

TOWN OF BOW
Employee Pay Table - Non Union
Effective July 1, 2025

Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 1									
	13.29	13.63	13.96	14.31	14.67	15.04	15.41	15.80	16.19
	\$531.60	\$545.20	\$558.40	\$572.40	\$586.80	\$601.60	\$616.40	\$632.00	\$647.60
	\$27,643.20	\$28,350.40	\$29,036.80	\$29,764.80	\$30,513.60	\$31,283.20	\$32,052.80	\$32,864.00	\$33,675.20
Grade 2									
	13.96	14.31	14.67	15.04	15.41	15.80	16.19	16.60	17.02
	\$558.40	\$572.40	\$586.80	\$601.60	\$616.40	\$632.00	\$647.60	\$664.00	\$680.80
	\$29,036.80	\$29,764.80	\$30,513.60	\$31,283.20	\$32,052.80	\$32,864.00	\$33,675.20	\$34,528.00	\$35,401.60
Grade 3									
Grounds Worker	14.67	15.04	15.41	15.80	16.19	16.60	17.02	17.45	17.88
	\$586.80	\$601.60	\$616.40	\$632.00	\$647.60	\$664.00	\$680.80	\$698.00	\$715.20
	\$30,513.60	\$31,283.20	\$32,052.80	\$32,864.00	\$33,675.20	\$34,528.00	\$35,401.60	\$36,296.00	\$37,190.40
Grade 4									
Assistant Group Leader	15.41	15.80	16.19	16.60	17.02	17.45	17.88	18.33	18.78
Firefighter Support (Call) (Step 1)	\$616.40	\$632.00	\$647.60	\$664.00	\$680.80	\$698.00	\$715.20	\$733.20	\$751.20
	\$32,052.80	\$32,864.00	\$33,675.20	\$34,528.00	\$35,401.60	\$36,296.00	\$37,190.40	\$38,126.40	\$39,062.40
Grade 5									
	16.19	16.60	17.02	17.45	17.88	18.33	18.78	19.25	19.73
	\$647.60	\$664.00	\$680.80	\$698.00	\$715.20	\$733.20	\$751.20	\$770.00	\$789.20
	\$33,675.20	\$34,528.00	\$35,401.60	\$36,296.00	\$37,190.40	\$38,126.40	\$39,062.40	\$40,040.00	\$41,038.40
Grade 6									
Firefighter (Call) (Step 1)	17.02	17.45	17.88	18.33	18.78	19.25	19.73	20.22	20.73
EMR (Call) (Step 1)	\$680.80	\$698.00	\$715.20	\$733.20	\$751.20	\$770.00	\$789.20	\$808.80	\$829.20
EMT (Call) (Step 1)	\$35,401.60	\$36,296.00	\$37,190.40	\$38,126.40	\$39,062.40	\$40,040.00	\$41,038.40	\$42,057.60	\$43,118.40
Group Leader									

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Grade 7									
AEMT (Call) (Step 1)	17.88	18.33	18.78	19.25	19.73	20.22	20.73	21.24	21.77
Firefighter/EMR (Call) (Step 1)	\$715.20	\$733.20	\$751.20	\$770.00	\$789.20	\$808.80	\$829.20	\$849.60	\$870.80
	\$37,190.40	\$38,126.40	\$39,062.40	\$40,040.00	\$41,038.40	\$42,057.60	\$43,118.40	\$44,179.20	\$45,281.60
Grade 8									
Building Custodian	18.78	19.25	19.73	20.22	20.73	21.24	21.77	22.31	22.87
Building Maintenance Assistant	\$751.20	\$770.00	\$789.20	\$808.80	\$829.20	\$849.60	\$870.80	\$892.40	\$914.80
	\$39,062.40	\$40,040.00	\$41,038.40	\$42,057.60	\$43,118.40	\$44,179.20	\$45,281.60	\$46,404.80	\$47,569.60
Grade 9									
	19.73	20.22	20.73	21.24	21.77	22.31	22.87	23.45	24.04
	\$789.20	\$808.80	\$829.20	\$849.60	\$870.80	\$892.40	\$914.80	\$938.00	\$961.60
	\$41,038.40	\$42,057.60	\$43,118.40	\$44,179.20	\$45,281.60	\$46,404.80	\$47,569.60	\$48,776.00	\$50,003.20
Grade 10									
Community Development Clerk	20.73	21.24	21.77	22.31	22.87	23.45	24.04	24.64	25.25
Firefighter/AEMT (Call) (Step 1)	\$829.20	\$849.60	\$870.80	\$892.40	\$914.80	\$938.00	\$961.60	\$985.60	\$1,010.00
Firefighter/EMT (Call) (Step 1)	\$43,118.40	\$44,179.20	\$45,281.60	\$46,404.80	\$47,569.60	\$48,776.00	\$50,003.20	\$51,251.20	\$52,520.00
Paramedic (Call) (Step 1)									
Recording Secretary (PT)									
Grade 11									
Assistant Site Coordinator	21.77	22.31	22.87	23.45	24.04	24.64	25.25	25.88	26.53
Finance Clerk	\$870.80	\$892.40	\$914.80	\$938.00	\$961.60	\$985.60	\$1,010.00	\$1,035.20	\$1,061.20
	\$45,281.60	\$46,404.80	\$47,569.60	\$48,776.00	\$50,003.20	\$51,251.20	\$52,520.00	\$53,830.40	\$55,182.40

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Labor Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 12									
Account Clerk (FT)	22.87	23.45	24.04	24.64	25.25	25.88	26.53	27.19	27.87
Administrative Assistant - CD	\$914.80	\$938.00	\$961.60	\$985.60	\$1,010.00	\$1,035.20	\$1,061.20	\$1,087.60	\$1,114.80
Administrative Assistant - DPW	\$47,569.60	\$48,776.00	\$50,003.20	\$51,251.20	\$52,520.00	\$53,830.40	\$55,182.40	\$56,555.20	\$57,969.60
Administrative Specialist - PD									
Driver-Laborer									
Emergency Management Director (PT)									
EMS Lieutenant (Call)									
Firefighter/Paramedic (Call) (Step 1)									
Fire Lieutenant (Call) (Step 1)									
Fire Part-Time Coverage (Step 1)									
Fire Part-Time Coverage ASO (Step 9)									
Recreation Assistant (PT)									
Recreation Program Coordinator (PT)									
Grade 13									
Assistant Town Clerk/Tax Collector	24.04	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.29
Deputy Town Clerk/Tax Collector	\$961.60	\$985.60	\$1,010.00	\$1,035.20	\$1,061.20	\$1,087.60	\$1,114.80	\$1,142.80	\$1,171.60
Office Manager	\$50,003.20	\$51,251.20	\$52,520.00	\$53,830.40	\$55,182.40	\$56,555.20	\$57,969.60	\$59,425.60	\$60,923.20
Site Coordinator									
Grade 14									
Assistant Parks & Recreation Director	25.25	25.88	26.53	27.19	27.87	28.57	29.29	30.02	30.77
Deputy Fire Chief (Call) (Step 1)	\$1,010.00	\$1,035.20	\$1,061.20	\$1,087.60	\$1,114.80	\$1,142.80	\$1,171.60	\$1,200.80	\$1,230.80
Groundskeeper	\$52,520.00	\$53,830.40	\$55,182.40	\$56,555.20	\$57,969.60	\$59,425.60	\$60,923.20	\$62,441.60	\$64,001.60
Heavy Equipment Operator									
Human Services Director (PT)									
Grade 15									
Department Coordinator - CD	26.53	27.19	27.87	28.57	29.29	30.02	30.77	31.54	32.34
Mechanic - DPW	\$1,061.20	\$1,087.60	\$1,114.80	\$1,142.80	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.60
	\$55,182.40	\$56,555.20	\$57,969.60	\$59,425.60	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,267.20

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Grade 16									
Administrative Assistant - PD	27.87	28.57	29.29	30.02	30.77	31.54	32.34	33.14	33.97
Administrative Assistant - TM	\$1,114.80	\$1,142.80	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80
Assistant Planner	\$57,969.60	\$59,425.60	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60
Bookkeeper									
Grade 17									
Fire Captain/AEMT (FT)	29.29	30.02	30.77	31.54	32.34	33.14	33.97	34.82	35.69
	\$1,171.60	\$1,200.80	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60
	\$60,923.20	\$62,441.60	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20
Grade 18									
Building & Facilities Manager	30.77	31.54	32.34	33.14	33.97	34.82	35.69	36.58	37.49
Fire Captain/Paramedic (FT)	\$1,230.80	\$1,261.60	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60
Foreman	\$64,001.60	\$65,603.20	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20
Grade 19									
Fleet Maintenance Manager	32.34	33.14	33.97	34.82	35.69	36.58	37.49	38.43	39.39
	\$1,293.60	\$1,325.60	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60	\$1,537.20	\$1,575.60
	\$67,267.20	\$68,931.20	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20	\$79,934.40	\$81,931.20
Grade 20									
Recreation Director (FT)	33.97	34.82	35.69	36.58	37.49	38.43	39.39	40.37	41.38
Town Clerk/Tax Collector	\$1,358.80	\$1,392.80	\$1,427.60	\$1,463.20	\$1,499.60	\$1,537.20	\$1,575.60	\$1,614.80	\$1,655.20
	\$70,657.60	\$72,425.60	\$74,235.20	\$76,086.40	\$77,979.20	\$79,934.40	\$81,931.20	\$83,969.60	\$86,070.40
Grade 21									
Building Inspector/CEO (FT)	35.69	36.58	37.49	38.43	39.39	40.37	41.38	42.41	43.47
Fire Inspector (PT)	\$1,427.60	\$1,463.20	\$1,499.60	\$1,537.20	\$1,575.60	\$1,614.80	\$1,655.20	\$1,696.40	\$1,738.80
Police Detective Sergeant	\$74,235.20	\$76,086.40	\$77,979.20	\$79,934.40	\$81,931.20	\$83,969.60	\$86,070.40	\$88,212.80	\$90,417.60
Police Sergeant									

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Grade 22									
	37.49	38.43	39.39	40.37	41.38	42.41	43.47	44.56	45.67
	\$1,499.60	\$1,537.20	\$1,575.60	\$1,614.80	\$1,655.20	\$1,696.40	\$1,738.80	\$1,782.40	\$1,826.80
	\$77,979.20	\$79,934.40	\$81,931.20	\$83,969.60	\$86,070.40	\$88,212.80	\$90,417.60	\$92,684.80	\$94,993.60
Grade 23									
	39.39	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.99
	\$1,575.60	\$1,614.80	\$1,655.20	\$1,696.40	\$1,738.80	\$1,782.40	\$1,826.80	\$1,872.40	\$1,919.60
	\$81,931.20	\$83,969.60	\$86,070.40	\$88,212.80	\$90,417.60	\$92,684.80	\$94,993.60	\$97,364.80	\$99,819.20
Grade 24									
Police Lieutenant	41.38	42.41	43.47	44.56	45.67	46.81	47.99	49.19	50.42
	\$1,655.20	\$1,696.40	\$1,738.80	\$1,782.40	\$1,826.80	\$1,872.40	\$1,919.60	\$1,967.60	\$2,016.80
	\$86,070.40	\$88,212.80	\$90,417.60	\$92,684.80	\$94,993.60	\$97,364.80	\$99,819.20	\$102,315.20	\$104,873.60
Grade 25									
	43.47	44.56	45.67	46.81	47.99	49.19	50.42	51.68	52.98
	\$1,738.80	\$1,782.40	\$1,826.80	\$1,872.40	\$1,919.60	\$1,967.60	\$2,016.80	\$2,067.20	\$2,119.20
	\$90,417.60	\$92,684.80	\$94,993.60	\$97,364.80	\$99,819.20	\$102,315.20	\$104,873.60	\$107,494.40	\$110,198.40
Grade 26									
Community Development Director	45.67	46.81	47.99	49.19	50.42	51.68	52.98	54.30	55.65
	\$1,826.80	\$1,872.40	\$1,919.60	\$1,967.60	\$2,016.80	\$2,067.20	\$2,119.20	\$2,172.00	\$2,226.00
	\$94,993.60	\$97,364.80	\$99,819.20	\$102,315.20	\$104,873.60	\$107,494.40	\$110,198.40	\$112,944.00	\$115,752.00
Grade 27									
Fire Chief	47.99	49.19	50.42	51.68	52.98	54.30	55.65	57.04	58.47
	\$1,919.60	\$1,967.60	\$2,016.80	\$2,067.20	\$2,119.20	\$2,172.00	\$2,226.00	\$2,281.60	\$2,338.80
Public Works Director	\$99,819.20	\$102,315.20	\$104,873.60	\$107,494.40	\$110,198.40	\$112,944.00	\$115,752.00	\$118,643.20	\$121,617.60
Finance Director									
Grade 28									
	50.42	51.68	52.98	54.30	55.65	57.04	58.47	59.93	61.43
	1958.00	\$2,067.20	\$2,119.20	\$2,172.00	\$2,226.00	\$2,281.60	\$2,338.80	\$2,397.02	\$2,457.17
	\$101,816.00	\$107,494.40	\$110,198.40	\$112,944.00	\$115,752.00	\$118,643.20	\$121,617.60	\$124,644.83	\$127,772.74

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Grade 29	52.98	54.30	55.65	57.04	58.47	59.93	61.43	62.96	64.54
Police Chief	\$2,119.20	\$2,172.00	\$2,226.00	\$2,281.60	\$2,338.80	\$2,397.02	\$2,457.17	\$2,518.56	\$2,581.59
	\$110,198.40	\$112,944.00	\$115,752.00	\$118,643.20	\$121,617.60	\$124,644.83	\$127,772.74	\$130,964.91	\$134,242.78

[illegible]

[illegible]

Name	GadeStep	DateName	Date	DateNoRateDesc	RateName	Rate
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Name=	G14S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	25.25
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Name=	G14S04	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	27.19
Name=	G14S05	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	27.87
Name=	G14S06	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	28.57
Name=	G14S07	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	29.29
Name=	G14S08	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.02
Name=	G14S09	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.77
Name=	G15S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	26.53
Name=	G15S02	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	27.19
Name=	G15S03	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	27.87
Name=	G15S04	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	28.57
Name=	G15S05	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	29.29
Name=	G15S06	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.02
Name=	G15S07	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.77
Name=	G15S08	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	31.54
Name=	G15S09	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	32.34
Name=	G16S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	27.87
Name=	G16S02	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	28.57
Name=	G16S03	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	29.29
Name=	G16S04	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.02
Name=	G16S05	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.77
Name=	G16S06	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	31.54
Name=	G16S07	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	32.34
Name=	G16S08	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.14
Name=	G16S09	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.97
Name=	G17S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	29.29
Name=	G17S02	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.02
Name=	G17S03	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.77
Name=	G17S04	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	31.54
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Name=	G17S06	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.14
Name=	G17S07	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.97
Name=	G17S08	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	34.82
Name=	G17S09	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	35.69
Name=	G18S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	30.77
Name=	G18S01S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1230.80
Name=	G18S02	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	31.54
Name=	G18S02S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1261.60
Name=	G18S03	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	32.34
Name=	G18S03S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1293.60
Name=	G18S04	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.14
Name=	G18S04S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1325.60
Name=	G18S05	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.97
Name=	G18S05S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1358.80
Name=	G18S06	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	34.82
Name=	G18S06S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1392.80
Name=	G18S07	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	35.69
Name=	G18S07S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1427.60
Name=	G18S08	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	36.58
Name=	G18S08S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1463.20
Name=	G18S09	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	37.49
Name=	G18S09S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1499.60
Name=	G19S01	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	32.34
Name=	G19S01S	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	1293.60
Name=	G19S02	EffectiveDate=	7/1/2018	80539TableType=Rate	Amount=	33.14

Name	GadeStep	DateName	Date	DateNoRateDesc	RateName	Rate
Name=	G19S02S	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	1325.60
Name=	G19S03	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	33.97
Name=	G19S03S	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	1358.80
Name=	G19S04	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	34.82
Name=	G19S04S	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	1392.80
Name=	G19S05	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	35.69
Name=	G19S05S	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	1427.60
Name=	G19S06	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	36.58
Name=	G19S06S	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	1463.20
Name=	G19S07	EffectiveDate=	7/1/2018	80539 TableType=Rate	Amount=	37.49
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