

**ANNUAL TOWN MEETING
APRIL 30 & MAY 1, 2012**

FRANKLIN SS

I, Mary A. Stokarski, duly appointed and qualified Clerk of the Town of Deerfield, hereby certify that the following votes were taken at the Annual Town Meeting held on Monday, April 30, 2012 and continued on May 1, 2012 in the Auditorium at Frontier Regional School on North Main Street in the Village of South Deerfield.

Town Meeting convened at 7:05 p.m. on April 30, 2012.

Moderator's Motions:

Voted that the reading of all articles be waived and that prior to the reading of a motion under the article, the Moderator briefly summarize the content of the article to be considered and further that the unless objection is raised the reading of detailed motions be waived where the article as printed can, in the opinion of the Moderator, be incorporated by reference in any motion presented.

Motion Carried, so declared the Moderator

Voted that the following people be allowed to address the audience during the Town Meeting:

Lisa Mead, Town Counsel
Bernard Kubiak, Town Administrator
Regina Nash, Superintendent, Frontier Regional and Union 38 Schools
Donald Scott, Business Manager, Frontier Regional and Union 38 Schools
Jeanine Heil, Principal, Deerfield Elementary School
Sara Woodbury, Tilton Library Director

Motion Carried, so declared the Moderator

Recessed Annual Town Meeting to start Special Town Meeting at 7:22 pm and reopened Annual Town Meeting at 9:25 PM.

ARTICLE 1

Voted the Town hear the reports of the Selectmen, the Deerfield School Committee, and all other town officers, boards, committees, and commissions.

Motion Carried, so declared the Moderator

ARTICLE 2

Voted the Town authorize its Treasurer and Assistant Treasurer with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the fiscal year beginning July 1, 2012 in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4 and to issue a note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with General Laws, Chapter 44, Section 17, such borrowing shall not exceed \$1,000,000.00

Unanimous, so declared the Moderator

ARTICLE 3

Voted the Town raise and appropriate, transfer from available funds, or otherwise provide any sum or sums of money for public library purposes said sum to be reimbursed to the Town by the State under provision of Chapter 151 of the Acts of 1996.

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Motion Carried, so declared the Moderator

ARTICLE 4

Voted the Town authorize the Selectmen to apply, accept and expend for specific purposes provided by any Federal or State Grants or Programs which may be awarded to the Town.

Motion Carried, so declared the Moderator

ARTICLE 5

Voted the Town acknowledge the following gifts made by:

Deerfield Academy: \$80,000.00

Allen Chase Foundation -- Eaglebrook School: \$26,000

Bement School: \$3,000.00

Historic Deerfield: \$15,000.00

Woolman Hill: \$2,785.00

Motion Carried, so declared the Moderator

ARTICLE 6

Voted to amend the Frontier Regional School District Agreement as follows:

Amendments to the Frontier Regional School District Agreement
Amend Section 1 of the Frontier Regional School District Agreement by deleting Section 1 A. – D.; replacing those paragraphs with the following paragraphs A. – C.; re-lettering paragraphs E to D, F to E, G to F and H to G: adding to the newly re-lettered paragraph D “The Selectboards of Deerfield and Sunderland shall appoint one member each to serve until the annual town elections next following the Amendment to the Regional School District Agreement.” and deleting paragraph H and replacing it with the following paragraph G.

Section I

The Regional District School Committee shall consist of eleven members: two each from Conway and Whately, three members from Sunderland and four members from Deerfield.

A. Composition

The Regional District School Committee, hereinafter referred to as the Committee, shall consist of eleven members: four from the Town of Deerfield, three from the Town of Sunderland, two from the Town of Whately and two from the Town of Conway. As hereinafter provided, four of the eleven members shall be appointed by the local school committees and seven shall be elected by the annual town elections.

B. Appointed Members

Immediately after each annual town election, the local school committee of each member town shall appoint from its own membership one member to serve on the Committee for a term of one year.

An appointed member’s vote shall count as one vote cast on any issue.

C. Elected Members

Of the seven elected members, there shall be three from the Town of Deerfield, two from the Town of Sunderland and one from each of the Towns of Conway and Whately. At the annual town elections next following the Amendment to the Regional School District Agreement, the Town of Deerfield shall elect one additional member to serve on the Committee for a term that will stagger the terms of the elected members; and the Town of Sunderland shall elect one additional member to serve for a term that will stagger the terms of the elected members. Thereafter, at every succeeding annual

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town election when a member town is required to elect a member, each such town shall elect such member to serve for a term of three years.

An elected member's vote shall be weighted so that each member's vote represents the town's population as a percentage of the population of the whole district divided by the number of elected members from that Town. The calculations for weighted votes shall be based on the United States census and recalculated when new census figures are reported.

Delete paragraph D. Interim Committee

D. Change E to D. Vacancies and add final sentence

If a vacancy occurs among the appointed members, the local school committee of the member town involved shall appoint a member from its own membership to serve for the remainder of the unexpired term. If a vacancy occurs among the elected members, the selectmen of the member town involved shall appoint a member to serve until the next annual town election, at which election a successor shall be elected to serve for the remainder of the unexpired term, if any. The Selectboards of Deerfield and Sunderland shall appoint one member each to serve until the annual town elections next following the Amendment to the Regional School District Agreement.

E. Change F. Organization to E. Organization

F. Change G. Powers and Duties to F. Powers and Duties

G. Change H. Quorum to G. Quorum and replace with the following:

G. Quorum

A quorum for the transaction of business shall be a majority of the committee and greater than 50% of the weighted vote membership, but a number less than a majority may adjourn any meeting. Passage of any measure shall require a majority of the committee and greater than 50% of the weighted vote as counted.

Motion Carried, so declared the Moderator

ARTICLE 7

Voted to amend its Zoning By-Law by adopting the following modifications thereto, related to Section 5400, Site Plan Review:

Item 1:

Delete Section 5411, which currently reads:

Construction, exterior alteration or exterior expansion of more than 600 square feet of, or change of use within, a municipal, institutional, commercial, industrial, or multi-family structure;

and replace it with the following:

For a municipal, institutional, commercial, industrial, or multi-family structure: 1) a change of use; or 2) construction, exterior alteration, or exterior expansion that will cumulatively add more than 600 square feet over a three-year period;

Item 2:

Delete Section 5412, which currently reads:

Construction or expansion of a parking lot for a municipal, institutional, commercial, industrial, or multi-family structure;

and replace it with the following:

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Construction or expansion of a parking lot for a municipal, institutional, commercial, industrial, or multi-family structure which results in a cumulative total of 10 or more parking spaces or 2,000 square feet of parking area;

Item 3:

Delete Section 5413, which currently reads:

Grading, clearing, or other land development activity except for the following: landscaping on a lot with an existing dwelling, clearing necessary for percolation and other site tests, work incidental to agricultural activity, or work in conjunction with an approved subdivision plan or earth removal permit.

and replace it with the following:

Grading, clearing, or other land development activity EXCEPT for the following: landscaping on a lot with an existing dwelling, clearing necessary for percolation and other site tests, work incidental to agricultural activity, or work in conjunction with an approved subdivision plan or earth removal permit;

Item 4:

Add the following new Sections 5416 through 5418, following existing Section 5415:

5416. Flexible Developments as authorized in Section 3500;

5417. Planned Unit Developments as authorized in Section 4800;

5418. Any use listed in Section 2230, Use Regulation Schedule, or in other sections of this bylaw as requiring Site Plan Review.

Item 5:

Delete Section 5421, which currently reads:

Prior to the commencement of any activity set forth in Section 5410, the project proponent shall obtain site plan approval from the Planning Board. Applicants for site plan approval shall submit seven (7) hard copies of the site plan to the Planning Board for review at a regularly scheduled meeting along with a compact disk containing a Standard Digital File (SDF) as defined by Version 2.0 of the MassGIS Standard for Digital Plan Submittals to Municipalities (October 2007) and a copy of the original CADD file in PDF format plus accompanying documents in PDF format and within three (3) days thereafter shall also submit a copy of the site plan to the Board of Health, Director of Public Works, Police Chief, Fire Chief, the Building Inspector, Conservation Commission, and Board of Selectmen for their advisory review and comments. The applicant shall thereafter return a receipt of delivery to said boards and officials to the Planning Board. Said boards and officials shall have fourteen (14) days from the receipt of the site plan to make a written recommendation to the Planning Board. Failure to respond or provide comments within fourteen (14) days shall be deemed to constitute no objection to the application. The Planning Board shall review and act upon the site plan, with such conditions as may be deemed appropriate, within sixty (60) days of its receipt, and notify the applicant of its decision. The decision of the Planning Board shall be upon a majority of those present and shall be in writing. No building permit shall be issued by the Building Inspector and/or no special permit or variance shall be issued by the Board of Appeals without the written approval of the site plan by the Planning Board, or unless sixty (60) days lapse from the date of the submittal of the site plan without action by the Planning Board. Where a site plan accompanies a special permit or variance application to the Board of Appeals and the Planning Board approves a site plan "with conditions," the conditions imposed by the Planning Board shall be incorporated into the issuance, if any, of a special permit or variance by the Board of Appeals.

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and replace it with the following:

Prior to the commencement of any activity set forth in Section 5410, the project proponent shall obtain site plan approval from the Planning Board. Applicants for site plan approval shall submit an original and nine (9) hard copies of the site plan review application to the Town Clerk on behalf of the Planning Board for review at a regularly scheduled meeting along with a compact disk containing a Standard Digital File (SDF) as defined by Version 2.0 of the MassGIS Standard for Digital Plan Submittals to Municipalities (October 2007) and a copy of the original CADD file in PDF format plus accompanying documents in PDF format. Within three business (3) days thereafter, administrative staff shall distribute copies of the site plan to the Board of Health, Director of Public Works, Police Chief, Fire Chief, the Building Inspector, Conservation Commission, and Board of Selectmen for their advisory review and comments. Said boards and officials shall have fourteen (14) days from the receipt of the site plan to make a written recommendation to the Planning Board. Failure to respond or provide comments within fourteen (14) days shall be deemed to constitute no objection to the application. The Planning Board shall review and act upon the site plan, with such conditions as may be deemed appropriate, within sixty (60) days of its receipt, and notify the applicant of its decision. The decision of the Planning Board shall be upon a majority of those present and shall be in writing. No building permit shall be issued by the Building Inspector and/or no special permit or variance shall be issued by the Board of Appeals without the written approval of the site plan by the Planning Board, or unless sixty (60) days lapse from the date of the submittal of the site plan without action by the Planning Board. Where a site plan accompanies a special permit or variance application to the Board of Appeals and the Planning Board approves a site plan "with conditions," the conditions imposed by the Planning Board shall be incorporated into the issuance, if any, of a special permit or variance by the Board of Appeals.

Item 6:

Insert the following new Section 5424:

Public Hearings are required for all Site Plans filed. The applicant shall obtain a list of abutters, being all "parties in interest" as defined in G.L. c. 40A, s. 11, from the Deerfield Assessor's Office, and shall attach the list to the application when filed. At least fourteen (14) days prior to the day of the Public Hearing, written notices shall be sent by the administrative staff by certified mail at the applicant's expense to the parties in interest. Legal notice of the public hearing shall be published at the applicant's expense in a newspaper of general circulation in the town in each of two (2) successive weeks, the first publication to appear not less than fourteen (14) days prior to the day of the Public Hearing. Notice of the Public Hearing shall also be posted in a conspicuous place in Town Hall for a period of not less than fourteen (14) days before the day of such hearing.

Item 7:

Delete Section 5432, which currently reads:

The Planning Board may require assessments of the on-site and off-site impacts of the proposed project, including traffic, drainage, noise, and other environmental factors. The Planning

and replace it with the following:

The Planning Board may require assessments of the on-site and off-site impacts of the proposed project, including traffic, drainage, noise, and other environmental factors. The Planning Board may require that such assessments be prepared by qualified experts at the applicant's expense.

Item 8:

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Insert the following new Section 5490:

Appeal. An appeal of a Site Plan Review Decision by the Planning Board shall be filed in a court of competent jurisdiction in accordance with M.G.L. Chapter 40A, Section 17.

Mr. Allis, Chairman of the Planning Board made a presentation to the members of the meeting.

Unanimous Vote, declared the Moderator

Moderator's Motion: Continuance to Second Night

Voted that the meeting adjourn at 9:25 pm and to reconvene to a second meeting night on Tuesday, May 1, 2012 at 7:00 o'clock p.m. in the Frontier Regional School Auditorium on 113 North Main Street in the Village of South Deerfield to deliberate and act upon the remaining articles on the warrant.

Motion Carried, so declared the Moderator

ARTICLE 8

Voted to divide the article so that each appropriation is considered a separate motion.

Motion Carried, so declared the Moderator

Mr. Graves, Chairman of the Community Preservation Committee gave a presentation on each of the following articles.

Voted the town appropriate \$24,000.00 from the Community Preservation Fund 2013 Estimated Revenues for the preservation of gravestones in the town graveyards and memorials in a manner consistent with the proposal submitted by the Historical Commission and approved by the Community Preservation Committee on April 5, 2012; said funds to be expended within 3 years under the direction of the Board of Selectmen and any unused funds to be returned to the community preservation fund as required by statute.

Motion Carried, so declared the Moderator

Voted the town appropriate \$10,000.00 from the Community Preservation Fund 2013 Estimated Revenues for a Structural Assessment of Old Grammar School Building in a manner consistent with the proposal submitted to the by the Historical Commission and approved by the Community Preservation Committee on April 5, 2012; said funds to be expended within 3 years under the direction of the Board of Selectmen and any unused funds to be returned to the community preservation fund as required by statute.

Motion Carried, so declared the Moderator

Voted the town appropriate \$20,000.00 from the Community Preservation Fund 2013 Estimated Revenues for Documenting South Deerfield's Historic Resources in a manner consistent with the proposal s proposal submitted by the Historical Commission and approved by the Community Preservation Committee on April 5, 2012; said funds to be expended within 3 years under the direction of the Board of Selectmen and any unused funds to be returned to the community preservation fund as required by statute.

Motion Carried, so declared the Moderator

Voted that the town appropriate \$10,000.00 from Community Preservation Fund 2013 Estimated Revenues for Community Preservation Committee administrative expenses.

Motion Carried, so declared the Moderator

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Voted the Town transfer \$20,430.00 (10%) of the Community Preservation Fund 2013 Estimated Revenues to the Reserve for Community Housing and \$20,430.00 (10%) of the Community Preservation Fund 2013 Estimated Revenues to the Reserve for Open Space as required by General Law Chapter 44B.

Motion Carried, so declared the Moderator

Voted the Town transfer \$99,440.00 from the balance of Community Preservation Fund 2013 Estimated Revenues to the 2013 Community Preservation Budgeted Reserve.

Motion Carried, so declared the Moderator

ARTICLE 9

Voted that the Town raise and appropriate \$488,224.00 and authorize the Selectmen to transfer as it becomes available said sum from the sewer receipts account established for such purposes for Fiscal Year 2013 for the operation and maintenance of the Wastewater Treatment Plants located in the villages of Old Deerfield and South Deerfield respectively, and for sewer line maintenance.

Motion Carried, so declared the Moderator

ARTICLE 10

Voted the Town authorize revolving funds for the Planning Board under MGL Chapter 44, Section 53E½ for the fiscal year beginning July 1, 2012 .

| Revolving Fund | Authorized to Spend Fund | Revenue Source | Use of Fund | FY 2013 Spending Limit |
|----------------|--------------------------|--------------------------|---|------------------------|
| Planning | Planning Board | Fees charged for filings | Activities and expenses related to proposal and permit reviews. | \$25,000.00 |
| Total Spending | | | | \$25,000.00 |

Motion Carried, so declared the Moderator

ARTICLE 11

Voted that the Moderator read amounts recommended by the Finance Committee to be appropriated under this article and unless objection is made, each item recommended in the report of the Finance Committee shall be tentatively accepted as appropriated for the purpose stated. If an objection is made to any recommendation, such appropriation shall be taken separately and the amount thereof and the manner of taking the same shall be determined by vote of the meeting and tentatively accepted. One vote shall be taken appropriating each amount so accepted as a single appropriation not to be exceeded.

At conclusion of discussion:

Voted that the Town appropriate \$11,472,693.00 to fund the accepted amounts voted and to meet this appropriation transfer:

- \$15,000.00 from the Municipal Building account,
- \$43,058.00 from the Workers Compensation fund account,
- \$18,150 from the Insurance Indemnification account,
- \$7,500 from the Overlay Surplus account
- \$100,720.00 from Free Cash,

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And raise and appropriate a balance of \$11,288,625.00

Motion Carried, so declared the Moderator

ARTICLE 12

Voted the Town raise and appropriate the sum of \$225.91 for the City of Newton in accord with Chapter 32, Sections 56 -60 of the General Laws as amended.

Motion Carried, so declared the Moderator

ARTICLE 13

To see if the Town will vote to raise and appropriate, take from available funds, take from Free Cash, or otherwise provide the sum of \$241,362.00 not to be exceeded, for the following Capital Projects:

| Item | Department | Amount | Proposed Funding |
|--|----------------------------|-------------|------------------|
| Cruiser | Police | \$31,500.00 | Free Cash |
| Town Hall computers, network, software | Board of Selectmen | \$2,500.00 | Free Cash |
| Elementary School Roof replacement | School Committee | \$50,000.00 | Free Cash |
| Elementary School roof replacement study | School Committee | \$10,000.00 | Free Cash |
| Elementary School doors replacement | School Committee | \$35,000.00 | Free Cash |
| Ambulance Replacement | Emergency Medical Services | \$25,000.00 | Free Cash |
| Paper compactor (Transfer station) | Highway Department | \$7,500.00 | Free Cash |
| Radio upgrade | Highway Department | \$2,424.00 | Free Cash |

Voted Article 13 be amended to eliminate funding for the brush cutter attachment and read: appropriate \$163,924.00 and to meet this appropriation take \$163,924.00 from free cash for the capital projects otherwise set forth in Article 14 of the warrant.

Motion Carried, so declared the Moderator

ARTICLE 14

Voted the Town establish the salaries and compensations of all elected officers of the Town, as provided in Chapter 41, Section 108 of the General Laws.

Motion Carried, so declared the Moderator

| | REQUESTED | VOTED |
|---------------------------------|------------|------------|
| Moderator, Annual Town Meeting | \$300.00 | \$300.00 |
| Moderator, Special Town Meeting | \$50.00 | \$50.00 |
| Selectmen, Chairman | \$2,900.00 | \$2,900.00 |
| Selectmen, Associate Members | \$2,500.00 | \$2,500.00 |
| Assessors, Chairman | \$2,500.00 | \$2,500.00 |

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| | | |
|----------------------------------|------------|------------|
| Assessors, Associate Members | \$2,000.00 | \$2,000.00 |
| School Committee, Chairman | \$150.00 | \$150.00 |
| School Committee, Assoc. Members | \$100.00 | \$100.00 |
| Elector, Oliver Smith Will | \$20.00 | \$20.00 |

Motion Carried, so declared the Moderator

ARTICLE 15

Voted the Town amend the Classification Plan By-Law by deleting the Compensation Plan effective July 1, 2010, and by inserting a new salary schedule, a copy of which is attached hereto, and entitled "Compensation Plan, effective July 1, 2012" and incorporated herein by reference.

Motion Carried, so declared the Moderator

ARTICLE 16

Voted the town take from free cash \$25,000.00 to an unfunded liability sick leave and vacation account.

Motion Carried, so declared the Moderator

ARTICLE 17

Voted the town take from free cash \$80,000.00 to provide for extra-ordinary or unforeseen expenditures under Section 6 of Chapter 40 of the Massachusetts General Laws for the Fiscal Year beginning July 1, 2012.

Motion Carried, so declared the Moderator

ARTICLE 18

Voted the town transfer from the overlay surplus account \$17,500.00 for the purpose of funding mandated triennial recertification updates.

Motion Carried, so declared the Moderator

ARTICLE 19

Voted the town take from free cash \$45,303.00 for its share of the core assessment of the Franklin Regional Council of Governments.

Motion Carried, so declared the Moderator

ARTICLE 20

Voted that the Town raise and appropriate \$266,319.00 for the purpose of providing ambulance services in the Town of Deerfield, and to meet this appropriation transfer from ambulance receipts as they become available the sum of \$170,000.00 and raise and appropriate \$96,319.00.

Motion Carried, so declared the Moderator

ARTICLE 21

Voted the town transfer from interest earned in the Dickinson Library Trust fund \$616.00 to the Tilton Library and \$109.00 to the Frontier Regional School for Library use.

Motion Carried, so declared the Moderator

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ARTICLE 22

Voted the Town to instruct our members of Congress to support an amendment to the United States Constitution to clarify that corporations do not have the same rights as people and that money is not speech for the purposes of election-related spending,

Whereas, the United States Constitution and the Bill of Rights are intended to protect the rights of individual human beings ("real people"); and,

Whereas the United States Supreme Court in Citizens United v. Federal Election Commission presents a serious threat to self-government by allowing unlimited corporate spending to influence elections;

Whereas, Article V of the United States Constitution empowers and obligates the people of the United States of America to use the constitutional amendment process to correct egregiously wrong decisions of the United States Supreme Court that go to the heart of our democracy;

Now therefore, be it resolved that the voters of Deerfield, Massachusetts hereby instruct the Senators representing the Commonwealth of Massachusetts and the member of the United States House of Representatives representing this Congressional District to propose and our state legislators to ratify an amendment to the United States Constitution to provide that corporations are not entitled to the constitutional rights of real people and that money is not speech for purposes of campaign-related expenditures and contributions.

The text of the proposed amendment is as follows:

Amendment

Section 1 [A corporation is not a person and can be regulated]

The rights protected by the Constitution of the United States are the rights of natural persons only.

Artificial entities, such as corporations, limited liability companies, and other entities established by the laws of any State, the United States, or any foreign state shall have no rights under this Constitution and are subject to regulation by the People, through Federal, State or local law.

The privileges of artificial entities shall be determined by the People, through Federal, State or local law, and shall not be construed to be inherent or inalienable.

Section 2 [Money is not speech and can be regulated]

Federal, State and local government shall regulate, limit, or prohibit contributions and expenditures, including a candidate's own contributions and expenditures, for the purpose of influencing in any way the election of any candidate for public office or any ballot measure.

Federal, State and local government shall require that any permissible contributions and expenditures be publicly disclosed.

The judiciary shall not construe the spending of money to influence elections to be speech under the First Amendment

Section 3

Nothing contained in this amendment shall be construed to abridge the freedom of the press.

Voted to move the question.

Motion Carried, so declared the Moderator

The Article Motion Carried, so declared the Moderator.

ARTICLE 23

Voted to confirm that all votes taken under the Omnibus Budget and financial articles will be contingent upon receipt of a Cherry Sheet and other state funding which shows sufficient state aid to allow the Town to remain within its levy limit.

Motion Carried, so declared the Moderator

ARTICLE 24

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To see if the Town will vote any instruction to its officers, boards, committees, commissioners, or pass any vote or votes in relation thereto.

Voted that the Town present any instructions to its officers, boards, committees, commissioners.

Motion Carried, so declared the Moderator

Moderator's Concluding Motion

Moved that the meeting adjourn to meet in the polls at the MEETING ROOM at the TOWN OFFICES, 8 Conway Street in the Village of South Deerfield on MONDAY, the 7th day of May 2012 next at 10:00 o'clock in the forenoon, for the purpose of elections and at the closure of the polls, dissolve.

A true copy

Attest:

Mary A. Stokarski, Town Clerk

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Compensation Plan, Effective July 1, 2012

General Government

| Grade/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | salary range maximum |
|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------------------|
| Level I | \$12.02 | \$12.82 | \$13.62 | \$14.42 | \$15.22 | \$16.03 | \$16.83 | \$17.63 | \$18.43 | \$19.23 | \$21.64 |
| Level II | \$14.42 | \$15.22 | \$16.03 | \$16.83 | \$17.63 | \$18.43 | \$19.23 | \$20.03 | \$20.83 | \$21.63 | \$24.03 |
| Level III | \$16.83 | \$17.63 | \$18.43 | \$19.23 | \$20.03 | \$20.83 | \$21.63 | \$22.44 | \$23.24 | \$24.04 | \$26.44 |
| Level IV | \$19.23 | \$20.03 | \$20.83 | \$21.63 | \$22.44 | \$23.24 | \$24.04 | \$24.84 | \$25.64 | \$26.44 | \$28.85 |
| Level V | \$21.63 | \$22.44 | \$23.24 | \$24.04 | \$24.84 | \$25.64 | \$26.44 | \$27.24 | \$28.04 | \$28.85 | \$31.25 |
| Level VI | \$22.85 | \$29.65 | \$30.45 | \$31.25 | \$32.05 | \$32.85 | \$33.65 | \$34.46 | \$35.26 | \$36.06 | \$38.46 |

Emergency Medical Services

| Grade/Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | salary range maximum |
|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------------------|
| Level I | \$12.02 | \$12.82 | \$13.62 | \$14.42 | \$15.22 | \$16.03 | \$16.83 | \$17.63 | \$18.43 | \$19.23 | \$21.63 |
| Level II | \$14.42 | \$15.22 | \$16.03 | \$16.83 | \$17.63 | \$18.43 | \$19.23 | \$20.03 | \$20.83 | \$21.63 | \$24.03 |
| Level III | \$19.23 | \$20.03 | \$20.83 | \$21.63 | \$22.44 | \$23.24 | \$24.04 | \$24.84 | \$25.64 | \$26.44 | \$28.85 |
| Level IV | \$21.63 | \$22.44 | \$23.24 | \$24.04 | \$24.84 | \$25.64 | \$26.44 | \$27.24 | \$28.04 | \$28.85 | \$31.25 |