

WAGE & SALARY SURVEY- Sheet 1

POPULATION, TAX RATE, TOWN OFFICIALS AND STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | POPULATION | TAX RATE       | SELECTMEN/<br>COUNCILMEN | SELECTMAN/<br>COUNCILMAN | SELECTMEN<br>SECRETARY | MAYOR/TOWN<br>MANAGER (ADMIN) | ADMIN.<br>ASSISTANT             | TOWN/CITY<br>COUNSEL | OTHER STAFF/<br>COMMENTS                                       |
|--------------------------|------------|----------------|--------------------------|--------------------------|------------------------|-------------------------------|---------------------------------|----------------------|--|
| TOWN                     | CENSUS     | FY14           | CHAIR                    | Range/Hrs OR             | Range/Hrs OR           | Range/Hrs OR                  | Range/Hrs OR                    | Range/Hrs OR         |  |
|                          |            |                | Annual Rate              | Annual Rate              | Annual Rate            | Annual Rate                   | Annual Rate                     | Annual Rate          |  |
| AMHERST                  | 37,819     | \$20.97        | \$300 annual             | \$300 annual             | N/A                    | \$144,942                     | \$35,000-\$54,000               | N/A                  |  |
| BELCHERTOWN              | 14,649     | \$17.72        | \$3,000                  | \$2,500                  | \$19.93-\$25.44 40 hrs | Contract \$96,811             | \$25.08-\$32.01 40 hrs          |                      |  |
| CHESTERFIELD             | 1,222      | \$18.44        | \$2,133/yr               | \$2,133/yr               |                        | \$40,099/yr                   | \$13.09/hr                      |                      |  |
| CUMMINGTON               | 872        |                | \$1,200                  | \$1,100                  | 28/wk @ \$15.45        |                               |                                 |                      |  |
| EASTHAMPTON              | 16,053     |                |                          |                          |                        |                               |                                 |                      |  |
| GOSHEN                   | 1,054      |                |                          |                          |                        |                               |                                 |                      |  |
| GRANBY                   | 6,240      |                |                          |                          |                        |                               |                                 |                      |  |
| HADLEY                   | 5,250      |                | \$1,400                  | \$1,200                  |                        | \$84,038 40 hrs/wk            | \$14.60-\$19.90 37.5 hrs/wk     |                      | Asst. Treas. 30 hrs/wk & Asst. Acct. 10 hrs/wk \$14.60-\$19.90 |
| HATFIELD                 | 3,279      | \$12.67        | \$2,207                  | \$2,123                  | \$16.80/hr 40 hr/wk    | \$30.29/hr 40 hr/wk           |                                 |                      |  |
| HUNTINGTON               | 2,180      |                |                          |                          |                        |                               |                                 |                      |  |
| MIDDLEFIELD              | 521        |                |                          |                          |                        |                               |                                 |                      |  |
| NORTHAMPTON              | 28,549     | \$15.39        | \$5,500                  | \$5,000                  |                        | \$80,000                      | Mayoral Aide \$16.43-\$20.21/hr | Not on City payroll  | Exec. Asst. to Mayor \$21.63-\$27.98/hr                        |
| PELHAM                   | 1,321      |                |                          |                          |                        |                               |                                 |                      |  |
| PLAINFIELD               | 648        | \$17.88        | \$2,000                  | \$1,500                  | \$14,000 Admin Secty   |                               |                                 |                      |  |
| SOUTH HADLEY             | 17,514     | \$14.91        | \$2,000                  |                          |                        | \$120,000                     | \$43,989.40                     | \$5,199.84           |  |
| S. HADLEY - FIRE DIST. 1 |            |                |                          |                          |                        |                               |                                 |                      |  |
| S. HADLEY - FIRE DIST. 2 | 7,106      | 2.80 w/college | P.C. Ø                   | P.C. Ø                   | P.C. Ø                 |                               |                                 |                      |  |
| SOUTHAMPTON              | 5,792      | \$15.20        | n/a                      | n/a                      |                        | 40 hrs/\$56K                  |                                 |                      |  |
| WARE                     | 9,872      |                | \$2,652                  | \$2,232                  |                        | \$90,600                      | \$30,800                        | \$150/hour           |  |
| WESTHAMPTON              | 1,607      | \$17.36        | \$1,500                  | \$1,300                  |                        |                               | \$30,000                        |                      |  |
| WILLIAMSBURG             | 2,482      | \$17.37        | \$2,831.33               | \$2,831.33               | \$303                  | \$48,794                      | 14.64 / 35                      | -                    |  |
| WORTHINGTON              | 1,156      |                |                          |                          |                        |                               |                                 |                      |  |

WAGE & SALARY SURVEY- Sheet 1

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 2

POPULATION, TAX RATE, TOWN OFFICIALS, AND STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | TOWN/CITY                         | TOWN/CITY                            | TAX                               | TOWN/CITY                         | ASSESSORS                     | ASSESSORS   | ASSESSORS                      | OTHER STAFF/  |
|--------------------------|-----------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|-------------------------------|---|--------------------------------|---|
|                          | CLERK                             | TREASURER                            | COLLECTOR                         | ACCOUNTANT                        | CHAIR                         | OTHER   | CLERK                          | COMMENTS  |
| TOWN                     | Range/Hrs OR                      | Range/Hrs OR                         | Range/Hrs OR                      | Range/Hrs OR                      | Range/Hrs OR                  | Range/Hrs OR  | Range/Hrs OR                   |   |
|                          | Annual Rate                       | Annual Rate                          | Annual Rate                       | Annual Rate                       | Annual Rate                   | Annual Rate   | Annual Rate                    |   |
| AMHERST                  | \$49,000 - \$76,000               | \$52,000 - \$80,000                  |                                   | \$52,000 - \$80,000               | \$49,000 - \$76,000           | N/A   | \$33,000 - \$52,000            |   |
| BELCHERTOWN              | \$53,422                          | \$64,277-\$82,05 - Combined Position |                                   | \$64,277-\$82,053                 | \$1,200                       | \$1,000   |                                |   |
| CHESTERFIELD             | \$14,000/yr                       | \$14,000/yr                          | \$14,000/yr                       | \$15,000/yr                       | \$1,442/yr                    | \$1,442/yr  | \$13,053/yr                    |   |
| CUMMINGTON               | \$2,000                           | \$9,055                              | \$9,055                           | \$9,058                           | \$1,200                       | \$1,100   | \$7,800                        |   |
| EASTHAMPTON              |                                   |                                      |                                   |                                   |                               |   |                                |   |
| GOSHEN                   |                                   |                                      |                                   |                                   |                               |   |                                |   |
| GRANBY                   |                                   |                                      |                                   |                                   |                               |   |                                |   |
| HADLEY                   | \$41,930 to \$57,149<br>35 hrs/wk | \$41,930 to \$57,149<br>35 hrs/wk    | \$41,930 to \$57,149<br>35 hrs/wk | \$42,131 to \$57,423<br>35 hrs/wk | \$2,678                       | \$2,142   | \$13.27-\$18.09 5<br>hrs/wk    | Asst. Assr \$42,131 to<br>\$57,423<br>35 hrs/wk   |
| HATFIELD                 | \$27,257 24 hr/wk                 | \$34,074 25 hr/wk                    | \$31,397 25 hr/wk                 | \$21,699 18 hr/wk                 | \$1,989                       | \$1,735   | \$16.56/hr 30 hr/wk            |   |
| HUNTINGTON               |                                   |                                      |                                   |                                   |                               |   |                                |   |
| MIDDLEFIELD              |                                   |                                      |                                   |                                   |                               |   |                                |   |
| NORTHAMPTON              | \$65,000                          | \$33.96/hr<br>35hrs/wk 10 yrs        | \$36.41/hr 35hrs/wk<br>12 yrs     | \$37.41/hr 35hrs/wk<br>7 yrs*     | \$36.33/hr 35hrs/wk<br>26 yrs | \$29.78/hr<br>35hrs/wk 17 yrs                               | \$16.56/hr 35hrs/wk<br>< 1year | *Auditor  |
| PELHAM                   |                                   |                                      |                                   |                                   |                               |   |                                |   |
| PLAINFIELD               | \$6,300                           | \$11,015                             | \$10,694                          | \$11,330                          | \$650                         | \$300 each  | \$37,947 Asst. Assr            |   |
| SOUTH HADLEY             | \$68,099.98                       | \$74,599.98 Treas/Coll               |                                   | \$80,931.24                       | \$78,405.08 Assoc.<br>Assess. | \$2,499.96 Board  | \$36,764                       |   |
| S. HADLEY - FIRE DIST. 1 |                                   |                                      |                                   |                                   |                               |   |                                |   |
| S. HADLEY - FIRE DIST. 2 | \$58,124 yr/30hrs                 |                                      |                                   | Clk/Treas.                        |                               |   |                                |   |
| SOUTHAMPTON              | \$35,783/32 hrs                   | \$49,963/35 hrs                      |                                   | \$37,280/30 hrs                   |                               | (1) 35 hrs<br>@\$22.27/hr and<br>(1) 30 hrs @<br>\$17.64/hr |                                | Treas/Coll combined.<br>2 Ofc staff (1) 30hrs<br>\$15.20/hr (1) 31 hrs<br>\$15.03/hr. Town<br>Clerk has (1) staff<br>@20 hrs \$16.30/hr |
| WARE                     | \$48,000                          | \$67,500                             |                                   | \$71,000                          | \$3,800                       | \$3,100   | \$18-\$28/35 hours             |   |
| WESTHAMPTON              | \$12,180                          | \$14,349                             | \$14,349                          | \$11,400                          | \$2,775                       |   | \$13,838                       |   |
| WILLIAMSBURG             | \$17,404                          | \$19,113                             | \$27,846                          |                                   | 21.44 / 5                     |   | 20.81 / 20                     |   |
| WORTHINGTON              |                                   |                                      |                                   |                                   |                               |   |                                |   |

Range - \$ per hour

WAGE & SALARY SURVEY - Sheet 2

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 3

POPULATION, TAX RATE, TOWN OFFICIALS, AND STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | C.O.A.  | CONSERVATION      | PLANNING BOARD                        | PLANNING                                  | ZONING BOARD             | ZONING BOARD                             | OTHER STAFF/                                    |
|--------------------------|---|-------------------|---------------------------------------|---|--------------------------|--|---|
|                          | DIRECTOR  | DIRECTOR          | MEMBER                                | STAFF                                     | MEMBER                   | OTHER                                    | COMMENTS  |
| TOWN                     | Range/Hrs OR  | Range/Hrs OR      | Range/Hrs OR                          | Range/Hrs OR                              | Range/Hrs OR             | Range/Hrs OR                             |   |
|                          | Annual Rate   | Annual Rate       | Annual Rate                           | Annual Rate                               | Annual Rate              | Annual Rate                              |   |
| AMHERST                  | \$52,000 - \$80,000   |                   |                                       | \$52,000 - \$80,000 Dir.                  |                          |  | \$41,700-\$64,650 Senior Plnr                   |
| BELCHERTOWN              | \$61,805-\$78,897   | \$61,805-\$78,897 |                                       | \$19.93-\$25.44 24hrs                     |                          | Recording Secty<br>\$10.25-\$14.60       |   |
| CHESTERFIELD             | \$8,800/yr  |                   | \$248/yr                              |   |                          |  |   |
| CUMMINGTON               | \$14.00/hr up to 30 mo                                      |                   |                                       |   |                          |  |   |
| EASTHAMPTON              |   |                   |                                       |   |                          |  |   |
| GOSHEN                   |   |                   |                                       |   |                          |  |   |
| GRANBY                   |   |                   |                                       |   |                          |  |   |
| HADLEY                   | \$43,785 to \$59,675 40<br>hrs/wk                           |                   | Chair=\$600<br>Sec=\$500<br>Mbr=\$400 |   | Chair=\$425<br>Mbr=\$385 |  | Inspections Secty \$12.39-<br>\$16.89 20 hrs/wk |
| HATFIELD                 | \$20.31/hr 40 hr/wk   |                   | \$535                                 |   | \$27.00 @ meeting        |  |   |
| HUNTINGTON               |   |                   |                                       |   |                          |  |   |
| MIDDLEFIELD              |   |                   |                                       |   |                          |  |   |
| NORTHAMPTON              | \$39.19/hr 35hrs/wk<br>12 yrs                               |                   | Not paid by City                      | Dir of Plng \$44.71/hr<br>35hrs/wk 17 yrs |                          | GIS Coord. \$30.11/hr<br>35hrs/wk 14 yrs | Planners \$23.00-\$29.75/hr                     |
| PELHAM                   |   |                   |                                       |   |                          |  |   |
| PLAINFIELD               | \$2,000   |                   |                                       |   |                          |  |   |
| SOUTH HADLEY             | \$59,367.62   | \$42,884.40       | \$85,208.76                           |   |                          |  |   |
| S. HADLEY - FIRE DIST. 1 |   |                   |                                       |   |                          |  |   |
| S. HADLEY - FIRE DIST. 2 |   |                   |                                       |   |                          |  |   |
| SOUTHAMPTON              | (1) @ 13 hrs/wk<br>\$18.73; (1) Asst@ 13<br>hrs/wk @\$14.05 |                   |                                       |   |                          |  |   |
| WARE                     | \$47,400  | \$20/10 hours     | \$400                                 | \$66,400                                  | \$400                    |  |   |
| WESTHAMPTON              | \$2,117   |                   |                                       |   |                          |  |   |
| WILLIAMSBURG             | 17.94 / 40  |                   |                                       |   |                          |  |   |
| WORTHINGTON              |   |                   |                                       |   |                          |  |   |

Range - \$ per hour

WAGE & SALARY SURVEY - Sheet 3  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 4

BOARD OF HEALTH AND INSPECTION SERVICES - FY 2014 - HAMPSHIRE COUNTY

|                          | BOARD OF                       | BOARD OF                     | HEALTH                 | BUILDING                          | PLUMBING                   | ELECTRICAL                   | GAS            | DOG OFFICER/                        | OTHER STAFF/                |
|--------------------------|--------------------------------|------------------------------|------------------------|-----------------------------------|----------------------------|------------------------------|----------------|-------------------------------------|-----------------------------|
|                          | HEALTH, CH.                    | HEALTH, OTHER                | INSPECTOR              | INSPECTOR                         | INSPECTOR                  | INSPECTOR                    | INSPECTOR      | ANIMAL CONTROL                      | COMMENTS                    |
| TOWN                     | Range/Hrs OR                   | Range/Hrs OR                 | Range/Hrs OR           | Range/Hrs OR                      | Range/Hrs OR               | Range/Hrs OR                 | Range/Hrs OR   | Range/Hrs OR                        |                             |
|                          | Annual Rate                    | Annual Rate                  | Annual Rate            | Annual Rate                       | Annual Rate                | Annual Rate                  | Annual Rate    | Annual Rate                         |                             |
| AMHERST                  |                                | \$52,000-\$80,000 Dir        | \$41,000-              | \$49,000-\$76,000                 | \$30 per insp.             | \$39,000-                    | \$30 per insp. | \$29,000-\$46,000                   |                             |
| BELCHERTOWN              | \$625                          | \$550                        |                        | \$64,277-\$82,053                 | \$25/insp                  | \$25/insp                    | \$25/insp      | \$19.93-\$25.44 25hrs               |                             |
| CHESTERFIELD             | \$443/yr                       | \$443/yr                     | \$24.17/hr             | \$16,160/yr                       | \$1,800/yr                 | \$1,800/yr                   |                | \$2,525/yr                          |                             |
| CUMMINGTON               | \$700                          | \$400                        |                        | \$8,000                           | Fees                       | Fees                         | Fees           | \$1,800                             |                             |
| EASTHAMPTON              |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| GOSHEN                   |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| GRANBY                   |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| HADLEY                   | \$1,850                        | Sec=\$1,650<br>Mbr=\$1,450   |                        | \$42,131 to \$57,423<br>35 hrs/wk | \$5,740                    | 30/insp.                     | \$3,254        | \$700                               | \$8,372 4<br>hrs/wk         |
| HATFIELD                 | \$4,800                        | \$4,600                      |                        | \$27.39/hr 27 hr/wk               | \$4,840                    | \$4,840                      | *              | \$2,775                             | *plumbing &<br>gas combined |
| HUNTINGTON               |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| MIDDLEFIELD              |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| NORTHAMPTON              | \$33.44/hr<br>35hrs/wk < 2 yrs | \$23.50/hr 35hrs/wk 3<br>yrs |                        | \$22.09/hr 35hrs/wk<br>1 yr       | \$23.50/hr<br>35hrs/wk 6mo | \$26.54/hr<br>35hrs/wk 2 yrs | *              | Not on City payroll                 | *plumbing &<br>gas combined |
| PELHAM                   |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| PLAINFIELD               | \$500                          | \$500 each member            |                        | \$40 hourly                       | \$150 monthly              | \$150 monthly                |                | N/A                                 |                             |
| SOUTH HADLEY             | \$65,790.40                    | \$36,764 clerk               | \$65,790.40            | \$55,824.86                       | \$22,588.80                | \$22,266.40                  | \$22,588.80    | \$10.50/hr                          |                             |
| S. HADLEY - FIRE DIST. 1 |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| S. HADLEY - FIRE DIST. 2 |                                |                              |                        |                                   |                            |                              |                |                                     |                             |
| SOUTHAMPTON              |                                |                              | 30 hrs/wk -<br>\$26551 | 30 hrs/wk \$50,388                | 80% of fees                | 80% of fees                  | 80% of fees    | Animal Cntl-<br>\$250/month stipend |                             |
| WARE                     | \$1,964                        | \$1,964                      | Regional               | \$58,800                          | 80% of fees                | 80% of fees                  | 80% of fees    | \$9,000/year                        |                             |
| WESTHAMPTON              |                                | \$300                        | \$4,960                | \$1,200                           | Fees                       | Fees                         |                |                                     |                             |
| WILLIAMSBURG             | \$1,249.14                     | \$1,249.14                   | -                      | -                                 | -                          | -                            | -              | \$2,040                             |                             |
| WORTHINGTON              |                                |                              |                        |                                   |                            |                              |                |                                     |                             |

Range - \$ per hour

Hrs - # hours worked each week





WAGE & SALARY SURVEY - Sheet 5

**POLICE DEPARTMENT STAFF - FY 2014 - HAMPSHIRE COUNTY**

|                          | POLICE                    | SERGEANTS                   | OFFICERS                    | RESERVE OFFICERS              | DISPATCHER   | CLERK  | OTHER STAFF/  |
|--------------------------|---------------------------|-----------------------------|-----------------------------|-------------------------------|--|--|---|
|                          | CHIEF                     |                             |                             |                               |  |  | COMMENTS  |
| TOWN                     | Range/Hrs OR              | Range/Hrs OR                | Range/Hrs OR                | Range/Hrs OR                  | Range/Hrs OR   | Range/Hrs OR                                 |   |
|                          | Annual Rate               | Annual Rate                 | Annual Rate                 | Annual Rate                   | Annual Rate  | Annual Rate                                  |   |
| AMHERST                  | \$129,000 contract        | \$45,000-\$65,000           | \$38,600-\$55,300           |                               | \$33,400-\$52,269  | \$31,000-\$48,000                            | \$41,400-\$62,000<br>Detective                        |
| BELCHERTOWN              | Contract \$86,465         | \$24.9599-\$31.7405 40hrs   | \$18.0714-\$26.4504 40hrs   |                               | \$13.69-\$19.52 40 hrs                                     |  | PT Ofcrs \$13.4963-\$16.4398                          |
| CHESTERFIELD             | \$18.93/hr                | \$17.64/hr                  | \$15.69/hr                  |                               |  |  |   |
| CUMMINGTON               | \$16.00/hr, hrs vary      | \$15.00/hr, hrs vary        | \$14.00/hr, hrs vary        |                               |  |  |   |
| EASTHAMPTON              |                           |                             |                             |                               |  |  |   |
| GOSHEN                   |                           |                             |                             |                               |  |  |   |
| GRANBY                   |                           |                             |                             |                               |  |  |   |
| HADLEY                   | \$99,078 40 hrs           | \$22.57-\$28.19 40 hrs      | \$17.39-\$21.72 40 hrs      | \$15.00/hr                    | FT=\$14.92-\$19.67<br>PT= \$13.57-\$17.87                  | Admin. Asst.<br>\$14.60-\$19.89 40<br>hrs/wk | Officers PT<br>\$17.39/hr                             |
| HATFIELD                 | \$29.44/hr 40 hr/wk       | \$22.17/hr 40 hr/wk         | \$19.22/hr FT \$16.50/hr PT |                               |  |  |   |
| HUNTINGTON               |                           |                             |                             |                               |  |  |   |
| MIDDLEFIELD              |                           |                             |                             |                               |  |  |   |
| NORTHAMPTON              | \$116,454.05/yr<br>20 yrs | \$26.07-\$32.06/hr 40hrs/wk | \$19.48-\$23.92/hr 40hrs/wk | \$16.14/hr work<br>as needed* | \$16.43-\$20.21/hr<br>40hrs/wk                             | \$19.21/hr<br>40hrs/wk <6mo                  | *Special Police<br>Officers                           |
| PELHAM                   |                           |                             |                             |                               |  |  |   |
| PLAINFIELD               | \$4,000                   |                             | \$15 per hour               |                               |  |  |   |
| SOUTH HADLEY             | \$102,811.02              | 75 hrs biweekly             | 75 hrs biweekly             | varies                        | 80 hrs biweekly  | \$26,117                                     |   |
| S. HADLEY - FIRE DIST. 1 |                           |                             |                             |                               |  |  |   |
| S. HADLEY - FIRE DIST. 2 |                           |                             |                             |                               |  |  |   |
| SOUTHAMPTON              | \$102,568.00              | (1) @\$29.07/(1) @29.17     | (6) f/t - \$21.03-23.93/hr  |                               | (4) f/t @ \$17.22-<br>17.97/hr; (2) p/t<br>@17.19-17.75/hr |  | (1) LT @ \$34.86/hr;<br>(7) p/t @ \$18.52-<br>\$19.02 |
| WARE                     | \$108,700                 | \$28.06-\$39.29/37.5 hours  | \$20.35-\$32.74/37.5 hours  | \$15/hour                     |  | \$20/15 hours                                |   |
| WESTHAMPTON              | \$26,908                  | \$20,000                    | \$8,000                     |                               |  |  |   |
| WILLIAMSBURG             | \$58,250                  | 22.41 / 35                  | 18.81 / 45                  | 17.33 / 45                    | -  | -  |   |
| WORTHINGTON              |                           |                             |                             |                               |  |  |   |

WAGE & SALARY SURVEY - Sheet 5

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Range - \$ per hour

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 6

FIRE DEPARTMENT STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | FIRE                      | ASSISTANT                         | CAPTAIN                         | FIREFIGHTERS                                      | DISPATCHER                       | CLERK                                   | OTHER STAFF/                    |
|--------------------------|---------------------------|-----------------------------------|---------------------------------|---|----------------------------------|---|---------------------------------|
|                          | CHIEF                     | FIRE CHIEF                        |                                 |   |                                  |   | COMMENTS                        |
| TOWN                     | Range/Hrs OR              | Range/Hrs OR                      | Range/Hrs OR                    | Range/Hrs OR                                      | Range/Hrs OR                     | Range/Hrs OR                            |                                 |
|                          | Annual Rate               | Annual Rate                       | Annual Rate                     | Annual Rate                                       | Annual Rate                      | Annual Rate                             |                                 |
| AMHERST                  | \$129,510                 | \$63,000-\$93,800                 | \$50,000-\$73,100               | \$41,500-\$61,000                                 | \$33,428-\$52,269<br>Pub. Safety | \$33,000-\$52,000                       |                                 |
| BELCHERTOWN              | \$80,989-\$103,387        |                                   |                                 | \$24.11-\$30.78 42hrs                             |                                  | \$21.92-\$27.98 30hrs                   | Paramedics \$21.92-\$27.98      |
| CHESTERFIELD             | \$5,353/yr                | \$606/yr                          |                                 |   |                                  |   |                                 |
| CUMMINGTON               |                           |                                   |                                 |   |                                  |   |                                 |
| EASTHAMPTON              |                           |                                   |                                 |   |                                  |   |                                 |
| GOSHEN                   |                           |                                   |                                 |   |                                  |   |                                 |
| GRANBY                   |                           |                                   |                                 |   |                                  |   |                                 |
| HADLEY                   | \$70,000                  |                                   | Lt. \$20.07-\$27.35             | On Call \$15.25/hr                                | See Police<br>Dispatcher         | Adm. Asst. \$14.60-\$19.90 15-19 hrs/wk |                                 |
| HATFIELD                 | \$29.44/hr 40 hr/wk       | \$22.71/hr PT on call             | \$20.60/hr PT on call           | \$16.50/hr PT on call                             |                                  |   |                                 |
| HUNTINGTON               |                           |                                   |                                 |   |                                  |   |                                 |
| MIDDLEFIELD              |                           |                                   |                                 |   |                                  |   |                                 |
| NORTHAMPTON              | \$122,899.62/yr<br>16 yrs | \$40.76/hr 40hrs/wk 7<br>yrs      | \$23.43-\$28.78/hr<br>42 hrs/wk | \$18.65-\$22.89/hr 42 hrs/wk                      | \$16.43-\$20.21/hr<br>40 hrs/wk  | \$19.19/hr 28 hrs/wk 13<br>yrs          |                                 |
| PELHAM                   |                           |                                   |                                 |   |                                  |   |                                 |
| PLAINFIELD               | \$4,193                   |                                   |                                 |   |                                  |   |                                 |
| SOUTH HADLEY             |                           |                                   |                                 |   |                                  |   |                                 |
| S. HADLEY - FIRE DIST. 1 |                           |                                   |                                 |   |                                  |   |                                 |
| S. HADLEY - FIRE DIST. 2 | 40+ / Salary \$96,248     | 42 / \$69,080 FT<br>\$18,472 Call |                                 | 42 / \$31.04-\$24.41 hrly FT<br>\$16.48 hrly Call |                                  |   |                                 |
| SOUTHAMPTON              | \$70,000.00               |                                   |                                 |   |                                  |   | F/F on call, \$15.00-\$27.50/hr |
| WARE                     | \$98,600                  | \$80,000                          | \$50,500                        | \$16.59 - \$25.05/42 hours                        |                                  | \$20/36 hours                           |                                 |
| WESTHAMPTON              | \$10,769                  |                                   |                                 |   |                                  |   |                                 |
| WILLIAMSBURG             | \$20,833                  | \$5,000                           | -                               | 14.01 / 10  | -                                | -                                       |                                 |
| WORTHINGTON              |                           |                                   |                                 |   |                                  |   |                                 |

Range - \$ per hour

WAGE & SALARY SURVEY - Sheet 6

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 7

PUBLIC WORKS STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | DPW DIR./  | HIGHWAY                   | TRUCK                            | EQUIPMENT   | UTILITIES/                  | SEWER                          | ADMIN.   | LANDFILL                   | OTHER STAFF/                                     |
|--------------------------|--|---------------------------|----------------------------------|---|-----------------------------|--------------------------------|--|----------------------------|--|
|                          | ENGINEER   | SUPT.                     | DRIVERS                          | OPERATORS   | WATER SUPT.                 | SUPT.                          | SUPPORT  | ATTENDANT                  | COMMENTS   |
| TOWN                     | Range/Hrs OR   | Range/Hrs OR              | Range/Hrs OR                     | Range/Hrs OR  | Range/Hrs OR                | Range/Hrs OR                   | Range/Hrs OR   | Range/Hrs OR               |  |
|                          | Annual Rate  | Annual Rate               | Annual Rate                      | Annual Rate   | Annual Rate                 | Annual Rate                    | Annual Rate  | Annual Rate                |  |
| AMHERST                  | \$64,193-\$100,000   | \$46,000-\$71,000         | \$31,000-\$44,000                | \$33,000-\$46,400   | \$46,000-\$71,000           | \$46,000-\$71,000              | \$35,600-\$55,920  | \$35,354-\$54,634          | \$48,000-\$74,400 1 civil engineer               |
| BELCHERTOWN              | \$80,989-\$103,387   | \$27.90-\$35.62<br>40hrs  | \$14.95-\$21.27<br>40hrs         | \$16.43-\$23.39<br>40hrs  |                             | \$27.90-\$35.62<br>40hrs       | \$24.11-\$30.78<br>40hrs   | \$12.34-\$17.56 4          | Mechnc \$16.43-\$23.39 / Laborer \$12.34-\$17.56 |
| CHESTERFIELD             |  | \$56,779/yr               | Foreman \$22.11/hr               | Driver \$20.92/hr   |                             |                                |  | \$13.14/hr                 |  |
| CUMMINGTON               |  | \$45,072.80               | 1. \$40,866.08<br>2. \$39,482.00 |   | \$10,500                    |                                |  | \$11.00/hr*<br>\$10.00/hr* | *28 hrs/mth each                                 |
| EASTHAMPTON              |  |                           |                                  |   |                             |                                |  |                            |  |
| GOSHEN                   |  |                           |                                  |   |                             |                                |  |                            |  |
| GRANBY                   |  |                           |                                  |   |                             |                                |  |                            |  |
| HADLEY                   | \$85,457   | \$52,910 to \$72,120      | \$14.77-\$19.48                  | Water or Sewer \$16.26-\$21.42                                      | \$52,910 to \$72,120        | Water or Sewer \$22.87-\$30.12 | \$14.60-\$19.90 24 to 37.5 hrs/wk  |                            | Asst. Chief of Oper \$20.31-\$26.77              |
| HATFIELD                 | \$39.64/hr 40 hr/wk  |                           | \$20.64/hr 40 hr/wk              | \$24.75/hr 40 hr/wk   | \$29.69/hr 40 hr/wk         | \$29.69/hr 40 hr/wk            |  | \$16.56/hr 40 hr/wk        |  |
| HUNTINGTON               |  |                           |                                  |   |                             |                                |  |                            |  |
| MIDDLEFIELD              |  |                           |                                  |   |                             |                                |  |                            |  |
| NORTHAMPTON              | Dir. \$57.28/hr 35hrs/wk 8yrs<br>Eng. \$51.92/hr 35hrs/wk 8yrs | \$32.65/hr 40hrs/wk 4 yrs |                                  | MEO \$13.06-\$16.53/hr 40hrs/wk<br>HMEO \$13.95-\$17.66/hr 40hrs/wk | \$30.61/hr 40hrs/wk < 2 yrs | \$32.84/hr 40hrs/wk 2yrs       | 37.5hrs/wk 10yrs<br><u>Fin.Admin</u><br>\$39.13/hr 35hrs/wk 18yrs<br><u>Prin.Acct.Clrks</u><br>\$14.83-\$19.19/hr 37.5hrs/wk | \$10.75/hr work as needed  | SMEO \$14.91-\$18.87/hr 40hrs/wk                 |
| PELHAM                   |  |                           |                                  |   |                             |                                |  |                            |  |
| PLAINFIELD               |  | \$43,680                  | \$34,320 - \$40,393              |   |                             |                                |  | \$12.59 hourly             |  |
| SOUTH HADLEY             | \$73,440.12  | \$95,870.32               | 80 hrs biweekly                  | 80 hrs biweekly   |                             |                                |  |                            |  |
| S. HADLEY - FIRE DIST. 1 |  |                           |                                  |   |                             |                                |  |                            |  |
| S. HADLEY - FIRE DIST. 2 |  |                           |                                  |   | 40 / \$77,145               |                                | AA 40 / \$43,828   |                            | water oper. 40/ \$39,162-\$57,542                |
| SOUTHAMPTON              |  | \$68,500                  |                                  |   | \$69,576                    |                                |  |                            | 9 F/T driver/ laborers - hrly rate 16.85-29.13   |
| WARE                     | \$88,000   | \$70,000                  | \$15.92-\$21.56/40 hours         | \$16.92 - \$22.56/40 hours  | \$65,000                    | \$60,000                       | \$19.00 for 35 hours   |                            |  |
| WESTHAMPTON              |  | \$59,590                  |                                  | \$45,511  |                             |                                |  | \$12,000                   |  |
| WILLIAMSBURG             | \$57,370   | 20.59 / 80                | 20.59 / 80                       | 20.59 / 80  | 20.59 / 20                  | 16.78 / 35                     | -  | 10.01                      |  |

WAGE & SALARY SURVEY - Sheet 7

|             |  |  |  |  |  |  |  |  |  |
|-------------|--|--|--|--|--|--|--|--|--|
| WORTHINGTON |  |  |  |  |  |  |  |  |  |
|-------------|--|--|--|--|--|--|--|--|--|

Range - \$ per hour

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 8

MISCELLANEOUS SERVICES AND STAFF - FY 2014 - HAMPSHIRE COUNTY

|                          | VETERAN'S                  | HOUSING AUTHORITY | RECREATION                        | LIBRARY DIRECTOR                        | ASST. LIBRARY DIR.                      | LIBRARY CLERK                           | OTHER STAFF/                       |
|--------------------------|----------------------------|-------------------|-----------------------------------|---|---|---|------------------------------------|
|                          | SERVICES DIRECTOR          | DIRECTOR          | DIRECTOR                          |   |   |   | COMMENTS                           |
| TOWN                     | Range/Hrs OR               | Range/Hrs OR      | Range/Hrs OR                      | Range/Hrs OR                            | Range/Hrs OR                            | Range/Hrs OR                            |                                    |
|                          | Annual Rate                | Annual Rate       | Annual Rate                       | Annual Rate                             | Annual Rate                             | Annual Rate                             |                                    |
| AMHERST                  | shared w/Northampton       |                   | \$52,000-\$80,700                 | \$58,500-\$91,000                       |   | \$25,000-\$40,000                       | \$41,700-\$64,650<br>librarian     |
| BELCHERTOWN              | \$54,451-\$69,509          |                   | \$61,805-\$78,897                 | Contract \$64,141                       | \$25.08-\$32.01 40hrs                   | \$19.93-\$25.44<br>25hrs                |                                    |
| CHESTERFIELD             | \$4,186/yr                 |                   |                                   | \$14,000/yr                             |   |   |                                    |
| CUMMINGTON               |                            |                   |                                   |   |   |   |                                    |
| EASTHAMPTON              |                            |                   |                                   |   |   |   |                                    |
| GOSHEN                   |                            |                   |                                   |   |   |   |                                    |
| GRANBY                   |                            |                   |                                   |   |   |   |                                    |
| HADLEY                   |                            |                   | \$24,860 to<br>\$33,878 25 hrs/wk | \$42,131 to \$57,423 40<br>hrs/wk       | \$20.97-\$28.58 30<br>hrs/wk            | \$14.60-\$19.90<br>varies               | COA Clerical<br>\$11.58-\$15.78    |
| HATFIELD                 | \$1,586                    | paid by state     |                                   | \$25.36/hr 24 hr/wk                     | \$19.50/hr 15 hr/wk                     | \$12.07/hr 15 hr/wk                     |                                    |
| HUNTINGTON               |                            |                   |                                   |   |   |   |                                    |
| MIDDLEFIELD              |                            |                   |                                   |   |   |   |                                    |
| NORTHAMPTON              | \$31.78/hr 40hrs/wk 10 yrs | Not part of City  | \$34.56/hr<br>35hrs/wk 11 yrs     | 2 libraries, neither on<br>City payroll | 2 libraries, neither on<br>City payroll | 2 libraries, neither<br>on City payroll |                                    |
| PELHAM                   |                            |                   |                                   |   |   |   |                                    |
| PLAINFIELD               |                            |                   |                                   | \$13.87 hourly                          |   |   |                                    |
| SOUTH HADLEY             |                            |                   | \$55,984.76                       | \$64,416.04                             |   | \$26,117                                |                                    |
| S. HADLEY - FIRE DIST. 1 |                            |                   |                                   |   |   |   |                                    |
| S. HADLEY - FIRE DIST. 2 |                            |                   |                                   |   |   |   |                                    |
| SOUTHAMPTON              | \$7,604./yr                |                   |                                   | \$36,740/ 33 hrs/wk                     |   |   | Library - 7 p/t<br>\$8.84-17.88/hr |
| WARE                     | \$8,000/year               | Not Town          | \$49,500                          | Not Town                                |   |   |                                    |
| WESTHAMPTON              | \$1,615                    |                   |                                   | \$45,000                                | \$12,000                                |   |                                    |
| WILLIAMSBURG             | -                          | -                 | -                                 | \$39,342                                | 15.77 / 70                              | 10.93 / 35                              |                                    |
| WORTHINGTON              |                            |                   |                                   |   |   |   |                                    |

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 9  
**HEALTH INSURANCE - FY 2014 - HAMPSHIRE COUNTY**

| TOWN                     | EMPLOYER CONTRIBUTION (%) |     | EMPLOYER CONTRIBUTION (%) FOR RETIREES |     | OTHER STAFF/<br>COMMENTS |
|--------------------------|---------------------------|-----|--|-----|--------------------------|
|                          | HMO                       | PPO | HMO                                    | PPO |                          |
| AMHERST                  | 80%                       | 75% | 80%                                    | 75% |                          |
| BELCHERTOWN              | 75%                       | 75% | 50%                                    | 50% |                          |
| CHESTERFIELD             | 55%                       | 55% | 50%                                    | 50% |                          |
| CUMMINGTON               | 70%                       | 70% | 0%                                     | 0%  |                          |
| EASTHAMPTON              |                           |     |  |     |                          |
| GOSHEN                   |                           |     |  |     |                          |
| GRANBY                   |                           |     |  |     |                          |
| HADLEY                   | 65%                       | 65% | 50%                                    | 50% |                          |
| HATFIELD                 | 50%                       | 50% | 50%                                    | 50% |                          |
| HUNTINGTON               |                           |     |  |     |                          |
| MIDDLEFIELD              |                           |     |  |     |                          |
| NORTHAMPTON              | 80%                       | 50% | 80%                                    | 50% |                          |
| PELHAM                   |                           |     |  |     |                          |
| PLAINFIELD               | 75%                       |     |  |     |                          |
| SOUTH HADLEY             | Single 75% Fam 70%        | 60% | 74%                                    | 55% | Medex 55%                |
| S. HADLEY - FIRE DIST. 1 |                           |     |  |     |                          |
| S. HADLEY - FIRE DIST. 2 | 75%                       | 75% | 75%                                    |     |                          |
| SOUTHAMPTON              | 70%                       | 70% | 50%                                    | 50% |                          |
| WARE                     | 80%                       | 75% | 50%                                    | 50% |                          |
| WESTHAMPTON              | 75%                       | 75% | 50%                                    | 50% |                          |
| WILLIAMSBURG             | 70%                       | 70% | 50%                                    | 50% |                          |
| WORTHINGTON              |                           |     |  |     |                          |