

**TOWN OF BOW**  
**EMPLOYEE PAY TABLE**  
 Effective July 4, 2021

Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 1</b>									
	\$11.47	\$11.76	\$12.05	\$12.35	\$12.66	\$12.98	\$13.30	\$13.63	\$13.98
	\$458.80	\$470.40	\$482.00	\$494.00	\$506.40	\$519.20	\$532.00	\$545.20	\$559.20
	\$23,857.60	\$24,460.80	\$25,064.00	\$25,688.00	\$26,332.80	\$26,998.40	\$27,664.00	\$28,350.40	\$29,078.40
<b>Grade 2</b>									
	\$12.05	\$12.35	\$12.66	\$12.98	\$13.30	\$13.63	\$13.98	\$14.33	\$14.69
	\$482.00	\$494.00	\$506.40	\$519.20	\$532.00	\$545.20	\$559.20	\$573.20	\$587.60
	\$25,064.00	\$25,688.00	\$26,332.80	\$26,998.40	\$27,664.00	\$28,350.40	\$29,078.40	\$29,806.40	\$30,555.20
<b>Grade 3</b>									
Grounds Worker	\$12.66	\$12.98	\$13.30	\$13.63	\$13.98	\$14.33	\$14.69	\$15.06	\$15.44
Group Leader (Year Round)	\$506.40	\$519.20	\$532.00	\$545.20	\$559.20	\$573.20	\$587.60	\$602.40	\$617.60
	\$26,332.80	\$26,998.40	\$27,664.00	\$28,350.40	\$29,078.40	\$29,806.40	\$30,555.20	\$31,324.80	\$32,115.20
<b>Grade 4</b>									
Firefighter Support (Call) (Step 1)	\$13.30	\$13.63	\$13.98	\$14.33	\$14.69	\$15.06	\$15.44	\$15.82	\$16.21
	\$532.00	\$545.20	\$559.20	\$573.20	\$587.60	\$602.40	\$617.60	\$632.80	\$648.40
	\$27,664.00	\$28,350.40	\$29,078.40	\$29,806.40	\$30,555.20	\$31,324.80	\$32,115.20	\$32,905.60	\$33,716.80
<b>Grade 5</b>									
	\$13.98	\$14.33	\$14.69	\$15.06	\$15.44	\$15.82	\$16.21	\$16.62	\$17.03
	\$559.20	\$573.20	\$587.60	\$602.40	\$617.60	\$632.80	\$648.40	\$664.80	\$681.20
	\$29,078.40	\$29,806.40	\$30,555.20	\$31,324.80	\$32,115.20	\$32,905.60	\$33,716.80	\$34,569.60	\$35,422.40

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<b>Grade 6</b>									
Firefighter (Call) (Step 1)	\$14.69	\$15.06	\$15.44	\$15.82	\$16.21	\$16.62	\$17.03	\$17.46	\$17.89
EMR (Call) (Step 1)	\$587.60	\$602.40	\$617.60	\$632.80	\$648.40	\$664.80	\$681.20	\$698.40	\$715.60
EMT (Call) (Step 1)	\$30,555.20	\$31,324.80	\$32,115.20	\$32,905.60	\$33,716.80	\$34,569.60	\$35,422.40	\$36,316.80	\$37,211.20
<b>Grade 7</b>									
AEMT (Call) (Step 1)	\$15.44	\$15.82	\$16.21	\$16.62	\$17.03	\$17.46	\$17.89	\$18.34	\$18.79
Firefighter/EMR (Call) (Step 1)	\$617.60	\$632.80	\$648.40	\$664.80	\$681.20	\$698.40	\$715.60	\$733.60	\$751.60
	\$32,115.20	\$32,905.60	\$33,716.80	\$34,569.60	\$35,422.40	\$36,316.80	\$37,211.20	\$38,147.20	\$39,083.20
<b>Grade 8</b>									
Building Custodian	\$16.21	\$16.62	\$17.03	\$17.46	\$17.89	\$18.34	\$18.79	\$19.26	\$19.74
Building Maintenance Assistant	\$648.40	\$664.80	\$681.20	\$698.40	\$715.60	\$733.60	\$751.60	\$770.40	\$789.60
Community Development Clerk	\$33,716.80	\$34,569.60	\$35,422.40	\$36,316.80	\$37,211.20	\$38,147.20	\$39,083.20	\$40,060.80	\$41,059.20
<b>Grade 9</b>									
	\$17.03	\$17.46	\$17.89	\$18.34	\$18.79	\$19.26	\$19.74	\$20.24	\$20.75
	\$681.20	\$698.40	\$715.60	\$733.60	\$751.60	\$770.40	\$789.60	\$809.60	\$830.00
	\$35,422.40	\$36,316.80	\$37,211.20	\$38,147.20	\$39,083.20	\$40,060.80	\$41,059.20	\$42,099.20	\$43,160.00
<b>Grade 10</b>									
Recording Secretary (PT)	\$17.89	\$18.34	\$18.79	\$19.26	\$19.74	\$20.24	\$20.75	\$21.27	\$21.79
Firefighter/AEMT (Call) (Step 1)	\$715.60	\$733.60	\$751.60	\$770.40	\$789.60	\$809.60	\$830.00	\$850.80	\$871.60
Firefighter/EMT (Call) (Step 1)	\$37,211.20	\$38,147.20	\$39,083.20	\$40,060.80	\$41,059.20	\$42,099.20	\$43,160.00	\$44,241.60	\$45,323.20
Paramedic (Call) (Step 1)									
<b>Grade 11</b>									
Account Clerk (FT)	\$18.79	\$19.26	\$19.74	\$20.24	\$20.75	\$21.27	\$21.79	\$22.34	\$22.90
	\$751.60	\$770.40	\$789.60	\$809.60	\$830.00	\$850.80	\$871.60	\$893.60	\$916.00
	\$39,083.20	\$40,060.80	\$41,059.20	\$42,099.20	\$43,160.00	\$44,241.60	\$45,323.20	\$46,467.20	\$47,632.00



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<b>Grade 15</b>									
Administrative Assistant - PD									
Administrative Assistant - TM	\$22.90	\$23.47	\$24.06	\$24.66	\$25.28	\$25.91	\$26.56	\$27.23	\$27.91
Firefighter/EMT-P (FT)	\$916.00	\$938.80	\$962.40	\$986.40	\$1,011.20	\$1,036.40	\$1,062.40	\$1,089.20	\$1,116.40
Mechanic - DPW	\$47,632.00	\$48,817.60	\$50,044.80	\$51,292.80	\$52,582.40	\$53,892.80	\$55,244.80	\$56,638.40	\$58,052.80
<b>Grade 16</b>									
Assistant Planner	\$24.06	\$24.66	\$25.28	\$25.91	\$26.56	\$27.23	\$27.91	\$28.61	\$29.32
Bookkeeper	\$962.40	\$986.40	\$1,011.20	\$1,036.40	\$1,062.40	\$1,089.20	\$1,116.40	\$1,144.40	\$1,172.80
Fire Captain/AEMT (FT)	\$50,044.80	\$51,292.80	\$52,582.40	\$53,892.80	\$55,244.80	\$56,638.40	\$58,052.80	\$59,508.80	\$60,985.60
<b>Grade 17</b>									
Fire Captain/Paramedic (FT)	\$25.28	\$25.91	\$26.56	\$27.23	\$27.91	\$28.61	\$29.32	\$30.05	\$30.81
Police Patrol Officer	\$1,011.20	\$1,036.40	\$1,062.40	\$1,089.20	\$1,116.40	\$1,144.40	\$1,172.80	\$1,202.00	\$1,232.40
	\$52,582.40	\$53,892.80	\$55,244.80	\$56,638.40	\$58,052.80	\$59,508.80	\$60,985.60	\$62,504.00	\$64,084.80
<b>Grade 18</b>									
Detective	\$26.56	\$27.23	\$27.91	\$28.61	\$29.32	\$30.05	\$30.81	\$31.58	\$32.36
Fleet Maintenance Manager	\$1,062.40	\$1,089.20	\$1,116.40	\$1,144.40	\$1,172.80	\$1,202.00	\$1,232.40	\$1,263.20	\$1,294.40
Police Master Patrol Officer	\$55,244.80	\$56,638.40	\$58,052.80	\$59,508.80	\$60,985.60	\$62,504.00	\$64,084.80	\$65,686.40	\$67,308.80
Recreation Director (PT)									
<b>Grade 19</b>									
	\$27.91	\$28.61	\$29.32	\$30.05	\$30.81	\$31.58	\$32.36	\$33.17	\$34.00
	\$1,116.40	\$1,144.40	\$1,172.80	\$1,202.00	\$1,232.40	\$1,263.20	\$1,294.40	\$1,326.80	\$1,360.00
	\$58,052.80	\$59,508.80	\$60,985.60	\$62,504.00	\$64,084.80	\$65,686.40	\$67,308.80	\$68,993.60	\$70,720.00

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<b>Grade 20</b>									
Highway Manager	\$29.32	\$30.05	\$30.81	\$31.58	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72
Town Clerk/Tax Collector	\$1,172.80	\$1,202.00	\$1,232.40	\$1,263.20	\$1,294.40	\$1,326.80	\$1,360.00	\$1,394.00	\$1,428.80
	\$60,985.60	\$62,504.00	\$64,084.80	\$65,686.40	\$67,308.80	\$68,993.60	\$70,720.00	\$72,488.00	\$74,297.60
<b>Grade 21</b>									
Building Inspector (PT)	\$30.81	\$31.58	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$36.61	\$37.52
Fire Inspector (PT)	\$1,232.40	\$1,263.20	\$1,294.40	\$1,326.80	\$1,360.00	\$1,394.00	\$1,428.80	\$1,464.40	\$1,500.80
Police Sergeant	\$64,084.80	\$65,686.40	\$67,308.80	\$68,993.60	\$70,720.00	\$72,488.00	\$74,297.60	\$76,148.80	\$78,041.60
<b>Grade 22</b>									
Police Lieutenant	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$36.61	\$37.52	\$38.46	\$39.42
	\$1,294.40	\$1,326.80	\$1,360.00	\$1,394.00	\$1,428.80	\$1,464.40	\$1,500.80	\$1,538.40	\$1,576.80
	\$67,308.80	\$68,993.60	\$70,720.00	\$72,488.00	\$74,297.60	\$76,148.80	\$78,041.60	\$79,996.80	\$81,993.60
<b>Grade 23</b>									
Community Development Director	\$34.00	\$34.85	\$35.72	\$36.61	\$37.52	\$38.46	\$39.42	\$40.41	\$41.42
	\$1,360.00	\$1,394.00	\$1,428.80	\$1,464.40	\$1,500.80	\$1,538.40	\$1,576.80	\$1,616.40	\$1,656.80
	\$70,720.00	\$72,488.00	\$74,297.60	\$76,148.80	\$78,041.60	\$79,996.80	\$81,993.60	\$84,052.80	\$86,153.60
<b>Grade 24</b>									
	\$35.72	\$36.61	\$37.52	\$38.46	\$39.42	\$40.41	\$41.42	\$42.46	\$43.52
	\$1,428.80	\$1,464.40	\$1,500.80	\$1,538.40	\$1,576.80	\$1,616.40	\$1,656.80	\$1,698.40	\$1,740.80
	\$74,297.60	\$76,148.80	\$78,041.60	\$79,996.80	\$81,993.60	\$84,052.80	\$86,153.60	\$88,316.80	\$90,521.60

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<b>Grade 25</b>									
	\$37.52	\$38.46	\$39.42	\$40.41	\$41.42	\$42.46	\$43.52	\$44.61	\$45.73
	\$1,500.80	\$1,538.40	\$1,576.80	\$1,616.40	\$1,656.80	\$1,698.40	\$1,740.80	\$1,784.40	\$1,829.20
	\$78,041.60	\$79,996.80	\$81,993.60	\$84,052.80	\$86,153.60	\$88,316.80	\$90,521.60	\$92,788.80	\$95,118.40
<b>Grade 26</b>									
Finance Director	\$39.42	\$40.41	\$41.42	\$42.46	\$43.52	\$44.61	\$45.73	\$46.87	\$48.04
	\$1,576.80	\$1,616.40	\$1,656.80	\$1,698.40	\$1,740.80	\$1,784.40	\$1,829.20	\$1,874.80	\$1,921.60
	\$81,993.60	\$84,052.80	\$86,153.60	\$88,316.80	\$90,521.60	\$92,788.80	\$95,118.40	\$97,489.60	\$99,923.20
<b>Grade 27</b>									
Fire Chief	\$41.42	\$42.46	\$43.52	\$44.61	\$45.73	\$46.87	\$48.04	\$49.24	\$50.47
Police Chief	\$1,656.80	\$1,698.40	\$1,740.80	\$1,784.40	\$1,829.20	\$1,874.80	\$1,921.60	\$1,969.60	\$2,018.80
Public Works Director	\$86,153.60	\$88,316.80	\$90,521.60	\$92,788.80	\$95,118.40	\$97,489.60	\$99,923.20	\$102,419.20	\$104,977.60