

Town of Needham - Salary/Wage Tables

FY2023 (Effective July 1, 2022)

Non-Represented Positions: General Government Employees

FY2023 - Effective July 1, 2022

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
15	\$116,283.00	\$122,098.00	\$126,982.00	\$130,792.00	Merit Range						\$162,796.00
14	\$105,712.00	\$110,997.00	\$115,437.00	\$118,900.00	Merit Range						\$147,996.00
13	\$96,102.00	\$100,907.00	\$104,943.00	\$108,091.00	Merit Range						\$134,542.00
12	\$87,365.00	\$91,733.00	\$95,403.00	\$98,265.00	Merit Range						\$122,311.00
11	\$75,718.50	\$80,652.00	\$84,844.50	\$88,335.00	\$91,416.00	\$94,360.50	\$97,090.50	\$99,625.50	\$101,907.00	\$103,935.00	\$106,021.50
10	\$72,130.50	\$76,810.50	\$80,808.00	\$84,123.00	\$87,048.00	\$89,836.50	\$92,430.00	\$94,828.50	\$97,012.50	\$98,962.50	\$100,971.00
9	\$68,698.50	\$73,164.00	\$76,966.50	\$80,125.50	\$82,914.00	\$85,566.00	\$88,062.00	\$90,343.50	\$92,430.00	\$94,282.50	\$96,174.00
8	\$66,066.00	\$69,576.00	\$72,442.50	\$75,036.00	\$77,512.50	\$79,852.50	\$81,997.50	\$83,967.00	\$85,741.50	\$87,438.00	\$89,193.00
7	\$62,907.00	\$66,280.50	\$68,991.00	\$71,467.50	\$73,827.00	\$76,050.00	\$78,097.50	\$79,969.50	\$81,627.00	\$83,265.00	\$84,942.00
6	\$59,904.00	\$63,121.50	\$65,695.50	\$68,074.50	\$70,317.00	\$72,423.00	\$74,373.00	\$76,167.00	\$77,746.50	\$79,306.50	\$80,905.50
5	\$57,057.00	\$60,118.50	\$62,575.50	\$64,818.00	\$66,963.00	\$68,971.50	\$70,843.50	\$72,540.00	\$74,061.00	\$75,523.50	\$77,044.50
4	\$53,761.50	\$56,647.50	\$58,968.00	\$61,093.50	\$63,102.00	\$64,993.50	\$66,748.50	\$68,347.50	\$69,771.00	\$71,175.00	\$72,598.50
3	\$48,886.50	\$51,499.50	\$53,605.50	\$55,536.00	\$57,369.00	\$59,085.00	\$60,684.00	\$62,146.50	\$63,433.50	\$64,701.00	\$66,007.50
2	\$44,440.50	\$46,819.50	\$48,730.50	\$50,485.50	\$52,143.00	\$53,703.00	\$55,165.50	\$56,491.50	\$57,661.50	\$58,831.50	\$60,001.50
1	\$40,404.00	\$42,568.50	\$44,323.50	\$45,903.00	\$47,424.00	\$48,847.50	\$50,154.00	\$51,363.00	\$52,455.00	\$53,488.50	\$54,561.00

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	\$38.83	\$41.36	\$43.51	\$45.30	\$46.88	\$48.39	\$49.79	\$51.09	\$52.26	\$53.30	\$54.37
GT10	\$36.99	\$39.39	\$41.44	\$43.14	\$44.64	\$46.07	\$47.40	\$48.63	\$49.75	\$50.75	\$51.78
GT09	\$35.23	\$37.52	\$39.47	\$41.09	\$42.52	\$43.88	\$45.16	\$46.33	\$47.40	\$48.35	\$49.32
GT08	\$33.88	\$35.68	\$37.15	\$38.48	\$39.75	\$40.95	\$42.05	\$43.06	\$43.97	\$44.84	\$45.74
GT07	\$32.26	\$33.99	\$35.38	\$36.65	\$37.86	\$39.00	\$40.05	\$41.01	\$41.86	\$42.70	\$43.56
GT06	\$30.72	\$32.37	\$33.69	\$34.91	\$36.06	\$37.14	\$38.14	\$39.06	\$39.87	\$40.67	\$41.49
GT05	\$29.26	\$30.83	\$32.09	\$33.24	\$34.34	\$35.37	\$36.33	\$37.20	\$37.98	\$38.73	\$39.51
GT04	\$27.57	\$29.05	\$30.24	\$31.33	\$32.36	\$33.33	\$34.23	\$35.05	\$35.78	\$36.50	\$37.23
GT03	\$25.07	\$26.41	\$27.49	\$28.48	\$29.42	\$30.30	\$31.12	\$31.87	\$32.53	\$33.18	\$33.85
GT02	\$22.79	\$24.01	\$24.99	\$25.89	\$26.74	\$27.54	\$28.29	\$28.97	\$29.57	\$30.17	\$30.77
GT01	\$20.72	\$21.83	\$22.73	\$23.54	\$24.32	\$25.05	\$25.72	\$26.34	\$26.90	\$27.43	\$27.98

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

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$36.40	\$38.78	\$40.79	\$42.47	\$43.95	\$45.37	\$46.68	\$47.90	\$48.99	\$49.97	\$50.97
GF10	\$34.68	\$36.93	\$38.85	\$40.44	\$41.85	\$43.19	\$44.44	\$45.59	\$46.64	\$47.58	\$48.54
GF09	\$33.03	\$35.18	\$37.00	\$38.52	\$39.86	\$41.14	\$42.34	\$43.43	\$44.44	\$45.33	\$46.24
GF08	\$31.76	\$33.45	\$34.83	\$36.08	\$37.27	\$38.39	\$39.42	\$40.37	\$41.22	\$42.04	\$42.88
GF07	\$30.24	\$31.87	\$33.17	\$34.36	\$35.49	\$36.56	\$37.55	\$38.45	\$39.24	\$40.03	\$40.84
GF06	\$28.80	\$30.35	\$31.58	\$32.73	\$33.81	\$34.82	\$35.76	\$36.62	\$37.38	\$38.13	\$38.90
GF05	\$27.43	\$28.90	\$30.08	\$31.16	\$32.19	\$33.16	\$34.06	\$34.88	\$35.61	\$36.31	\$37.04
GF04	\$25.85	\$27.23	\$28.35	\$29.37	\$30.34	\$31.25	\$32.09	\$32.86	\$33.54	\$34.22	\$34.90
GF03	\$23.50	\$24.76	\$25.77	\$26.70	\$27.58	\$28.41	\$29.18	\$29.88	\$30.50	\$31.11	\$31.73
GF02	\$21.37	\$22.51	\$23.43	\$24.27	\$25.07	\$25.82	\$26.52	\$27.16	\$27.72	\$28.28	\$28.85
GF01	\$19.43	\$20.47	\$21.31	\$22.07	\$22.80	\$23.48	\$24.11	\$24.69	\$25.22	\$25.72	\$26.23

Independent Town Workers Association (ITWA): Administrative/Support and Professional/Technical Positions**FY2023 - Effective July 1, 2022***Annual Salary for Exempt Positions*

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$75,718.50	\$80,652.00	\$84,844.50	\$88,335.00	\$91,416.00	\$94,360.50	\$97,090.50	\$99,625.50	\$101,907.00	\$103,935.00	\$106,021.50
I-10	\$72,130.50	\$76,810.50	\$80,808.00	\$84,123.00	\$87,048.00	\$89,836.50	\$92,430.00	\$94,828.50	\$97,012.50	\$98,962.50	\$100,971.00
I-09	\$68,698.50	\$73,164.00	\$76,966.50	\$80,125.50	\$82,914.00	\$85,566.00	\$88,062.00	\$90,343.50	\$92,430.00	\$94,282.50	\$96,174.00
I-08	\$66,066.00	\$69,576.00	\$72,442.50	\$75,036.00	\$77,512.50	\$79,852.50	\$81,997.50	\$83,967.00	\$85,741.50	\$87,438.00	\$89,193.00
I-07	\$62,907.00	\$66,280.50	\$68,991.00	\$71,467.50	\$73,827.00	\$76,050.00	\$78,097.50	\$79,969.50	\$81,627.00	\$83,265.00	\$84,942.00
I-06	\$59,904.00	\$63,121.50	\$65,695.50	\$68,074.50	\$70,317.00	\$72,423.00	\$74,373.00	\$76,167.00	\$77,746.50	\$79,306.50	\$80,905.50
I-05	\$57,057.00	\$60,118.50	\$62,575.50	\$64,818.00	\$66,963.00	\$68,971.50	\$70,843.50	\$72,540.00	\$74,061.00	\$75,523.50	\$77,044.50
I-04	\$53,761.50	\$56,647.50	\$58,968.00	\$61,093.50	\$63,102.00	\$64,993.50	\$66,748.50	\$68,347.50	\$69,771.00	\$71,175.00	\$72,598.50
I-03	\$48,886.50	\$51,499.50	\$53,605.50	\$55,536.00	\$57,369.00	\$59,085.00	\$60,684.00	\$62,146.50	\$63,433.50	\$64,701.00	\$66,007.50
I-02	\$44,440.50	\$46,819.50	\$48,730.50	\$50,485.50	\$52,143.00	\$53,703.00	\$55,165.50	\$56,491.50	\$57,661.50	\$58,831.50	\$60,001.50
I-01	\$40,404.00	\$42,568.50	\$44,323.50	\$45,903.00	\$47,424.00	\$48,847.50	\$50,154.00	\$51,363.00	\$52,455.00	\$53,488.50	\$54,561.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$38.83	\$41.36	\$43.51	\$45.30	\$46.88	\$48.39	\$49.79	\$51.09	\$52.26	\$53.30	\$54.37
I-10	\$36.99	\$39.39	\$41.44	\$43.14	\$44.64	\$46.07	\$47.40	\$48.63	\$49.75	\$50.75	\$51.78
I-09	\$35.23	\$37.52	\$39.47	\$41.09	\$42.52	\$43.88	\$45.16	\$46.33	\$47.40	\$48.35	\$49.32
I-08	\$33.88	\$35.68	\$37.15	\$38.48	\$39.75	\$40.95	\$42.05	\$43.06	\$43.97	\$44.84	\$45.74
I-07	\$32.26	\$33.99	\$35.38	\$36.65	\$37.86	\$39.00	\$40.05	\$41.01	\$41.86	\$42.70	\$43.56
I-06	\$30.72	\$32.37	\$33.69	\$34.91	\$36.06	\$37.14	\$38.14	\$39.06	\$39.87	\$40.67	\$41.49
I-05	\$29.26	\$30.83	\$32.09	\$33.24	\$34.34	\$35.37	\$36.33	\$37.20	\$37.98	\$38.73	\$39.51
I-04	\$27.57	\$29.05	\$30.24	\$31.33	\$32.36	\$33.33	\$34.23	\$35.05	\$35.78	\$36.50	\$37.23
I-03	\$25.07	\$26.41	\$27.49	\$28.48	\$29.42	\$30.30	\$31.12	\$31.87	\$32.53	\$33.18	\$33.85
I-02	\$22.79	\$24.01	\$24.99	\$25.89	\$26.74	\$27.54	\$28.29	\$28.97	\$29.57	\$30.17	\$30.77
I-01	\$20.72	\$21.83	\$22.73	\$23.54	\$24.32	\$25.05	\$25.72	\$26.34	\$26.90	\$27.43	\$27.98

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance**BCTIA: Custodians and Trades (1st Shift)**

FY2023 - Effective July 1, 2022

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	Step 9	Step 10
B7	\$30.25	\$31.53	\$32.85	\$34.18	\$35.46	\$36.70	\$37.90	\$39.04	\$39.94	\$40.83
B6	\$28.81	\$30.03	\$31.27	\$32.53	\$33.75	\$34.94	\$36.07	\$37.15	\$38.01	\$38.90
B5	\$27.43	\$28.59	\$29.77	\$30.98	\$32.14	\$33.26	\$34.34	\$35.37	\$36.19	\$37.05
B4	\$25.86	\$26.96	\$28.08	\$29.22	\$30.31	\$31.37	\$32.39	\$33.36	\$34.13	\$34.91
B3	\$23.50	\$24.50	\$25.52	\$26.55	\$27.54	\$28.51	\$29.44	\$30.32	\$31.02	\$31.73
B2	\$21.36	\$22.27	\$23.20	\$24.14	\$25.05	\$25.93	\$26.77	\$27.57	\$28.21	\$28.85
B1	No Positions									

BCTIA: Custodians and Trades (2nd Shift)

FY2023 - Effective July 1, 2022

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	Step 9	Step 10
B7	\$31.50	\$32.78	\$34.10	\$35.43	\$36.71	\$37.95	\$39.15	\$40.29	\$41.19	\$42.08
B6	\$30.06	\$31.28	\$32.52	\$33.78	\$35.00	\$36.19	\$37.32	\$38.40	\$39.26	\$40.15
B5	\$28.68	\$29.84	\$31.02	\$32.23	\$33.39	\$34.51	\$35.59	\$36.62	\$37.44	\$38.30
B4	\$27.11	\$28.21	\$29.33	\$30.47	\$31.56	\$32.62	\$33.64	\$34.61	\$35.38	\$36.16
B3	\$24.75	\$25.75	\$26.77	\$27.80	\$28.79	\$29.76	\$30.69	\$31.57	\$32.27	\$32.98
B2	\$22.61	\$23.52	\$24.45	\$25.39	\$26.30	\$27.18	\$28.02	\$28.82	\$29.46	\$30.10
B1	No Positions									

Needham Independent Public Employees Association (NIPEA): DPW/Laborers & Field Staff

FY2023 - Effective July 1, 2022

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	\$30.55	\$31.84	\$33.17	\$34.52	\$35.81	\$37.07	\$38.27	\$39.42	\$40.33	\$41.24
N6	\$29.09	\$30.32	\$31.58	\$32.85	\$34.09	\$35.28	\$36.42	\$37.52	\$38.38	\$39.28
N5	\$27.70	\$28.88	\$30.07	\$31.28	\$32.46	\$33.59	\$34.68	\$35.72	\$36.55	\$37.41
N4	\$26.11	\$27.22	\$28.36	\$29.51	\$30.61	\$31.68	\$32.71	\$33.69	\$34.47	\$35.25
N3	\$23.74	\$24.75	\$25.78	\$26.82	\$27.82	\$28.79	\$29.73	\$30.62	\$31.32	\$32.05
N2	\$21.57	\$22.49	\$23.43	\$24.38	\$25.30	\$26.18	\$27.03	\$27.85	\$28.49	\$29.13
N1	No positions									

Police Unit A: Officers and Sergeants

FY2023 - Effective July 1, 2022

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			X	X	\$40.25	\$41.80	\$42.65	\$43.48	\$44.81
P-1	X	X	\$28.68	\$30.08	\$31.54	\$33.08	\$34.69	\$35.39	\$36.45

Police Superior Officers Association: Lieutenants

FY2023 - Effective July 1, 2022

Annual Salary for Exempt Positions

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lieutenant		\$129,341	\$132,897	\$136,553	\$140,307	\$144,517

Fire Unit A: Firefighters, Lieutenants, Captains

Effective July 1, 2022 (FY23)

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						\$41.87	\$43.97	\$44.86	\$45.78
Lieutenant				\$35.53	\$37.01	\$38.52	\$40.46	\$41.27	\$42.09
Firefighter		\$26.76	\$28.10	\$29.50	\$30.98	\$32.52	\$34.18	\$34.86	\$35.56

Fire Unit A: Inspector, EMS Administrator

Effective July 1, 2022 (FY23)

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		\$28.10	\$29.48	\$30.97	\$32.51	\$34.13	\$35.85	\$36.58	\$37.31
EMS Administrator		\$28.10	\$29.48	\$30.97	\$32.51	\$34.13	\$35.85	\$36.58	\$37.31

Fire Unit C: Deputy Chiefs

Effective July 1, 2022 (FY23)

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				\$44.07	\$46.01	\$47.91	\$50.29	\$52.32

Fire Unit C: Deputy Chief of Operations

Effective July 1, 2022 (FY23)

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						\$55.24	\$58.06	\$60.39