

Town of Needham - Salary/Wage Tables

FY2025 (Effective July 1, 2024)

Non-Represented Positions: *General Government Employees*

FY2025 - Effective July 1, 2024

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
16	\$135,042	\$141,794	\$147,466	\$151,890	Merit Range						\$193,110
15	\$122,766	\$128,904	\$134,062	\$138,084	Merit Range						\$171,872
14	\$111,606	\$117,185	\$121,873	\$125,529	Merit Range						\$156,247
13	\$101,460	\$106,533	\$110,794	\$114,117	Merit Range						\$142,043
12	\$92,235	\$96,847	\$100,722	\$103,744	Merit Range						\$129,130
11	\$79,938	\$85,140	\$89,579	\$93,255	\$96,508	\$99,622	\$102,494	\$105,185	\$107,595	\$109,724	\$111,934
10	\$76,142	\$81,083	\$85,321	\$88,816	\$91,909	\$94,841	\$97,593	\$100,124	\$102,413	\$104,482	\$106,591
9	\$72,527	\$77,247	\$81,264	\$84,598	\$87,530	\$90,342	\$92,973	\$95,834	\$97,593	\$99,541	\$101,530
8	\$69,755	\$73,451	\$76,484	\$79,209	\$81,826	\$84,297	\$86,566	\$88,655	\$90,523	\$92,311	\$94,158
7	\$66,421	\$69,976	\$72,828	\$75,459	\$77,950	\$80,300	\$82,449	\$84,437	\$86,185	\$87,912	\$89,680
6	\$63,248	\$66,642	\$69,354	\$71,864	\$74,234	\$76,464	\$78,512	\$80,420	\$82,087	\$83,734	\$85,422
5	\$60,235	\$63,469	\$66,060	\$68,430	\$70,699	\$72,808	\$74,797	\$76,584	\$78,191	\$79,737	\$81,344
4	\$56,760	\$59,813	\$62,264	\$64,493	\$66,622	\$68,610	\$70,478	\$72,165	\$73,652	\$75,138	\$76,644
3	\$51,618	\$54,370	\$56,600	\$58,628	\$60,576	\$62,384	\$64,071	\$65,618	\$66,963	\$68,309	\$69,695
2	\$46,919	\$49,429	\$51,438	\$53,306	\$55,053	\$56,700	\$58,247	\$59,632	\$60,878	\$62,103	\$63,348
1	\$42,661	\$44,950	\$46,798	\$48,465	\$50,072	\$51,578	\$52,944	\$54,230	\$55,374	\$56,479	\$57,604

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	\$40.99	\$43.66	\$45.94	\$47.82	\$49.49	\$51.09	\$52.56	\$53.94	\$55.18	\$56.27	\$57.40
GT10	\$39.05	\$41.58	\$43.75	\$45.55	\$47.13	\$48.64	\$50.05	\$51.35	\$52.52	\$53.58	\$54.66
GT09	\$37.19	\$39.61	\$41.67	\$43.38	\$44.89	\$46.33	\$47.68	\$48.91	\$50.05	\$51.05	\$52.07
GT08	\$35.77	\$37.67	\$39.22	\$40.62	\$41.96	\$43.23	\$44.39	\$45.46	\$46.42	\$47.34	\$48.29
GT07	\$34.06	\$35.89	\$37.35	\$38.70	\$39.97	\$41.18	\$42.28	\$43.30	\$44.20	\$45.08	\$45.99
GT06	\$32.43	\$34.18	\$35.57	\$36.85	\$38.07	\$39.21	\$40.26	\$41.24	\$42.10	\$42.94	\$43.81
GT05	\$30.89	\$32.55	\$33.88	\$35.09	\$36.26	\$37.34	\$38.36	\$39.27	\$40.10	\$40.89	\$41.72
GT04	\$29.11	\$30.67	\$31.93	\$33.07	\$34.17	\$35.18	\$36.14	\$37.01	\$37.77	\$38.53	\$39.30
GT03	\$26.47	\$27.88	\$29.03	\$30.07	\$31.06	\$31.99	\$32.86	\$33.65	\$34.34	\$35.03	\$35.74
GT02	\$24.06	\$25.35	\$26.38	\$27.34	\$28.23	\$29.08	\$29.87	\$30.58	\$31.22	\$31.85	\$32.49
GT01	\$21.88	\$23.05	\$24.00	\$24.85	\$25.68	\$26.45	\$27.15	\$27.81	\$28.40	\$28.96	\$29.54

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

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$38.43	\$40.93	\$43.07	\$44.83	\$46.40	\$47.90	\$49.28	\$50.57	\$51.73	\$52.75	\$53.81
GF10	\$36.61	\$38.98	\$41.02	\$42.70	\$44.18	\$45.60	\$46.92	\$48.14	\$49.24	\$50.23	\$51.24
GF09	\$34.87	\$37.13	\$39.07	\$40.67	\$42.08	\$43.43	\$44.70	\$45.85	\$46.92	\$47.86	\$48.82
GF08	\$33.53	\$35.32	\$36.77	\$38.08	\$39.34	\$40.53	\$41.62	\$42.62	\$43.52	\$44.38	\$45.27
GF07	\$31.93	\$33.65	\$35.02	\$36.28	\$37.47	\$38.61	\$39.64	\$40.59	\$41.44	\$42.26	\$43.12
GF06	\$30.40	\$32.04	\$33.35	\$34.55	\$35.69	\$36.76	\$37.74	\$38.66	\$39.47	\$40.26	\$41.07
GF05	\$28.96	\$30.52	\$31.76	\$32.90	\$33.99	\$35.01	\$35.96	\$36.82	\$37.59	\$38.33	\$39.11
GF04	\$27.29	\$28.75	\$29.93	\$31.00	\$32.03	\$32.98	\$33.88	\$34.70	\$35.41	\$36.12	\$36.84
GF03	\$24.82	\$26.14	\$27.22	\$28.19	\$29.12	\$29.99	\$30.81	\$31.55	\$32.19	\$32.84	\$33.51

GF02	\$22.56	\$23.77	\$24.73	\$25.63	\$26.47	\$27.26	\$28.00	\$28.67	\$29.27	\$29.86	\$30.46
GF01	\$20.51	\$21.61	\$22.50	\$23.30	\$24.08	\$24.80	\$25.45	\$26.07	\$26.63	\$27.15	\$27.69

Independent Town Workers Association (ITWA): *Administrative/Support and Professional/Technical Positions*

FY2025 - Effective July 1, 2024

Annual Salary for Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$79,930.50	\$85,137.00	\$89,583.00	\$93,249.00	\$96,505.50	\$99,625.50	\$102,492.00	\$105,183.00	\$107,601.00	\$109,726.50	\$111,930.00
I-10	\$76,147.50	\$81,081.00	\$85,312.50	\$88,822.50	\$91,903.50	\$94,848.00	\$97,597.50	\$100,132.50	\$102,414.00	\$104,481.00	\$106,587.00
I-09	\$72,520.50	\$77,239.50	\$81,256.50	\$84,591.00	\$87,535.50	\$90,343.50	\$92,976.00	\$95,374.50	\$97,597.50	\$99,547.50	\$101,536.50
I-08	\$69,751.50	\$73,456.50	\$76,479.00	\$79,209.00	\$81,822.00	\$84,298.50	\$86,560.50	\$88,647.00	\$90,519.00	\$92,313.00	\$94,165.50
I-07	\$66,417.00	\$69,985.50	\$72,832.50	\$75,465.00	\$77,941.50	\$80,301.00	\$82,446.00	\$84,435.00	\$86,190.00	\$87,906.00	\$89,680.50
I-06	\$63,238.50	\$66,651.00	\$69,361.50	\$71,857.50	\$74,236.50	\$76,459.50	\$78,507.00	\$80,418.00	\$82,095.00	\$83,733.00	\$85,429.50
I-05	\$60,235.50	\$63,472.50	\$66,066.00	\$68,425.50	\$70,707.00	\$72,813.00	\$74,802.00	\$76,576.50	\$78,195.00	\$79,735.50	\$81,354.00
I-04	\$56,764.50	\$59,806.50	\$62,263.50	\$64,486.50	\$66,631.50	\$68,601.00	\$70,473.00	\$72,169.50	\$73,651.50	\$75,133.50	\$76,635.00
I-03	\$51,616.50	\$54,366.00	\$56,608.50	\$58,636.50	\$60,567.00	\$62,380.50	\$64,077.00	\$65,617.50	\$66,963.00	\$68,308.50	\$69,693.00
I-02	\$46,917.00	\$49,432.50	\$51,441.00	\$53,313.00	\$55,048.50	\$56,706.00	\$58,246.50	\$59,631.00	\$60,879.00	\$62,107.50	\$63,355.50
I-01	\$42,666.00	\$44,947.50	\$46,800.00	\$48,457.50	\$50,076.00	\$51,577.50	\$52,942.50	\$54,229.50	\$55,380.00	\$56,472.00	\$57,603.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$40.99	\$43.66	\$45.94	\$47.82	\$49.49	\$51.09	\$52.56	\$53.94	\$55.18	\$56.27	\$57.40
I-10	\$39.05	\$41.58	\$43.75	\$45.55	\$47.13	\$48.64	\$50.05	\$51.35	\$52.52	\$53.58	\$54.66
I-09	\$37.19	\$39.61	\$41.67	\$43.38	\$44.89	\$46.33	\$47.68	\$48.91	\$50.05	\$51.05	\$52.07
I-08	\$35.77	\$37.67	\$39.22	\$40.62	\$41.96	\$43.23	\$44.39	\$45.46	\$46.42	\$47.34	\$48.29
I-07	\$34.06	\$35.89	\$37.35	\$38.70	\$39.97	\$41.18	\$42.28	\$43.30	\$44.20	\$45.08	\$45.99
I-06	\$32.43	\$34.18	\$35.57	\$36.85	\$38.07	\$39.21	\$40.26	\$41.24	\$42.10	\$42.94	\$43.81
I-05	\$30.89	\$32.55	\$33.88	\$35.09	\$36.26	\$37.34	\$38.36	\$39.27	\$40.10	\$40.89	\$41.72
I-04	\$29.11	\$30.67	\$31.93	\$33.07	\$34.17	\$35.18	\$36.14	\$37.01	\$37.77	\$38.53	\$39.30
I-03	\$26.47	\$27.88	\$29.03	\$30.07	\$31.06	\$31.99	\$32.86	\$33.65	\$34.34	\$35.03	\$35.74
I-02	\$24.06	\$25.35	\$26.38	\$27.34	\$28.23	\$29.08	\$29.87	\$30.58	\$31.22	\$31.85	\$32.49
I-01	\$21.88	\$23.05	\$24.00	\$24.85	\$25.68	\$26.45	\$27.15	\$27.81	\$28.40	\$28.96	\$29.54

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance**BCTIA: Custodians and Trades (1st Shift)****FY2025 - Effective July 1, 2024***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	\$31.94	\$33.29	\$34.68	\$36.08	\$37.44	\$38.75	\$40.02	\$41.22	\$42.17	\$43.11
B6	\$30.42	\$31.70	\$33.01	\$34.34	\$35.63	\$36.88	\$38.08	\$39.22	\$40.13	\$41.07
B5	\$28.96	\$30.18	\$31.43	\$32.70	\$33.93	\$35.11	\$36.26	\$37.34	\$38.20	\$39.12
B4	\$27.31	\$28.46	\$29.64	\$30.85	\$32.00	\$33.11	\$34.20	\$35.22	\$36.03	\$36.85
B3	\$24.81	\$25.86	\$26.94	\$28.03	\$29.08	\$30.10	\$31.09	\$32.01	\$32.75	\$33.50
B2	\$22.55	\$23.51	\$24.49	\$25.48	\$26.45	\$27.38	\$28.26	\$29.11	\$29.79	\$30.46
B1	<i>No Positions</i>									

BCTIA: Custodians and Trades (2nd Shift)**FY2025 - Effective July 1, 2024***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	\$33.44	\$34.79	\$36.18	\$37.58	\$38.94	\$40.25	\$41.52	\$42.72	\$43.67	\$44.61
B6	\$31.92	\$33.20	\$34.51	\$35.84	\$37.13	\$38.38	\$39.58	\$40.72	\$41.63	\$42.57
B5	\$30.46	\$31.68	\$32.93	\$34.20	\$35.43	\$36.61	\$37.76	\$38.84	\$39.70	\$40.62
B4	\$28.81	\$29.96	\$31.14	\$32.35	\$33.50	\$34.61	\$35.70	\$36.72	\$37.53	\$38.35
B3	\$26.31	\$27.36	\$28.44	\$29.53	\$30.58	\$31.60	\$32.59	\$33.51	\$34.25	\$35.00
B2	\$24.05	\$25.01	\$25.99	\$26.98	\$27.95	\$28.88	\$29.76	\$30.61	\$31.29	\$31.96
B1	<i>No Positions</i>									

Needham Independent Public Employees Association (NIPEA): DPW/Laborers & Field Staff**FY2025 - Effective July 1, 2024***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	\$32.09	\$33.45	\$34.84	\$36.27	\$37.63	\$38.94	\$40.21	\$41.42	\$42.37	\$43.32
N6	\$30.56	\$31.86	\$33.18	\$34.52	\$35.81	\$37.07	\$38.26	\$39.42	\$40.32	\$41.27
N5	\$29.10	\$30.34	\$31.59	\$32.87	\$34.10	\$35.29	\$36.43	\$37.52	\$38.40	\$39.30
N4	\$27.43	\$28.59	\$29.80	\$31.00	\$32.16	\$33.28	\$34.36	\$35.39	\$36.21	\$37.04
N3	\$24.94	\$26.01	\$27.09	\$28.18	\$29.23	\$30.25	\$31.23	\$32.17	\$32.91	\$33.67
N2	\$22.66	\$23.63	\$24.62	\$25.62	\$26.58	\$27.50	\$28.40	\$29.26	\$29.93	\$30.60
N1	<i>No positions</i>									

Needham Police Union: <i>Officers and Sergeants</i>									
FY2025 - Effective July 1, 2024									
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					\$42.70	\$44.34	\$45.25	\$46.12	\$48.49
P-1			\$30.43	\$31.91	\$33.46	\$35.09	\$36.80	\$37.54	\$39.45

Police Superior Officers Association: <i>Lieutenants</i>						
FY2025 - Effective July 1, 2024						
Annual Salary for Exempt Positions						
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lieutenant		\$137,218	\$140,991	\$144,870	\$148,851	\$153,319

Needham Firefighters Local 1706									
<u>Fire Unit A: <i>Firefighters, Lieutenants, Captains</i></u>									
Effective July 1, 2024 (FY25)									
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						\$44.21	\$46.42	\$47.36	\$49.30
Lieutenant				\$37.51	\$39.08	\$40.66	\$42.71	\$43.57	\$45.33
Firefighter		\$28.25	\$29.66	\$31.15	\$32.70	\$34.33	\$36.08	\$36.80	\$38.29

<u>Fire Unit A: <i>Inspector, EMS Administrator</i></u>									
Effective July 1, 2024 (FY25)									
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		\$29.66	\$31.13	\$32.70	\$34.32	\$36.03	\$37.85	\$38.62	\$40.19
EMS Administrator		\$29.66	\$31.13	\$32.70	\$34.32	\$36.03	\$37.85	\$38.62	\$40.19

<u>Fire Unit C: <i>Deputy Chiefs</i></u>									
Effective July 1, 2024 (FY25)									
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				\$46.53	\$48.57	\$50.58	\$53.10	\$55.24	\$56.34

<u>Fire Unit C: <i>Assistant Fire Chief</i></u>			
Effective July 1, 2024 (FY25)			
Hourly Rates for Non-Exempt Positions (40 Hours)			
Grade	Step 1	Step 2	Step 3

Assistant Fire Chief	\$144,097	\$147,700	\$151,410
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