

Town of Needham - Salary/Wage Tables

FY2026 (Effective July 1, 2025)

Non-Represented Positions: *General Government Employees*

FY2026 - Effective July 1, 2025

Annual Salary for FLSA Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
16	\$139,093	\$146,048	\$151,890	\$156,447	Merit Range						\$198,903
15	\$126,449	\$132,771	\$138,084	\$142,227	Merit Range						\$177,028
14	\$114,954	\$120,701	\$125,529	\$129,295	Merit Range						\$160,934
13	\$104,504	\$109,729	\$114,118	\$117,541	Merit Range						\$146,304
12	\$95,002	\$99,752	\$103,744	\$106,856	Merit Range						\$133,004
11	\$82,336	\$87,694	\$92,266	\$96,053	\$99,403	\$102,611	\$105,569	\$108,341	\$110,823	\$113,016	\$115,292
10	\$78,426	\$83,515	\$87,881	\$91,480	\$94,666	\$97,686	\$100,521	\$103,128	\$105,485	\$107,616	\$109,789
9	\$74,703	\$79,564	\$83,702	\$87,136	\$90,156	\$93,052	\$95,762	\$98,709	\$100,521	\$102,527	\$104,576
8	\$71,847	\$75,655	\$78,779	\$81,588	\$84,281	\$86,826	\$89,163	\$91,315	\$93,239	\$95,080	\$96,983
7	\$68,414	\$72,075	\$75,013	\$77,723	\$80,289	\$82,709	\$84,922	\$86,970	\$88,771	\$90,549	\$92,370
6	\$65,145	\$68,641	\$71,435	\$74,020	\$76,461	\$78,758	\$80,867	\$82,833	\$84,550	\$86,246	\$87,985
5	\$62,042	\$65,373	\$68,042	\$70,483	\$72,820	\$74,992	\$77,041	\$78,882	\$80,537	\$82,129	\$83,784
4	\$58,463	\$61,607	\$64,132	\$66,428	\$68,621	\$70,668	\$72,592	\$74,330	\$75,862	\$77,392	\$78,943
3	\$53,167	\$56,001	\$58,298	\$60,387	\$62,393	\$64,256	\$65,993	\$67,587	\$68,972	\$70,358	\$71,786
2	\$48,327	\$50,912	\$52,981	\$54,905	\$56,705	\$58,401	\$59,994	\$61,421	\$62,704	\$63,966	\$65,248
1	\$43,941	\$46,299	\$48,202	\$49,919	\$51,574	\$53,125	\$54,532	\$55,857	\$57,035	\$58,173	\$59,332

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	\$42.22	\$44.97	\$47.32	\$49.26	\$50.98	\$52.62	\$54.14	\$55.56	\$56.83	\$57.96	\$59.12
GT10	\$40.22	\$42.83	\$45.07	\$46.91	\$48.55	\$50.10	\$51.55	\$52.89	\$54.10	\$55.19	\$56.30
GT09	\$38.31	\$40.80	\$42.92	\$44.69	\$46.23	\$47.72	\$49.11	\$50.38	\$51.55	\$52.58	\$53.63
GT08	\$36.85	\$38.80	\$40.40	\$41.84	\$43.22	\$44.53	\$45.72	\$46.83	\$47.81	\$48.76	\$49.73
GT07	\$35.08	\$36.96	\$38.47	\$39.86	\$41.17	\$42.41	\$43.55	\$44.60	\$45.52	\$46.44	\$47.37
GT06	\$33.41	\$35.20	\$36.63	\$37.96	\$39.21	\$40.39	\$41.47	\$42.48	\$43.36	\$44.23	\$45.12
GT05	\$31.82	\$33.52	\$34.89	\$36.14	\$37.34	\$38.46	\$39.51	\$40.45	\$41.30	\$42.12	\$42.97
GT04	\$29.98	\$31.59	\$32.89	\$34.06	\$35.19	\$36.24	\$37.23	\$38.12	\$38.90	\$39.69	\$40.48
GT03	\$27.27	\$28.72	\$29.90	\$30.97	\$32.00	\$32.95	\$33.84	\$34.66	\$35.37	\$36.08	\$36.81
GT02	\$24.78	\$26.11	\$27.17	\$28.16	\$29.08	\$29.95	\$30.77	\$31.50	\$32.16	\$32.80	\$33.46
GT01	\$22.53	\$23.74	\$24.72	\$25.60	\$26.45	\$27.24	\$27.97	\$28.64	\$29.25	\$29.83	\$30.43

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

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
GF11	\$39.58	\$42.16	\$44.36	\$46.18	\$47.79	\$49.33	\$50.76	\$52.09	\$53.28	\$54.34	\$55.43
GF10	\$37.71	\$40.15	\$42.25	\$43.98	\$45.52	\$46.97	\$48.33	\$49.58	\$50.72	\$51.74	\$52.78
GF09	\$35.92	\$38.25	\$40.24	\$41.90	\$43.34	\$44.74	\$46.04	\$47.23	\$48.33	\$49.29	\$50.28
GF08	\$34.55	\$36.38	\$37.88	\$39.23	\$40.52	\$41.75	\$42.86	\$43.90	\$44.82	\$45.71	\$46.62
GF07	\$32.89	\$34.65	\$36.07	\$37.37	\$38.60	\$39.76	\$40.83	\$41.81	\$42.68	\$43.54	\$44.41
GF06	\$31.32	\$33.00	\$34.34	\$35.59	\$36.76	\$37.87	\$38.88	\$39.83	\$40.65	\$41.47	\$42.30
GF05	\$29.83	\$31.43	\$32.71	\$33.88	\$35.01	\$36.06	\$37.04	\$37.92	\$38.72	\$39.49	\$40.28
GF04	\$28.11	\$29.62	\$30.83	\$31.93	\$32.99	\$33.98	\$34.90	\$35.74	\$36.47	\$37.21	\$37.95
GF03	\$25.57	\$26.93	\$28.03	\$29.03	\$30.00	\$30.89	\$31.73	\$32.49	\$33.16	\$33.83	\$34.51
GF02	\$23.23	\$24.48	\$25.47	\$26.40	\$27.26	\$28.08	\$28.85	\$29.53	\$30.15	\$30.75	\$31.37

GF01	\$21.12	\$22.26	\$23.18	\$24.00	\$24.80	\$25.54	\$26.22	\$26.85	\$27.42	\$27.97	\$28.53
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Independent Town Workers Association (ITWA): *Administrative/Support and Professional/Technical Positions*

FY2026 - Effective July 1, 2025

Annual Salary for Exempt Positions

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$82,329.00	\$87,691.50	\$92,274.00	\$96,057.00	\$99,411.00	\$102,609.00	\$105,573.00	\$108,342.00	\$110,818.50	\$113,022.00	\$115,284.00
I-10	\$78,429.00	\$83,518.50	\$87,886.50	\$91,474.50	\$94,672.50	\$97,695.00	\$100,522.50	\$103,135.50	\$105,495.00	\$107,620.50	\$109,785.00
I-09	\$74,704.50	\$79,560.00	\$83,694.00	\$87,145.50	\$90,148.50	\$93,054.00	\$95,764.50	\$98,241.00	\$100,522.50	\$102,531.00	\$104,578.50
I-08	\$71,857.50	\$75,660.00	\$78,780.00	\$81,588.00	\$84,279.00	\$86,833.50	\$89,154.00	\$91,318.50	\$93,229.50	\$95,082.00	\$96,973.50
I-07	\$68,406.00	\$72,072.00	\$75,016.50	\$77,727.00	\$80,281.50	\$82,699.50	\$84,922.50	\$86,970.00	\$88,764.00	\$90,558.00	\$92,371.50
I-06	\$65,149.50	\$68,640.00	\$71,428.50	\$74,022.00	\$76,459.50	\$78,760.50	\$80,866.50	\$82,836.00	\$84,552.00	\$86,248.50	\$87,984.00
I-05	\$62,049.00	\$65,364.00	\$68,035.50	\$70,473.00	\$72,813.00	\$74,997.00	\$77,044.50	\$78,877.50	\$80,535.00	\$82,134.00	\$83,791.50
I-04	\$58,461.00	\$61,600.50	\$64,135.50	\$66,417.00	\$68,620.50	\$70,668.00	\$72,598.50	\$74,334.00	\$75,855.00	\$77,395.50	\$78,936.00
I-03	\$53,176.50	\$56,004.00	\$58,305.00	\$60,391.50	\$62,400.00	\$64,252.50	\$65,988.00	\$67,587.00	\$68,971.50	\$70,356.00	\$71,779.50
I-02	\$48,321.00	\$50,914.50	\$52,981.50	\$54,912.00	\$56,706.00	\$58,402.50	\$60,001.50	\$61,425.00	\$62,712.00	\$63,960.00	\$65,247.00
I-01	\$43,933.50	\$46,293.00	\$48,204.00	\$49,920.00	\$51,577.50	\$53,118.00	\$54,541.50	\$55,848.00	\$57,037.50	\$58,168.50	\$59,338.50

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11
I-11	\$42.22	\$44.97	\$47.32	\$49.26	\$50.98	\$52.62	\$54.14	\$55.56	\$56.83	\$57.96	\$59.12
I-10	\$40.22	\$42.83	\$45.07	\$46.91	\$48.55	\$50.10	\$51.55	\$52.89	\$54.10	\$55.19	\$56.30
I-09	\$38.31	\$40.80	\$42.92	\$44.69	\$46.23	\$47.72	\$49.11	\$50.38	\$51.55	\$52.58	\$53.63
I-08	\$36.85	\$38.80	\$40.40	\$41.84	\$43.22	\$44.53	\$45.72	\$46.83	\$47.81	\$48.76	\$49.73
I-07	\$35.08	\$36.96	\$38.47	\$39.86	\$41.17	\$42.41	\$43.55	\$44.60	\$45.52	\$46.44	\$47.37
I-06	\$33.41	\$35.20	\$36.63	\$37.96	\$39.21	\$40.39	\$41.47	\$42.48	\$43.36	\$44.23	\$45.12
I-05	\$31.82	\$33.52	\$34.89	\$36.14	\$37.34	\$38.46	\$39.51	\$40.45	\$41.30	\$42.12	\$42.97
I-04	\$29.98	\$31.59	\$32.89	\$34.06	\$35.19	\$36.24	\$37.23	\$38.12	\$38.90	\$39.69	\$40.48
I-03	\$27.27	\$28.72	\$29.90	\$30.97	\$32.00	\$32.95	\$33.84	\$34.66	\$35.37	\$36.08	\$36.81
I-02	\$24.78	\$26.11	\$27.17	\$28.16	\$29.08	\$29.95	\$30.77	\$31.50	\$32.16	\$32.80	\$33.46
I-01	\$22.53	\$23.74	\$24.72	\$25.60	\$26.45	\$27.24	\$27.97	\$28.64	\$29.25	\$29.83	\$30.43

Building Custodians and Trades International Association (BCTIA): DPW/Building Maintenance**BCTIA: Custodians and Trades (1st Shift)****FY2026 - Effective July 1, 2025***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	\$33.06	\$34.46	\$35.89	\$37.34	\$38.75	\$40.11	\$41.42	\$42.66	\$43.65	\$44.62
B6	\$31.48	\$32.81	\$34.17	\$35.54	\$36.88	\$38.17	\$39.41	\$40.59	\$41.53	\$42.51
B5	\$29.97	\$31.24	\$32.53	\$33.84	\$35.12	\$36.34	\$37.53	\$38.65	\$39.54	\$40.49
B4	\$28.27	\$29.46	\$30.68	\$31.93	\$33.12	\$34.27	\$35.40	\$36.45	\$37.29	\$38.14
B3	\$25.68	\$26.77	\$27.88	\$29.01	\$30.10	\$31.15	\$32.18	\$33.13	\$33.90	\$34.67
B2	\$23.34	\$24.33	\$25.35	\$26.37	\$27.38	\$28.34	\$29.25	\$30.13	\$30.83	\$31.53
B1	No Positions									

BCTIA: Custodians and Trades (2nd Shift)**FY2026 - Effective July 1, 2025***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	\$34.56	\$35.96	\$37.39	\$38.84	\$40.25	\$41.61	\$42.92	\$44.16	\$45.15	\$46.12
B6	\$32.98	\$34.31	\$35.67	\$37.04	\$38.38	\$39.67	\$40.91	\$42.09	\$43.03	\$44.01
B5	\$31.47	\$32.74	\$34.03	\$35.34	\$36.62	\$37.84	\$39.03	\$40.15	\$41.04	\$41.99
B4	\$29.77	\$30.96	\$32.18	\$33.43	\$34.62	\$35.77	\$36.90	\$37.95	\$38.79	\$39.64
B3	\$27.18	\$28.27	\$29.38	\$30.51	\$31.60	\$32.65	\$33.68	\$34.63	\$35.40	\$36.17
B2	\$24.84	\$25.83	\$26.85	\$27.87	\$28.88	\$29.84	\$30.75	\$31.63	\$32.33	\$33.03
B1	No Positions									

Needham Independent Public Employees Association (NIPEA): DPW/Laborers & Field Staff**FY2026 - Effective July 1, 2025***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	\$32.89	\$34.29	\$35.71	\$37.18	\$38.57	\$39.91	\$41.22	\$42.46	\$43.43	\$44.40
N6	\$31.32	\$32.66	\$34.01	\$35.38	\$36.71	\$38.00	\$39.22	\$40.41	\$41.33	\$42.30
N5	\$29.83	\$31.10	\$32.38	\$33.69	\$34.95	\$36.17	\$37.34	\$38.46	\$39.36	\$40.28
N4	\$28.12	\$29.30	\$30.55	\$31.78	\$32.96	\$34.11	\$35.22	\$36.27	\$37.12	\$37.97
N3	\$25.56	\$26.66	\$27.77	\$28.88	\$29.96	\$31.01	\$32.01	\$32.97	\$33.73	\$34.51
N2	\$23.23	\$24.22	\$25.24	\$26.26	\$27.24	\$28.19	\$29.11	\$29.99	\$30.68	\$31.37
N1	No positions									

Needham Police Union: *Officers and Sergeants*

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: *Lieutenants*

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**Fire Unit A: *Firefighters, Lieutenants, Captains***

Effective July 1, 2025 (FY26)

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						\$45.54	\$47.81	\$48.78	\$51.29
Lieutenant				\$38.64	\$40.25	\$41.88	\$43.99	\$44.88	\$47.16
Firefighter		\$29.09	\$30.54	\$32.08	\$33.68	\$35.36	\$37.16	\$37.90	\$39.83

Fire Unit A: *Inspector, EMS Administrator*

Effective July 1, 2025 (FY26)

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		\$30.55	\$32.06	\$33.68	\$35.35	\$37.11	\$38.98	\$39.78	\$41.81
EMS Administrator		\$30.55	\$32.06	\$33.68	\$35.35	\$37.11	\$38.98	\$39.78	\$41.81

Fire Unit C: *Deputy Chiefs*

Effective July 1, 2025 (FY26)

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				\$47.93	\$50.03	\$52.10	\$54.69	\$56.90	\$58.61

Fire Unit C: *Assistant Fire Chief*

Effective July 1, 2025 (FY26)

Hourly Rates for Non-Exempt Positions (40 Hours)

Grade	Step 1	Step 2	Step 3
Assistant Fire Chief	\$148,420	\$152,130	\$155,953