

# FISCAL YEAR 2025 TOWN OF ESSEX WAGE & SALARY SCALE

Personnel Board Report  
July 1, 2024 to June 30, 2025

## ADMINISTRATIVE RATES:

	Minimum	Maximum
Selectmen's Assistant	\$46,904	\$69,468 /yr.
Conomo Pt. Commiss. Clerk	\$2,147	\$3,223 /yr.
Licensing Board Clerk	\$2,147	\$3,223 /yr.

## FIRE DEPARTMENT

Chief		\$15,904 /yr.
Engineers		\$1,674 /yr.
Firefighters		\$24.69 /hr.
Ambulance	day	\$24.69 /hr.
	night	\$37.05 /hr.
nighttime on-call stipend - per night segment		\$28.71 /sgmt.
Fire Department Detail		current police union detail rate

## POLICE DEPARTMENT

Part-time Police Officer*		\$24.69 /hr.
Civilian Traffic Control Officer		police union detail rate
Civilian Parking Enforcement Officer		\$17.69 /hr.
Special Police Officer**		\$24.69 /hr.

\* or current police union detail rate, if working a detail

\*\* wage for non-volunteer duty, if applicable

## LIBRARY

	Minimum	Maximum
Librarian	\$31.67	\$34.56 /hr.
Assistant Librarians	\$22.31	\$27.23 /hr.

## BOARD OF HEALTH

Sanitarian/Administrator	\$66,925	\$91,114 /yr.
OSHA Coordinator Stipend		\$7,811 /yr.
Public Health Nurse	\$41.62	\$52.02 /hr.

## MISCELLANEOUS PART-TIME RATES

	Minimum	Maximum
Part-time DPW Laborer	\$14.23	\$19.71 /hr.
Part-time DPW Specialist	\$20.41	\$25.70 /hr.
Part-time Senior Van Driver	\$14.29	\$16.89 /hr.
Part-time Assessor	\$25.99	\$39.00 /hr.
Town Property Custodian	\$19.64	\$23.55 /hr.
Town Hall/Library Custodian	\$19.64	\$23.55 /hr.
Public Safety Facility Custodian	\$19.64	\$23.55 /hr.
Planning Bd. Administrative Aide	\$20.30	\$25.56 /hr.
Board of Appeals Clerk	\$20.30	\$25.56 /hr.
Part-time Public Safety Clerk	\$20.30	\$25.56 /hr.
Conservation Commission Clerk	\$20.30	\$25.56 /hr.
Conservation Agent	\$25.88	\$36.94 /hr.
Part-time Town Planner	\$34.47	\$49.24 /hr.
Backup Assessors' Clerk	\$20.30	\$25.56 /hr.
Building Inspector's Clerk	\$20.30	\$25.56 /hr.

Part-time Asst. Town Accountant	\$40.80	\$45.90 /hr
Part-time Accounting Clerk	\$27.03	\$30.35 /hr.
Town Clerk's Assistant	\$27.03	\$30.35 /hr.
Treasurer-Collector Assistant	\$27.03	\$30.35 /hr.
Council on Aging (COA) Director	\$27.69	\$36.32 /hr.
COA Outreach Coordinator	\$20.30	\$25.56 /hr.
COA Volunteer & Activity Coord.	\$18.36	\$20.40 /hr.
COA Clerk	\$14.08	\$16.24 /hr.
Youth Director	\$32.16	\$40.20 /hr.
Recycling Center Attendant	\$17.20	\$19.23 /hr.
Poll Workers	\$12.31	\$12.31 /hr.
Election Clerk	\$13.77	\$16.09 /hr.
Election Warden	\$14.77	\$18.47 /hr.
Town Clerk Temporary Help	minimum wage	
Election Set Up / Take Down	\$35 per election	
Centennial Grove Attendant	\$75 per event	

#### ELECTED OFFICIALS:

Selectmen (each)	\$1,000 /yr.
Constable (per warrant)	\$6
School Committee	None
Conomo Point Commissioners (each)	\$50 /yr.
Planning Board	None
Board of Health	None
Lead Assessor (1)	\$7,622 /yr.
Assessor (2) - Each	\$5,340 /yr.
Moderator	\$100 /yr.
Library Trustees	None

#### APPOINTED OFFICIALS:

	Minimum	Maximum
DPW Superintendent	\$111,069	\$134,130 /yr.
Chief Operator/Asst. DPW Super.	\$93,979	\$111,069 /yr.
Chief Operator	\$89,983	\$101,024 /yr.
Town Clerk	\$56,455	\$77,010 /yr.
Town Clerk Registrar Stipend	\$50/yr. per 1,000 regist. voters	
Plumbing & Gas Inspector		\$10,200 /yr.
Assistant P&G Inspector		\$1,020 /yr.
Electrical Inspector		\$10,200 /yr.
Assistant Electrical Inspector		\$1,020 /yr.
Building Inspector		\$15,904 /yr.
Assistant Building Inspector		\$10,411 /yr.
Field Inspector, Building Office		\$1,020 /yr.
Finance Committee		None
Board of Registrars (each)		\$400 /yr.
Emergency Management Director		\$300 /yr.
Personnel Board		None
Inspector of Animals		\$6,771 /yr.
Animal Control Officer Stipend		\$15,416 /yr.
dog impoundment wage		\$65 /day, plus expenses
Asst. Animal Cont. Ofcr. Stipend		\$1,851 /yr.
Shellfish Constable		\$50,335 /yr.
Deputy Shellfish Constables		\$17.29 /hr.
Harbormaster		\$22.08 /hr.
Assistant Harbormasters		\$17.29 /hr.
Conservation Commission		None