

Town of Needham - Salary/Wage Tables

FY2024 (Effective July 1, 2023)

Non-Represented Positions: *General Government Employees*

FY2024 - Effective July 1, 2023

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
16	\$131,109.00	\$137,664.45	\$143,171.03	\$147,466.16	Merit Range						\$187,485.87
15	\$119,190.00	\$125,150.00	\$130,157.00	\$134,062.00	Merit Range						\$166,866.00
14	\$108,355.00	\$113,772.00	\$118,323.00	\$121,873.00	Merit Range						\$151,696.00
13	\$98,505.00	\$103,430.00	\$107,567.00	\$110,793.00	Merit Range						\$137,906.00
12	\$89,549.00	\$94,026.00	\$97,788.00	\$100,722.00	Merit Range						\$125,369.00
11	\$77,610.00	\$82,660.50	\$86,970.00	\$90,538.50	\$93,697.50	\$96,720.00	\$99,508.50	\$102,121.50	\$104,461.50	\$106,528.50	\$108,673.50
10	\$73,924.50	\$78,721.50	\$82,836.00	\$86,229.00	\$89,232.00	\$92,079.00	\$94,750.50	\$97,207.50	\$99,430.50	\$101,439.00	\$103,486.50
9	\$70,414.50	\$74,997.00	\$78,897.00	\$82,134.00	\$84,981.00	\$87,711.00	\$90,265.50	\$92,605.50	\$94,750.50	\$96,642.00	\$98,572.50
8	\$67,723.50	\$71,311.50	\$74,256.00	\$76,908.00	\$79,443.00	\$81,841.50	\$84,045.00	\$86,073.00	\$87,886.50	\$89,622.00	\$91,416.00
7	\$64,486.50	\$67,937.51	\$70,707.00	\$73,261.50	\$75,679.50	\$77,961.00	\$80,047.50	\$81,978.00	\$83,674.50	\$85,351.50	\$87,067.50
6	\$61,405.50	\$64,701.00	\$67,333.50	\$69,771.00	\$72,072.00	\$74,236.50	\$76,225.50	\$78,078.00	\$79,696.50	\$81,295.50	\$82,933.50
5	\$58,480.50	\$61,620.00	\$64,135.50	\$66,436.50	\$68,640.00	\$70,687.50	\$72,618.00	\$74,353.50	\$75,913.50	\$77,415.00	\$78,975.00
4	\$55,107.00	\$58,071.00	\$60,450.00	\$62,614.50	\$64,681.50	\$66,612.00	\$68,425.50	\$70,063.50	\$71,506.50	\$72,949.50	\$74,412.00
3	\$50,115.00	\$52,786.50	\$54,951.00	\$56,920.50	\$58,812.00	\$60,567.00	\$62,205.00	\$63,706.50	\$65,013.00	\$66,319.50	\$67,665.00
2	\$45,552.00	\$47,989.50	\$49,939.50	\$51,753.00	\$53,449.50	\$55,048.50	\$56,550.00	\$57,895.50	\$59,104.50	\$60,294.00	\$61,503.00
1	\$41,418.00	\$43,641.00	\$45,435.00	\$47,053.50	\$48,613.50	\$50,076.00	\$51,402.00	\$52,650.00	\$53,761.50	\$54,834.00	\$55,926.00

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	\$39.80	\$42.39	\$44.60	\$46.43	\$48.05	\$49.60	\$51.03	\$52.37	\$53.57	\$54.63	\$55.73
GT10	\$37.91	\$40.37	\$42.48	\$44.22	\$45.76	\$47.22	\$48.59	\$49.85	\$50.99	\$52.02	\$53.07
GT09	\$36.11	\$38.46	\$40.46	\$42.12	\$43.58	\$44.98	\$46.29	\$47.49	\$48.59	\$49.56	\$50.55
GT08	\$34.73	\$36.57	\$38.08	\$39.44	\$40.74	\$41.97	\$43.10	\$44.14	\$45.07	\$45.96	\$46.88
GT07	\$33.07	\$34.84	\$36.26	\$37.57	\$38.81	\$39.98	\$41.05	\$42.04	\$42.91	\$43.77	\$44.65
GT06	\$31.49	\$33.18	\$34.53	\$35.78	\$36.96	\$38.07	\$39.09	\$40.04	\$40.87	\$41.69	\$42.53
GT05	\$29.99	\$31.60	\$32.89	\$34.07	\$35.20	\$36.25	\$37.24	\$38.13	\$38.93	\$39.70	\$40.50
GT04	\$28.26	\$29.78	\$31.00	\$32.11	\$33.17	\$34.16	\$35.09	\$35.93	\$36.67	\$37.41	\$38.16
GT03	\$25.70	\$27.07	\$28.18	\$29.19	\$30.16	\$31.06	\$31.90	\$32.67	\$33.34	\$34.01	\$34.70
GT02	\$23.36	\$24.61	\$25.61	\$26.54	\$27.41	\$28.23	\$29.00	\$29.69	\$30.31	\$30.92	\$31.54
GT01	\$21.24	\$22.38	\$23.30	\$24.13	\$24.93	\$25.68	\$26.36	\$27.00	\$27.57	\$28.12	\$28.68

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

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$37.31	\$39.74	\$41.81	\$43.53	\$45.05	\$46.50	\$47.84	\$49.10	\$50.22	\$51.22	\$52.25
GF10	\$35.54	\$37.85	\$39.83	\$41.46	\$42.90	\$44.27	\$45.55	\$46.73	\$47.80	\$48.77	\$49.75
GF09	\$33.85	\$36.06	\$37.93	\$39.49	\$40.86	\$42.17	\$43.40	\$44.52	\$45.55	\$46.46	\$47.39
GF08	\$32.56	\$34.28	\$35.70	\$36.98	\$38.19	\$39.35	\$40.41	\$41.38	\$42.25	\$43.09	\$43.95
GF07	\$31.00	\$32.66	\$33.99	\$35.22	\$36.38	\$37.48	\$38.48	\$39.41	\$40.23	\$41.03	\$41.86
GF06	\$29.52	\$31.11	\$32.37	\$33.54	\$34.65	\$35.69	\$36.65	\$37.54	\$38.32	\$39.08	\$39.87
GF05	\$28.12	\$29.63	\$30.83	\$31.94	\$33.00	\$33.98	\$34.91	\$35.75	\$36.50	\$37.22	\$37.97
GF04	\$26.49	\$27.92	\$29.06	\$30.10	\$31.10	\$32.03	\$32.90	\$33.68	\$34.38	\$35.07	\$35.78
GF03	\$24.09	\$25.38	\$26.42	\$27.37	\$28.28	\$29.12	\$29.91	\$30.63	\$31.26	\$31.88	\$32.53
GF02	\$21.90	\$23.07	\$24.01	\$24.88	\$25.70	\$26.47	\$27.19	\$27.83	\$28.42	\$28.99	\$29.57
GF01	\$19.91	\$20.98	\$21.84	\$22.62	\$23.37	\$24.08	\$24.71	\$25.31	\$25.85	\$26.36	\$26.89

Independent Town Workers Association (ITWA): Administrative/Support and Professional/Technical Positions
FY2024 - Effective July 1, 2023
Annual Salary for Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$77,610.00	\$82,660.50	\$86,970.00	\$90,538.50	\$93,697.50	\$96,720.00	\$99,508.50	\$102,121.50	\$104,461.50	\$106,528.50	\$108,673.50
I-10	\$73,924.50	\$78,721.50	\$82,836.00	\$86,229.00	\$89,232.00	\$92,079.00	\$94,750.50	\$97,207.50	\$99,430.50	\$101,439.00	\$103,486.50
I-09	\$70,414.50	\$74,997.00	\$78,897.00	\$82,134.00	\$84,981.00	\$87,711.00	\$90,265.50	\$92,605.50	\$94,750.50	\$96,642.00	\$98,572.50
I-08	\$67,723.50	\$71,311.50	\$74,256.00	\$76,908.00	\$79,443.00	\$81,841.50	\$84,045.00	\$86,073.00	\$87,886.50	\$89,622.00	\$91,416.00
I-07	\$64,486.50	\$67,937.51	\$70,707.00	\$73,261.50	\$75,679.50	\$77,961.00	\$80,047.50	\$81,978.00	\$83,674.50	\$85,351.50	\$87,067.50
I-06	\$61,405.50	\$64,701.00	\$67,333.50	\$69,771.00	\$72,072.00	\$74,236.50	\$76,225.50	\$78,078.00	\$79,696.50	\$81,295.50	\$82,933.50
I-05	\$58,480.50	\$61,620.00	\$64,135.50	\$66,436.50	\$68,640.00	\$70,687.50	\$72,618.00	\$74,353.50	\$75,913.50	\$77,415.00	\$78,975.00
I-04	\$55,107.00	\$58,071.00	\$60,450.00	\$62,614.50	\$64,681.50	\$66,612.00	\$68,425.50	\$70,063.50	\$71,506.50	\$72,949.50	\$74,412.00
I-03	\$50,115.00	\$52,786.50	\$54,951.00	\$56,920.50	\$58,812.00	\$60,567.00	\$62,205.00	\$63,706.50	\$65,013.00	\$66,319.50	\$67,665.00
I-02	\$45,552.00	\$47,989.50	\$49,939.50	\$51,753.00	\$53,449.50	\$55,048.50	\$56,550.00	\$57,895.50	\$59,104.50	\$60,294.00	\$61,503.00
I-01	\$41,418.00	\$43,641.00	\$45,435.00	\$47,053.50	\$48,613.50	\$50,076.00	\$51,402.00	\$52,650.00	\$53,761.50	\$54,834.00	\$55,926.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$39.80	\$42.39	\$44.60	\$46.43	\$48.05	\$49.60	\$51.03	\$52.37	\$53.57	\$54.63	\$55.73
I-10	\$37.91	\$40.37	\$42.48	\$44.22	\$45.76	\$47.22	\$48.59	\$49.85	\$50.99	\$52.02	\$53.07
I-09	\$36.11	\$38.46	\$40.46	\$42.12	\$43.58	\$44.98	\$46.29	\$47.49	\$48.59	\$49.56	\$50.55
I-08	\$34.73	\$36.57	\$38.08	\$39.44	\$40.74	\$41.97	\$43.10	\$44.14	\$45.07	\$45.96	\$46.88
I-07	\$33.07	\$34.84	\$36.26	\$37.57	\$38.81	\$39.98	\$41.05	\$42.04	\$42.91	\$43.77	\$44.65
I-06	\$31.49	\$33.18	\$34.53	\$35.78	\$36.96	\$38.07	\$39.09	\$40.04	\$40.87	\$41.69	\$42.53
I-05	\$29.99	\$31.60	\$32.89	\$34.07	\$35.20	\$36.25	\$37.24	\$38.13	\$38.93	\$39.70	\$40.50
I-04	\$28.26	\$29.78	\$31.00	\$32.11	\$33.17	\$34.16	\$35.09	\$35.93	\$36.67	\$37.41	\$38.16
I-03	\$25.70	\$27.07	\$28.18	\$29.19	\$30.16	\$31.06	\$31.90	\$32.67	\$33.34	\$34.01	\$34.70
I-02	\$23.36	\$24.61	\$25.61	\$26.54	\$27.41	\$28.23	\$29.00	\$29.69	\$30.31	\$30.92	\$31.54
I-01	\$21.24	\$22.38	\$23.30	\$24.13	\$24.93	\$25.68	\$26.36	\$27.00	\$27.57	\$28.12	\$28.68

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance**BCTIA: Custodians and Trades (1st Shift)****FY2024 - Effective July 1, 2023***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	\$31.01	\$32.32	\$33.67	\$35.03	\$36.35	\$37.62	\$38.85	\$40.02	\$40.94	\$41.85
B6	\$29.53	\$30.78	\$32.05	\$33.34	\$34.59	\$35.81	\$36.97	\$38.08	\$38.96	\$39.87
B5	\$28.12	\$29.30	\$30.51	\$31.75	\$32.94	\$34.09	\$35.20	\$36.25	\$37.09	\$37.98
B4	\$26.51	\$27.63	\$28.78	\$29.95	\$31.07	\$32.15	\$33.20	\$34.19	\$34.98	\$35.78
B3	\$24.09	\$25.11	\$26.16	\$27.21	\$28.23	\$29.22	\$30.18	\$31.08	\$31.80	\$32.52
B2	\$21.89	\$22.83	\$23.78	\$24.74	\$25.68	\$26.58	\$27.44	\$28.26	\$28.92	\$29.57
B1	No Positions									

BCTIA: Custodians and Trades (2nd Shift)**FY2024 - Effective July 1, 2023***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	\$32.26	\$33.57	\$34.92	\$36.28	\$37.60	\$38.87	\$40.10	\$41.27	\$42.19	\$43.10
B6	\$30.78	\$32.03	\$33.30	\$34.59	\$35.84	\$37.06	\$38.22	\$39.33	\$40.21	\$41.12
B5	\$29.37	\$30.55	\$31.76	\$33.00	\$34.19	\$35.34	\$36.45	\$37.50	\$38.34	\$39.23
B4	\$27.76	\$28.88	\$30.03	\$31.20	\$32.32	\$33.40	\$34.45	\$35.44	\$36.23	\$37.03
B3	\$25.34	\$26.36	\$27.41	\$28.46	\$29.48	\$30.47	\$31.43	\$32.33	\$33.05	\$33.77
B2	\$23.14	\$24.08	\$25.03	\$25.99	\$26.93	\$27.83	\$28.69	\$29.51	\$30.17	\$30.82
B1	No Positions									

Needham Independent Public Employees Association (NIPEA): DPW/Laborers & Field Staff**FY2024 - Effective July 1, 2023***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	\$31.16	\$32.48	\$33.83	\$35.21	\$36.53	\$37.81	\$39.04	\$40.21	\$41.14	\$42.06
N6	\$29.67	\$30.93	\$32.21	\$33.51	\$34.77	\$35.99	\$37.15	\$38.27	\$39.15	\$40.07
N5	\$28.25	\$29.46	\$30.67	\$31.91	\$33.11	\$34.26	\$35.37	\$36.43	\$37.28	\$38.16
N4	\$26.63	\$27.76	\$28.93	\$30.10	\$31.22	\$32.31	\$33.36	\$34.36	\$35.16	\$35.96
N3	\$24.21	\$25.25	\$26.30	\$27.36	\$28.38	\$29.37	\$30.32	\$31.23	\$31.95	\$32.69
N2	\$22.00	\$22.94	\$23.90	\$24.87	\$25.81	\$26.70	\$27.57	\$28.41	\$29.06	\$29.71
N1	No positions									

Needham Police Union: *Officers and Sergeants*

FY2024 - Effective July 1, 2023

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					\$41.46	\$43.05	\$43.93	\$44.78	\$46.61
P-1			\$29.54	\$30.98	\$32.49	\$34.07	\$35.73	\$36.45	\$37.92

Police Superior Officers Association: *Lieutenants*

FY2024 - Effective July 1, 2023

Annual Salary for Exempt Positions

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lieutenant		\$133,221	\$136,884	\$140,650	\$144,516	\$148,853

Needham Firefighters Local 1706**Fire Unit A: *Firefighters, Lieutenants, Captains***

Effective July 1, 2023 (FY24)

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						\$42.92	\$45.07	\$45.98	\$47.39
Lieutenant				\$36.42	\$37.94	\$39.48	\$41.47	\$42.30	\$43.57
Firefighter		\$27.43	\$28.80	\$30.24	\$31.75	\$33.33	\$35.03	\$35.73	\$36.81

Fire Unit A: *Inspector, EMS Administrator*

Effective July 1, 2023 (FY24)

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		\$28.80	\$30.22	\$31.74	\$33.32	\$34.98	\$36.75	\$37.49	\$38.63
EMS Administrator		\$28.80	\$30.22	\$31.74	\$33.32	\$34.98	\$36.75	\$37.49	\$38.63

Fire Unit C: *Deputy Chiefs*

Effective July 1, 2023 (FY24)

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
Deputy Chief				\$45.17	\$47.16	\$49.11	\$51.55	\$53.63	\$54.17

Fire Unit C: *Assistant Fire Chief*

Effective July 1, 2023 (FY24)

Annual Salary for Exempt Positions

Grade	Step 1	Step 2	Step 3
Assistant Fire Chief	\$139,900	\$143,400	\$147,000