.60	\$38.35	\$39.12
GT04	\$27.30	\$28.76	\$29.94	\$31.02	\$32.04	\$33.00	\$33.89	\$34.70	\$35.43	\$36.14	\$36.86
GT03	\$24.82	\$26.15	\$27.22	\$28.20	\$29.13	\$30.00	\$30.81	\$31.55	\$32.21	\$32.85	\$33.51
GT02	\$22.56	\$23.77	\$24.74	\$25.63	\$26.48	\$27.27	\$28.01	\$28.68	\$29.28	\$29.87	\$30.47
GT01	\$20.51	\$21.61	\$22.50	\$23.31	\$24.08	\$24.80	\$25.47	\$26.08	\$26.63	\$27.16	\$27.70

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$36.05	\$38.39	\$40.39	\$42.05	\$43.52	\$44.92	\$46.22	\$47.42	\$48.51	\$49.47	\$50.47
GF10	\$34.33	\$36.56	\$38.47	\$40.04	\$41.44	\$42.76	\$44.00	\$45.14	\$46.18	\$47.11	\$48.07
GF09	\$32.70	\$34.83	\$36.64	\$38.14	\$39.47	\$40.73	\$41.92	\$43.00	\$44.00	\$44.88	\$45.78
GF08	\$31.44	\$33.12	\$34.48	\$35.72	\$36.90	\$38.01	\$39.03	\$39.97	\$40.81	\$41.63	\$42.46
GF07	\$29.94	\$31.55	\$32.84	\$34.02	\$35.15	\$36.20	\$37.17	\$38.06	\$38.86	\$39.64	\$40.44
GF06	\$28.52	\$30.05	\$31.28	\$32.40	\$33.47	\$34.47	\$35.40	\$36.25	\$37.01	\$37.75	\$38.52
GF05	\$27.16	\$28.61	\$29.78	\$30.85	\$31.88	\$32.83	\$33.72	\$34.53	\$35.25	\$35.95	\$36.68
GF04	\$25.59	\$26.96	\$28.07	\$29.08	\$30.04	\$30.94	\$31.77	\$32.53	\$33.22	\$33.88	\$34.56
GF03	\$23.27	\$24.52	\$25.52	\$26.44	\$27.31	\$28.13	\$28.88	\$29.58	\$30.20	\$30.80	\$31.42
GF02	\$21.15	\$22.28	\$23.19	\$24.03	\$24.83	\$25.57	\$26.26	\$26.89	\$27.45	\$28.00	\$28.57
GF01	\$19.23	\$20.26	\$21.09	\$21.85	\$22.58	\$23.25	\$23.88	\$24.45	\$24.97	\$25.46	\$25.97

Independent Town Workers Association (ITWA): Administrative/Support and Professional/Technical Positions

FY2022 - Effective July 1, 2021

Annual Salary for Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$74,977.50	\$79,852.50	\$84,006.00	\$87,457.50	\$90,519.00	\$93,424.50	\$96,135.00	\$98,631.00	\$100,893.00	\$102,901.50	\$104,968.50
I-10	\$71,409.00	\$76,050.00	\$80,008.50	\$83,284.50	\$86,190.00	\$88,939.50	\$91,513.50	\$93,892.50	\$96,057.00	\$97,987.50	\$99,976.50
I-09	\$68,016.00	\$72,442.50	\$76,206.00	\$79,326.00	\$82,095.00	\$84,727.50	\$87,184.50	\$89,446.50	\$91,513.50	\$93,346.50	\$95,218.50
I-08	\$65,403.00	\$68,893.50	\$71,721.00	\$74,295.00	\$76,752.00	\$79,053.00	\$81,178.50	\$83,128.50	\$84,883.50	\$86,580.00	\$88,315.50
I-07	\$62,283.00	\$65,617.50	\$68,308.50	\$70,765.50	\$73,105.50	\$75,289.50	\$77,317.50	\$79,170.00	\$80,827.50	\$82,446.00	\$84,103.50
I-06	\$59,319.00	\$62,497.50	\$65,052.00	\$67,392.00	\$69,615.00	\$71,701.50	\$73,632.00	\$75,406.50	\$76,986.00	\$78,526.50	\$80,106.00
I-05	\$56,491.50	\$59,514.00	\$61,951.50	\$64,174.50	\$66,300.00	\$68,289.00	\$70,141.50	\$71,818.50	\$73,320.00	\$74,782.50	\$76,284.00
I-04	\$53,235.00	\$56,082.00	\$58,383.00	\$60,489.00	\$62,478.00	\$64,350.00	\$66,085.50	\$67,665.00	\$69,088.50	\$70,473.00	\$71,877.00
I-03	\$48,399.00	\$50,992.50	\$53,079.00	\$54,990.00	\$56,803.50	\$58,500.00	\$60,079.50	\$61,522.50	\$62,809.50	\$64,057.50	\$65,344.50
I-02	\$43,992.00	\$46,351.50	\$48,243.00	\$49,978.50	\$51,636.00	\$53,176.50	\$54,619.50	\$55,926.00	\$57,096.00	\$58,246.50	\$59,416.50
I-01	\$39,994.50	\$42,139.50	\$43,875.00	\$45,454.50	\$46,956.00	\$48,360.00	\$49,666.50	\$50,856.00	\$51,928.50	\$52,962.00	\$54,015.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$38.45	\$40.95	\$43.08	\$44.85	\$46.42	\$47.91	\$49.30	\$50.58	\$51.74	\$52.77	\$53.83
I-10	\$36.62	\$39.00	\$41.03	\$42.71	\$44.20	\$45.61	\$46.93	\$48.15	\$49.26	\$50.25	\$51.27
I-09	\$34.88	\$37.15	\$39.08	\$40.68	\$42.10	\$43.45	\$44.71	\$45.87	\$46.93	\$47.87	\$48.83
I-08	\$33.54	\$35.33	\$36.78	\$38.10	\$39.36	\$40.54	\$41.63	\$42.63	\$43.53	\$44.40	\$45.29
I-07	\$31.94	\$33.65	\$35.03	\$36.29	\$37.49	\$38.61	\$39.65	\$40.60	\$41.45	\$42.28	\$43.13
I-06	\$30.42	\$32.05	\$33.36	\$34.56	\$35.70	\$36.77	\$37.76	\$38.67	\$39.48	\$40.27	\$41.08
I-05	\$28.97	\$30.52	\$31.77	\$32.91	\$34.00	\$35.02	\$35.97	\$36.83	\$37.60	\$38.35	\$39.12
I-04	\$27.30	\$28.76	\$29.94	\$31.02	\$32.04	\$33.00	\$33.89	\$34.70	\$35.43	\$36.14	\$36.86
I-03	\$24.82	\$26.15	\$27.22	\$28.20	\$29.13	\$30.00	\$30.81	\$31.55	\$32.21	\$32.85	\$33.51
I-02	\$22.56	\$23.77	\$24.74	\$25.63	\$26.48	\$27.27	\$28.01	\$28.68	\$29.28	\$29.87	\$30.47
I-01	\$20.51	\$21.61	\$22.50	\$23.31	\$24.08	\$24.80	\$25.47	\$26.08	\$26.63	\$27.16	\$27.70

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance

BCTIA: Trades (1st Shift)

FY2022 - Effective July 1, 2021

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$33.42	\$34.43	\$35.43	\$36.48	\$37.39	\$38.30	\$39.27	\$40.22
BT3	\$29.30	\$30.18	\$31.08	\$31.99	\$32.78	\$33.59	\$34.44	\$35.26
BT2	\$26.68	\$27.45	\$28.27	\$29.11	\$29.83	\$30.58	\$31.30	\$32.10
BT1	\$24.29	\$24.99	\$25.74	\$26.49	\$27.15	\$27.82	\$38.76	\$29.20

BCTIA: Custodians (1st Shift)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$26.04	\$26.79	\$27.54	\$28.32	\$29.00	\$29.69	\$30.40	\$31.13
BC2	\$24.82	\$25.52	\$26.26	\$27.00	\$27.64	\$28.30	\$28.98	\$29.66
BC1	\$21.64	\$22.26	\$22.88	\$23.53	\$24.09	\$24.66	\$25.26	\$25.85

BCTIA: Trades (2nd Shift includes \$1.00 Hourly Differential)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$34.42	\$35.43	\$36.43	\$37.48	\$38.39	\$39.30	\$40.27	\$41.22
BT3	\$30.30	\$31.18	\$32.08	\$32.99	\$33.78	\$34.59	\$35.44	\$36.26
BT2	\$27.68	\$28.45	\$29.27	\$30.11	\$30.83	\$31.58	\$32.30	\$33.10
BT1	\$25.29	\$25.99	\$26.74	\$27.49	\$28.15	\$28.82	\$39.76	\$30.20

BCTIA: Custodians (2nd Shift includes \$1.00 Hourly Differential)

Hourly Rates for FLSA Non-Exempt Positions (40 Hours/week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$27.04	\$27.79	\$28.54	\$29.32	\$30.00	\$30.69	\$31.40	\$32.13
BC2	\$25.82	\$26.52	\$27.26	\$28.00	\$28.64	\$29.30	\$29.98	\$30.66
BC1	\$22.64	\$23.26	\$23.88	\$24.53	\$25.09	\$25.66	\$26.26	\$26.85

Needham Independent Public Employees Association (NIPEA): Public Works

FY2022 - Effective July 1, 2021

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
N7	\$29.95	\$31.22	\$32.52	\$33.84	\$35.11	\$36.34	\$37.52	\$38.65	\$39.54	\$40.43
N6	\$28.52	\$29.73	\$30.96	\$32.21	\$33.42	\$34.59	\$35.71	\$36.78	\$37.63	\$38.51
N5	\$27.16	\$28.31	\$29.48	\$30.67	\$31.82	\$32.93	\$34.00	\$35.02	\$35.83	\$36.68
N4	\$25.60	\$26.69	\$27.80	\$28.93	\$30.01	\$31.06	\$32.07	\$33.03	\$33.79	\$34.56
N3	\$23.27	\$24.26	\$25.27	\$26.29	\$27.27	\$28.23	\$29.15	\$30.02	\$30.71	\$31.42
N2	\$21.15	\$22.05	\$22.97	\$23.90	\$24.80	\$25.67	\$26.50	\$27.30	\$27.93	\$28.56
N1	No positions									

Police Unit A: Officers and Sergeants

FY2021 - Effective July 1, 2020

Hourly Rates for Non-Exempt Positions (40 Hours)

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$35.73	\$37.07	\$38.50	\$39.98	\$40.79	\$41.59	\$42.44
P-1	\$24.97	\$26.16	\$27.43	\$28.77	\$30.17	\$31.64	\$33.18	\$33.85	\$34.52

Police Superior Officers Association: Lieutenants

FY2021 - Effective July 1, 2020

Annual Salary for Exempt Positions

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Lieutenant	\$120,401	\$123,712	\$127,114	\$130,610	\$134,201

Fire Unit A: Firefighters, Lieutenants, Captains

FY20 - Effective January 1, 2020

Hourly Rates for Non-Exempt Positions (42 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Captain						\$38.88	\$40.83	\$41.66	\$42.51
Lieutenant				\$32.99	\$34.37	\$35.77	\$37.57	\$38.32	\$39.09
Firefighter		\$24.85	\$26.09	\$27.39	\$28.77	\$30.20	\$31.74	\$32.37	\$33.02

Fire Unit A

Effective January 1, 2020 (FY20)

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$26.09	\$27.38	\$28.76	\$30.19	\$31.69	\$33.29	\$33.97	\$34.65
EMS Administrator		\$26.09	\$27.38	\$28.76	\$30.19	\$31.69	\$33.29	\$33.97	\$34.65

Fire Unit C

Effective January 1, 2020 (FY20)

Hourly Rates for Non-Exempt Positions (42 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$40.92	\$42.73	\$44.49	\$46.70	\$48.59

Fire Unit C

Effective January 1, 2020 (FY20)

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$51.30	\$53.92	\$56.08