



# ACCOUNTANT

## Wage Information

## Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield *	Y	\$17,793		8		N	N	N	N	N		N		N	N
Barnardston *	Y	26,240		12	2008	N	N	N	N	N		N		N	
Buckland *	Y	15,600		12	8/05	N	N	N	N	N		N		N	N
Charlemont - Accountant	Y	7,200		8	8/06	N	N	N	N	N		N		N	N
Charlemont - Asst. Accountant	Y	3,600		8	8/12/08	N	N	N	N	N		N		N	N
Colrain	N	11,858		12 +/-	5/01	N	N	N	N	N		N		Y	N
Conway	Y	13,000			03/07	N	N	N	N	N		N		N	N
Deerfield	N	25,899	\$27.67	19	12/8/03	Y	Y	Y	N	N	65%	Y	50%	Y	Y
Erving	N	19,650		12	2004	N	N	N	N	N		N		Y	N
Gill *	Y	18,793				N	N	N	N	N		N		N	N
Greenfield	N	66,294		37.5	1/7/85	Y	Y	Y	Y	Y	90%	Y	90%	Y	Y
Hawley	N/A														
Heath - Accountant	Y	11,226		8-12	11/04	N	N	N	N	N		N		N	N
Heath - Asst. Accountant		298	\$11.65												
Leverett - Accountant	N	24,632	\$19.74	24	2004	Y	Y	Y		Y	75%	Y	50%	Y	N
Leverett - Acct. Clerk **	N		\$11.38	6	2004	Y	Y	Y		Y	75%	Y	50%	Y	N
Leyden	N	6,407		5	2004	N	N	N	N	N		N		N	N
Monroe	N/A	See Treasurer - Shared Position													
Montague	N	61,150		35	9/13/99	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y
New Salem *	Y			8	2005	N	N	N	N	N		N		N	N
Northfield	N	23,219		20	11/89	Y	Y	Y	N	Y	75%	Y	50%	Y	
Orange	N	45,681		40	2001	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y
Orange - Clerk	N		\$11.44	4	1998	Y	Y	N	N	Y	75%	Y	75%	Y	Y
Rowe	Combined with Town Coordinator Position														
Shelburne - Fiscal Officer	Y	14,400		8		N	N	N	N	N		N		N	N
Shutesbury	N	12,880		15		N	N	N	Y	N		N		Y	1000 Cert
Sunderland *	Y														
Warwick	N	11,185		8	2007	N	N	N	N	N		N		N	N
Wendell *	Y			8	2005	N	N	N	N	N		N		N	N
Whately *	Y	15,008		8	2005	N	N	N	N	N					

\* Contracted through the FRCOG.

\*\* Leverett - Accounting Clerk is also Highway Department Clerk and therefore eligible for benefits.

# ANIMAL CONTROL

	Animal Control Officer					Dog Officer					Animal Inspector				
	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement
Ashfield	A	\$1,700		N	N						A	\$350		N	N
Bernardston *	A	\$8.00/hr	varies	N	N	A		varies	N	N	A		varies	N	N
Buckland	A						2,600				A	600		N	N
Charlemont	A	518	varies	N	N						A	568	varies	N	N
Colrain						A			N	N	A	318		N	N
Conway	A	600		N	N	A			N	N	A	526		N	N
Deerfield **											A	1,500	varies	N	N
Erving	A	Police	as needed	N	N	A	Police	varies	N	N	A	0		N	N
Gill	A	8	as needed	N	N						A	767	varies	N	N
Greenfield	A		37.5	Y	Y										
Hawley						A	100	varies	N	N	A	100	varies	N	N
Heath						E	500	varies	N	N	A	500	varies	N	N
Leverett						A	1,002	varies	N	N	A	100		N	N
Leyden	A	Police	varies	N	N						A	100	varies	N	N
Monroe	A										A	50	N/A		
Montague	Position no longer funded in budget.											1,339	varies	N	N
New Salem						A	920	varies	N	N	A	180			
Northfield						A	2,941		N	N	A	2,250		N	N
Orange						A	6,425		N	N	A	650		N	N
Rowe						A	618		N	N	A	515		N	N
Shelburne	A	3,000	as needed	N	N						A	500		N	N
Shutesbury	A	2,390				A	2,122		N	Y					
Sunderland	A	1,200	as needed	N	N						A	100	as needed	N	N
Warwick***	A	1,500	as needed	N	N										
Wendell	A	800	3	N	N						A	215		N	N
Whately	A	1,828		N	N						A	314		N	N

\* Bernardston - Now a shared position with 2 part-timers. One works days the other works nights.

Day: Animal Control Officer performs function of all 3 departments. Evening: \$2,000: Animal Control Officer performs duties of Dog Officer.

\*\* Deerfield - Actively looking for an Animal Control Officer.

\*\*\* Warwick - All 3 positions are shared by the same person.

# ASSESSORS

## Wage Information

## Benefits Eligibility (Y/N)

	<i>Elected/Appointed</i>	<i># of Members on Board</i>	<i>Annual Salary Chair</i>	<i>Annual Salary Members</i>	<i>Hours per week</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Insurance Eligible</i>	<i>Percent Town Pays</i>	<i>Retiree Health Insurance</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>	<i>Union Y/N</i>
Ashfield	E	3	\$1,500	\$1,250	varies	N	N	N	N	N		N		N		N
Bernardston	E	3	1,050	1,000												
Buckland	E	3	1,500	1,200		N	N	N	N	N		N		N		N
Charlemont	E	3	1,640	1,372	varies	N	N	N	N	N		N		N	N	N
Colrain	E	3	2,604	2,604		N	N	N	N	Y	75%	Y	50%	Y	N	N
Conway	E	3	1,200	1,200	2	N	N	N	N	**		**		Y	N	N
Deerfield	E	3	1,700	1,500	varies	N	N	N	N	N	65%	Y	50%	N	N	N
Erving	E	3	3,242	3,086	varies	N	N	N	N	N		N		Y	N	N
Gill	E	3	2,868	2,606		N	N	N	N	N		N		Y	Y	N
Greenfield	E	3	3,000	2,400		N	N	N	N	Y	90%	Y		Y	N	N
Hawley	E	3	1,300	1,100	varies	N	N	N	N	N		N			N	N
Heath	E	3	2,500	2,000	2-4	N	N	N	N	N		N		N	N	N
Leverett	E	3	1,000	950		N	N	N	N	N		N		Y*	N	N
Leyden	E	3	2,400	2,000		N	N	N	N	N		N				N
Monroe	E	3	910	649		N	N	N	N							
Montague	E	3	1,000	1,000	2-4	N	N	N	N	N		N		Y	N	N
New Salem	E	3	1,545	1,288	4	N	N	N	N	N		N		N	N	N
Northfield	E	3	0	0		N	N	N	N	N		N		N	N	N
Orange	E	3	1,000	1,000	3-5	N	N	N	N	N		N		N	N	N
Rowe	E	3	1,700	1,700	varies	N	N	N	N	N		N		Y*	N	N
Shelburne	E	3	2,253	1,906		N	N	N	N	N		N		Y	N/A	N
Shutesbury	A	3	1,613	1,613		N	N	N	N	N		Y	50%	Y	N	N
Sunderland	E	3	3,269	3,269		N	N	N	N	N		Y	55%	Y	N/A	N
Warwick	E	3	500	500	0.5	N	N	N	N	N		N		Y	N	N
Wendell	E	3	2,000	2,000	2	N	N	N	N	N		N		N		N
Whately	E	3	1,571	1,525		N	N	N	N	N		N		Y		N

\*\* Conway - If the employees works more than 20 hours a week they are entitled to Health Insurance.

\* Elected officials may join the retirement system if they wish.

**ASSESSORS STAFF**

	Title	Wage Information						Benefits Eligibility (Y/N)										
		Elected/Appointed	Annual Salary	Hourly Rate	Hours Per Week	Date Of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N	
Ashfield	Admin. Assistant	A		\$12.75	19	6/08	N	N	N	N	N	N		N		N	N	N
Bernardston	Assistant Assessor	A	27,682		30	6/03	Y	Y	Y		Y	75%		Y		Y		N
Buckland	Admin. Assistant	A		\$16.49	20	7/08	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	Y	N
Charlemont	Assessor Clerk	A	20,000		27	2008	Y	Y	Y	N	Y	85%	Y	50%	Y	N	N	
Colrain	Assessor Clerk	A		\$15.45	20	6/03	Y	Y	Y	N	Y	80%	Y	50%	Y	N	N	
Conway	Assessor Clerk	A		\$10.61	12		N	N	N	N	N		N		Y	N	N	
Conway	Admin. Assistant			\$15.45	25	2003	N	N	N	N	Y	70%	Y		Y	N	N	
Deerfield	Assessor Clerk	A	36,509	\$19.74	35	6/16/98	Y	Y	Y	N	Y	65%	Y	50%	Y	Y	N	
Erving	Assistant Assessor	A	23,000	\$17.76	22.5	1/99	Y	Y	Y	Y	Y	86%	Y	79%	Y	N	N	
Gill	Assessor Clerk	A	15,446	\$14.85	20	7/05	Y	Y	Y	Y	Y	75%	N		Y	Y	N	
Greenfield	Administrative Asst.	A	34,249		37.5	1/26/98	Y	Y	Y	N	Y	90%	Y	90%	Y	Y	Y	
Hawley	Administrative Asst.	A		\$17.91	11	1/02	Y	Y	N	N	Y	75%	N		Y	N	N	
Heath	Assessor Clerk	A		\$12.00	8	7/06	N	N	N	N	N		N		N	N	N	
Leverett	Admin. Assessor	A	25,099	\$19.39	20	10/1/99	Y	Y	Y	N	Y	75%	Y	50%	Y	N	N	
Leyden	Assessor Clerk	A	4,750		6		N	N	N	N	N						N	
Monroe	N/A																	
Montague	Dir. of Assessing	A	57,374		35+	3/04	Y	Y	Y	Y	Y	90%	Y	80%	Y	Y	Y	
Montague	Sr. Admin. Clerk	A	32,131		35	11/7/00	Y	Y	Y	Y	Y	90%	Y	80%	Y	Y	Y	
Montague	Assessor Clerk	A	25,093		35	7/05	Y	Y	Y	Y	Y	90%	Y	80%	Y	Y	Y	
New Salem	Assessor Clerk	A		\$18.05	12	2005	N	N	N	N	N							
Northfield	Assessor Clerk	A	32,290		36	1995	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N	
Northfield	Assistant Assessor	A		\$15.43	varies	6/05	N	N	N	N	N		N		N	N	N	
Orange	Clerk	A		\$14.84	37.5	2002	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	N	
Rowe	Assessor Clerk *	A		\$16.00	15	7/5/96	Y	Y	Y	Y	Y	85%	Y	85%	Y		N	
Shelburne	Assistant Assessor	A	19,458	\$19.16	20		Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N	
Shutesbury	Admin. Assessor	A	16,182		20	4/01	Y	Y	Y	Y	N		N		Y	N	N	
Shutesbury	Assessor Clerk	A	15,253	\$12.01	15	8/14/01	N	N	N	Y	N		N		Y	1000 Cert	N	
Sunderland		A	19,675		19		N	N	N	N	N		N		Y		N	
Warwick	Clerk	A		\$13.79	10	2002	N	N	N	N	N		N		N	N	N	
Wendell	Assistant Assessor	A		\$18.57	10	2006	N	N	N	N	N		N		N	N	N	
Wendell	Assistant Clerk	A		\$12.01	20	2005	Y	Y	N	N	N	75%	Y	50%	Y	N	N	
Whately	Assistant Assessor	A		\$16.39	20		Y	Y	Y	N	Y	80%	Y	50%	Y		N	

\* Also assistant to Town Coordinator/Accountant for 10 hours/week at \$16.00 an hour.

# BOARD OF HEALTH

## Wage Information

	<i>Elected/Appointed</i>	<i># of Members on Board</i>	<i>District</i>	<i>Annual Salary Chair</i>	<i>Annual Salary Members</i>	<i>Benefits</i>	<i>Health Ins. Eligible</i>	<i>Retirement System</i>	<i>Other Benefits</i>	<i>Solid Waste</i>
Ashfield	E	3	Foot Hills Health Dist.	\$450	\$450	Paid by District				
Bernardston	E	3	N	1,200	1,000	Fees	Y	Y	Fees	
Buckland	E	3	N	550	400					N
Charlemont	E	5	N	630	630	N	N	N	N	N
Colrain	A	5	N	0	0	N				
Conway	E	5		1,132	877	N	N	Y	Fees	
Deerfield	Select Board is Board of Health									
Erving	E	3	Eastern Franklin	787	787	N	N	N	N	N
Gill	E	3	N	2,614	2,376	N	N	Y (1)	DC	Y
Greenfield	A	3	N			N	N	N	N	
Hawley	Select Board is Board of Health									N
Heath	A	5		844	422	N	N	N	N	
Leverett	E	5	N	400	200	N	N	Y*	N	N
Leyden	E	3	N	200	150	N	Y	Y	N	Y
Monroe				257	257					
Montague	E	3	N	1,000	1,000			Y		N
New Salem	E	3		585	585		N	N	N	Y
Northfield	E	5	Eastern Franklin	0	0		N	N		
Orange	E	3		100		N	N	N	N	N
Rowe	E	3		1,545	1,545	N	N	N	Perc Test & Insp. Fees	Y
Shelburne	A	3		797	797	N	N	N	Perc Test Fees	Inspection Fees
Shutesbury	E	5	Eastern Franklin	0	0	N	N	N		N
Sunderland	E	3	N	0	0		N	N		N
Warwick	E	3		500	500	N	N	N	N	
Wendell	E	3		1,300	1,150	N	N	N	N	**
Whately	E	3	Foothills	747	618		N	Y		

\*\* Wendell - Highway Department and Road Commissioners oversee Solid Waste.

# BOARD OF HEALTH STAFF

	Title	Wage Information					Benefits Eligibility (Y/N)										
		Elected/Appointed	Annual Salary	Hourly Rate	Hours Per Week	Date Of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	Health Agent *	A	\$16,306														
Bernardston		A		\$12.50	varies	2005	N	N	N	N	N		N		N	N	N
Buckland	**		6,996														
Charlemont	Secretary *****	A			varies	2004	Y	Y	Y	N	Y	85%	N	50%	Y	N	N
Colrain	See Municipal/Town Clerk Page																
Conway	Clerk	A		\$13.11	12	1979	N	N	N	N	N		N		Y	N	N
Deerfield	Health Agent	A	22,583		20+	2001	Y	Y	Y		Y	65%	Y	50%	Y	Y	N
Deerfield	Administrative Asst. Shared with Inspections Dept.																
Erving	Health Agent *	A	15,151		varies		N	N	N	N	N		N		N	N	N
Gill	**		5,250														
Greenfield	Health Dir./Agent	A	58,572		37.5	3/05	Y	Y	Y	Y	Y	90%	Y	90%	Y	Y	Y
Hawley	Select Board																
Heath	Clerk			\$12.00	4.5												
Leverett	Health Agent	A		\$32.05	varies	9/05	N	N	N	N	N		N		N		N
Leverett	Clerk	A		\$10.70	varies		N	N	N	N	N		N		N		N
Leyden	*****				varies												
Monroe	N/A																
Montague	Health Director	A	58,775		35+	4/18/00	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y	Y
Montague	Clerk	A		\$13.60	17.5	1/2/07	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y	Y
New Salem	Clerk			\$11.39	3												
Northfield	Clerk			\$13.84		4/06	N	N	N	N	N		N		N	N	N
Orange	Clerk	A		\$13.85	30+10		Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	N
Rowe	Clerk	A		\$12.00	5		N	N	N	N	N		N		N	N	N
Shelburne																	
Shutesbury	Clerk ***	A		\$14.59		5/03	N	N	N	N	N		N		N	N	N
Sunderland	Clerk	A	1,497	\$14.41													
Warwick	Clerk			\$13.34	5		N	N	N	N	N		N		N	N	N
Wendell	Clerk			\$11.67	2		N	N	N	N	N		N		N	N	N
Whately	Agent - Shared		11,767														

\* Represents each town's portion of the total salary paid by the District.

\*\* Annual assessment for Health Agent services with the FRCOG plus \$1,248 for clerical support.

\*\*\* Shares Health Agent.

\*\*\*\*\* Included in Executive Secretary to town boards.

# CUSTODIAN

	Wage Information					Benefits Eligibility (Y/N)							
	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield		\$11.43	4	2005	N	N	N	N		N		N	N
Bernardston	N/A	\$10.51	10	2006	N	N	N	N					
Buckland	\$3,000		4		N	N	N	N		N		N	N
Charlemont		\$12.99	varies	2007	N	N	N	N		N		N	N
Colrain		\$10.46	5	4/02	N	N	N	N		N		N	N
Conway		\$12.02	17		N	N	N	N		N		N	N
Deerfield	N/A												
Erving & Facilities Maintenance		\$16.42	40	7/03	Y	Y	Y	Y	86%	Y	79%	Y	N
Gill		\$11.82	3		N	N	N	N		N		N	N
Greenfield	31,824	\$13.30	40	1/05/09	Y	Y	Y	Y	90%	Y	90%	Y	Y
Hawley	N/A												
Heath		\$10.65	10	2/05	N	N	N	N		N		N	N
Leverett	14,174	\$14.92	19		N	N	N	N		N		N	N
Leyden	1,200		varies		N	N	N	N		N		N	N
Monroe													
Montague		\$14.16	40	5/80	Y	Y	Y	Y	85%	Y	80%	Y	Y
New Salem		\$11.14	7	2007	N	N	N	N		N		N	N
Northfield		\$12.31	15	6/05	N	N	N	N		N		N	N
Orange	N/A												
Rowe		\$14.27	Up to 15	5/27/2007	N	N	N	N		N		N	N
Shelburne	No longer have position												
Shutesbury		\$11.43	10	3/28/00	N	N	N	N		N		Y	N
Sunderland	Position Cut FY 09												
Warwick	2,685		6		N	N	N	N		N		Y	N
Wendell		\$12.02	19	2007	N	N	N	N		N		N	N
Whately	Part of Highway Dept.	\$15.13	2-3	1999	N	N	N	N		N		Y	N

# EMERGENCY MANAGEMENT DIRECTOR

## Wage Information

## Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield		\$3,900			5/1/2008	N	N	N	N	N	N	N	N	N	N
Bernardston		5,075													
Buckland	No	700			Appointed yearly					N		N		N	
Charlemont	Non paid position														
Colrain	Receives Stipend from Entergy (Vt. Yankee)														
Conway		5,000													
Deerfield	Under the Select Board														
Erving - Fire Department	N	660		varies	2/03	N	N	N	N	N	N	N	N	Y	N
Gill	Under Fire	2,500		varies	12/05	N	N	N	N	N	N	N	N	Y	N
Greenfield	Under the Fire Department														
Hawley		1,000		varies		N	N	N	N	N	N	N	N	N	N
Heath	N	1,000		varies		Select Board Supervises			No benefits						
Leverett	Emerg. Planning Assist.		11.63	2	7/06	N	N	N	N	N	N	N	N		N
Leyden *	N	1,603		varies		N	N	N	N	N		N		N	N
Monroe	N			3	11/98	N	N	N	N	Y	80%	N		Y	N
Montague		5,490				N	N	N	N	N		N		N	N
New Salem	Under the Fire Department			No pay											
Northfield	Appointed - No Pay														
Orange	1,000	Comes under the Police Department													
Rowe	See Fire Chief, Part of His Duties														
Shelburne		250		As needed											
Shutesbury	Paid			Comes under the Fire Department											
Sunderland	N/A														
Warwick	Volunteers														
Wendell	Under the Fire Department			No pay											
Whately	Under the Select Board			No pay											

\* Part of Police Chief Responsibilities.

**TOWN OF ASHFIELD**

**Other Firefighters/Professional Staff**

<b>Fire Department</b>	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineer (3)	Firefighters (15)
Annual Salary if paid by salary	\$2,550.00					
Hourly Rate if paid hourly		\$9.69	\$9.69	\$9.69	\$9.69	\$9.69
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other						
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

Volunteer "On Call" Department in addition to 4 Auxiliary Firemen and 3 Junior Firefighters

**TOWN OF BERNARDSTON**

**Other Firefighters/Professional Staff**

<b>Fire Department</b>	Chief	Assistant Chief	Captain	Lieutenant	Firefighters	Clerk
Annual Salary if paid by salary						
Hourly Rate if paid hourly	\$13.00	\$13.00	\$12.00	\$12.00	\$10.00	\$12.00
Hours per Week (average)	10 - 20					
Hourly Rate Other Than Base Pay for Training or Responding to Fire	*					
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	N	N	N	N	N	N
Vacation						
Sick						
Personal						
Longevity						
Other						
Health Insurance Eligible?						
What Percent does Town Pay?						
Retiree Health Insurance Eligible?						
What Percent does Town Pay?						
Retirement System Eligible?						
Other Benefits (ie. Deferred Comp, 401K)						
Union Employees (Y or N)						

\* 8.50 per hour for fire calls and 5.25 per hour for training.  
Clerk \$150.00 Annual Salary with no benefits

**BUCKLAND FIRE DISTRICT**

<b>Fire Department</b>	Chief	All Others
Annual Salary if paid by salary	\$6,000.00	
Hourly Rate if paid hourly		\$7.80
Hours per Week (average)		
Hourly Rate Other Than Base Pay for Training or Responding to Fire		
Date Hire (regular staff)		
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)		

**TOWN OF CHARLEMONT**

<b>Fire Department</b>	Chief	Assistant Chief
Annual Salary if paid by salary	\$6,135.00	\$2,225.00
Hourly Rate if paid hourly	varies	varies
Hours per Week (average)	varies	
Hourly Rate Other Than Base Pay for Training or Responding to Fire		
Date Hire (regular staff)		
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Volunteer - all different rates of pay by fire.

**TOWN OF COLRAIN**

Fire Department	Other Firefighters/Professional Staff				
	Chief	Deputy Chief (2)	Captain	Lieutenant	Firefighters
Annual Salary if paid by salary (Stipends, No Benefits)	\$1,260.00	\$563.00	\$462.00	\$371.00	
Hourly Rate if paid hourly					\$11.88
Hours per Week (average)	On Call	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation					
Sick					
Personal					
Longevity					
Other					
Health Insurance Eligible?					
What Percent does Town Pay?					
Retiree Health Insurance Eligible?					
What Percent does Town Pay?					
Retirement System Eligible?					
Other Benefits (ie. Deferred Comp, 401K)					
Union Employees (Y or N)					

**TOWN OF CONWAY**

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$4,752.00	
Hourly Rate if paid hourly		\$8.83
Hours per Week (average)		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N
Date Hire (regular staff)	N	N
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Clerk at \$12.73/hour.

**TOWN OF DEERFIELD**

**Old Deerfield Fire District**

**Other Firefighters/Professional Staff**

	Chief	Deputy Chief	Lieutenant (2)	Captain	Call Firefighters (20)
Annual Salary if paid by salary *	\$2,000.00	\$600.00	\$200.00	\$400.00	\$10.00 to \$13.80
Hourly Rate if paid hourly *			\$12.00	\$12.00	
Hours per Week (average)	On Call	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):	N				
Vacation	N				
Sick	N				
Personal	N				
Longevity	N				
Other	N				
Health Insurance Eligible?	N				
What Percent does Town Pay?					
Retiree Health Insurance Eligible?					
What Percent does Town Pay?					
Retirement System Eligible?					4 Firemen **
Other Benefits (ie. Deferred Comp, 401K)		Y	Y	Y	Y
Union Employees (Y or N)		N	N	N	N

\* Fire Chief and full time fireman same person.

\*\* 3 Firemen get paid through the town for a position they hold there. 1 Fireman gets paid from the Town of Whately for a position held there.

**TOWN OF DEERFIELD**

**South Deerfield Fire District**

**Other Firefighters/Professional Staff**

	Chief	* Full Time Fireman	Deputy Chief	Lieutenant (2)	Captain (2)	Call Firefighters (20)
Annual Salary if paid by salary *	\$10,920.00	\$40,725.00	\$1,600.00			
Hourly Rate if paid hourly *				\$18.00	\$20.00	\$12.50 - \$18.00
Hours per Week (average)	On Call	40	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	N	Y				
Vacation	N	Y				
Sick	N	Y				
Personal	N	Y				
Longevity	N	N				
Other	N	N				
Health Insurance Eligible?	N	Y				
What Percent does Town Pay?		65%				
Retiree Health Insurance Eligible?		N				
What Percent does Town Pay?						
Retirement System Eligible?		Y				4 Firemen **
Other Benefits (ie. Deferred Comp, 401K)		Y	Y	Y	Y	Y
Union Employees (Y or N)		N	N	N	N	N

\* Fire Chief and full time fireman same person.

\*\* 3 Firemen get paid through the town for a position they hold there. 1 Fireman gets paid from the Town of Whately for a position held there.

**TOWN OF ERVING**

<b>Fire Department</b>	Chief	Firefighters
Annual Salary if paid by salary	\$11,500.00	
Hourly Rate if paid hourly		\$13.40
Hours per Week (average)	variable	variable
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Y	Y
Date Hire (regular staff)	2/03	
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

**TOWN OF GILL**

<b>Fire Department (On Call)</b>	<b>Other Firefighters/Professional Staff</b>				
	Chief	Deputy Chief (2) & Captains	Lieutenant (3)	Firefighters	Inspector
Annual Salary if paid by salary	\$11,756.00				\$1,306.00
Hourly Rate if paid hourly		\$17.38	\$14.90	\$11.43 - \$14.30	
Hours per Week (average)					
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N/A	N/A	N/A	N/A	N/A
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	Y	Y	Y	Some	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	*	
Union Employees (Y or N)	N	N	N	N	

\* Some firefighters are under Deferred Comp. not retirement system

**TOWN OF GREENFIELD**

**Other Firefighters/Professional Staff**

<b>Fire Department</b>	Chief	Captain	Deputy Chief (3)	Fire Alarm Prevention	EMT	Officer in Charge
Annual Salary if paid by salary		\$47,620.00	\$55,557.00	\$55,557.00		
Hourly Rate if paid hourly					Basic 3% EMT 1-6% Paramedic 9%	\$3.21
Hours per Week (average)	42	42	42	42	42	42
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	Y	Y	Y	Y	Y	Y
Vacation	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y
Longevity						
Other	Y	Y	Y	Y		
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%	90%	90%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%	90%	90%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	N	Y		

**TOWN OF HAWLEY**

<b>Fire Department</b>	Chief
Annual Salary if paid by salary	\$2,500.00
Hourly Rate if paid hourly	
Hours per Week (average)	
Hourly Rate Other Than Base Pay for Training or Responding to Fire	
Date Hire (regular staff)	
Benefit Eligibility (Y or N):	N
Vacation	
Sick	
Personal	
Longevity	
Other	
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	N
Union Employees (Y or N)	

**TOWN OF HEATH**

**Fire Department**

	Chief	Firefighters (18)
Annual Salary if paid by salary	\$4,266.00	\$6,000.00 Incentive
Hourly Rate if paid hourly		All Volunteer *
Hours per Week (average)		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N
Date Hire (regular staff)	3/96	
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

\* Firemen's Incentive Award is \$6,000 which is one payment issued to firefighters based on participation. \$6,000 budget is divided amongst firefighting staff.

**TOWN OF LEVERETT**

**Fire Department**

**Other Firefighters/Professional Staff**

	Chief	Deputy Chief	Captain (3)	Firefighters
Annual Salary if paid by salary	\$18,071.00	\$3,331.00	\$1,616.00	
Hourly Rate if paid hourly		\$15.27	\$15.27	\$15.27
Hours per Week (average)				
Hourly Rate Other Than Base Pay for Training or Responding to Fire		\$15.27	\$15.27	\$15.27
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N			
Vacation				
Sick				
Personal				
Longevity				
Other				
Health Insurance Eligible?	N			
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N			
What Percent does Town Pay?				
Retirement System Eligible?	N			
Other Benefits (ie. Deferred Comp, 401K)	N			
Union Employees (Y or N)	N	N	N	N

**TOWN OF LEYDEN**

Fire Department	Other Firefighters/Professional Staff			
	Chief	Assistant Chief	Captain	Lientenant
Annual Salary if paid by salary	\$675.00	\$535.00	\$100.00	\$150.00
Hourly Rate if paid hourly				
Hours per Week (average)	5	5	5	5
Hourly Rate Other Than Base Pay for Training or Responding to Fire				
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation	N	N	N	N
Sick	N	N	N	N
Personal	N	N	N	N
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N
Union Employees (Y or N)	N	N	N	N

Clerk at \$7.00/hour.

**TOWN OF MONROE**

Fire Department	Chief
Annual Salary if paid by salary	\$200.00
Hourly Rate if paid hourly	
Hours per Week (average)	
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N
Date Hire (regular staff)	
Benefit Eligibility (Y or N):	N
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	N
Union Employees (Y or N)	N





**TOWN OF NEW SALEM**

**Fire Department**

	Chief	Firefighters
Annual Salary if paid by salary - Stipend	\$2,575/Yr	
Hourly Rate if paid hourly	\$14.33	\$10.31 - \$12.28
Hours per Week (average)	10	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire	same	same
Date Hire (regular staff)	1987	ranges
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

**TOWN OF NORTHFIELD**

**Other Firefighters/Professional Staff**

**Fire Department**

	Chief	Assistant Chief	Firefighters	Captain	Lieutenant
Annual Salary if paid by salary	\$2,466.00	\$502.00		\$251.00	\$126.00
Hourly Rate if paid hourly			\$13.27		
Hours per Week (average)	varies	varies	varies	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$14.90	\$14.20			
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	Y	Y	Some	Y	Y
Other Benefits (ie. Deferred Comp, 401K)					
Union Employees (Y or N)	N	N	N	N	N

**TOWN OF ORANGE**

Fire Department	Other Firefighters/Professional Staff									
	Chief	Deputy Chief	Captain	District Deputy	Lieutenant	Driver	Firefighters	Training Officer	Call Firefighters	EMS Coordinator
Annual Salary if paid by salary	\$68,215.10	\$2,253.55	\$1,098.80	\$1,549.29	\$1,014.09	\$985.93	\$330,653.47	\$2,000.00	\$927.59	\$1,000.00
Hourly Rate if paid hourly										
Hours per Week (average)	50	20	2	10	2		56	6		
Hourly Rate Other Than Base Pay for Training or Responding to Fire										
Date Hire (regular staff)										
Benefit Eligibility (Y or N):										
Vacation	Y	N	N		N		Y	N		
Sick	Y	N	N		N		Y	N		
Personal	Y	N	N		N		Y	N		
Longevity	Y	N	N		N		Y	N		
Other										
Health Insurance Eligible?	Y	N	N		N		Y	N		
What Percent does Town Pay?	75%						75%			
Retiree Health Insurance Eligible?	Y	N	N		N		Y	N		
What Percent does Town Pay?										
Retirement System Eligible?	Y	N	N		N		Y	N		
Other Benefits (ie. Deferred Comp, 401K)	Y	N	N		N		Y	N		
Union Employees (Y or N)	N	N	N		N		Y	Y*		

\* Training Officer is union position but is an additional duty assigned to a firefighter. Not a separate position

**TOWN OF ROWE**

Fire Department	Other Firefighters/Professional Staff					
	Chief	Deputy Chief (2)	Captain (2)	Lieutenant (2)	First Responders (9)	Firefighters (13)
Annual Salary if paid by stipend	\$6,180.00	\$1,030.00	\$1,030.00	\$1,030.00	\$200.00	\$550.00
Hourly Rate if paid hourly						
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other	N	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

**SHELBURNE FALLS FIRE DISTRICT**

Fire Department	Other Firefighters/Professional Staff					Firefighters (15)
	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineer (3)	
Annual Salary if paid by salary *	\$7,200.00					
Hourly Rate if paid hourly *		\$8.00	\$8.00	\$8.00		\$7.50
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff) Administrator	40hrs/wk @ \$31,000 annually					
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N		N
Sick	N	N	N	N		N
Personal	N	N	N	N		N
Longevity	N	N	N	N		N
Other						
Health Insurance Eligible?	N	N	N	N		N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	N	N	N	N		N
What Percent does Town Pay?						
Retirement System Eligible?	Y	Y	Y	Y		Y
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N		N
Union Employees (Y or N)	N	N	N	N		N

\* This is an on call department. Same rate whatever they do. Paid hourly for work done in addition to their salary.

**Shelburne Fire District**

Fire Department	Other Firefighters/Professional Staff						
	Chief	Assistant Chief	Captain	Lieutenant	EMT	Intermediates	All Others
Annual Salary if paid by salary *	\$6,000.00						
Hourly Rate if paid hourly *			\$10.50	\$9.50	\$9.50	\$10.50	\$7.50
Hours per Week (average)							
Hourly Rate Other Than Base Pay for Training or Responding to Fire							
Date Hire (regular staff) Administrator	30hrs/wk @ \$12.00/hr						
Benefit Eligibility (Y or N):							
Vacation	N	N	N	N	N	N	N
Sick	N	N	N	N	N	N	N
Personal	N	N	N	N	N	N	N
Longevity	N	N	N	N	N	N	N
Other							
Health Insurance Eligible?	N	N	N	N	N	N	N
What Percent does Town Pay?							
Retiree Health Insurance Eligible?	N	N	N	N	N	N	N
What Percent does Town Pay?							
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N	N

\* This is an on call department. Same rate whatever they do. Paid hourly for work done in addition to their salary.

**TOWN OF SHUTESBURY**

Fire Department	Other Firefighters/Professional Staff							
	Chief	Fireman	Fireman	Fireman	Fireman	Fireman	Fireman	Fireman
Annual Salary if paid by salary	\$38,242	\$1,002	\$1,002		\$726	\$726	\$726	\$726
Hourly Rate if paid hourly								
Hours per Week (average)	\$13.83	\$13.83	\$13.83	\$13.83	\$13.83	\$13.83	\$13.83	\$13.83
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$14.70	\$14.70	\$14.70	\$14.70	\$14.70	\$14.70	\$14.70	\$14.70
Date Hire (regular staff)								
Benefit Eligibility (Y or N):	Y	N	N	N	N	N	N	N
Vacation	Y	N	N	N	N	N	N	N
Sick	Y	N	N	N	N	N	N	N
Personal	Y	N	N	N	N	N	N	N
Longevity	Y							
Other								
Health Insurance Eligible?	Y	N	N	N	N	N	N	N
What Percent does Town Pay?	75%							
Retiree Health Insurance Eligible?	N	N	N	N	N	N	N	N
What Percent does Town Pay?								
Retirement System Eligible?	Y	Y	Y	Y	Y	Y		Y
Other Benefits (ie. Deferred Comp, 401K)								
Union Employees (Y or N)								
Union Employees (Y or N)	N	N	N	N	N	N	N	N

**TOWN OF SUNDERLAND**

Fire Department	Other Firefighters/Professional Staff				
	Chief	Deputy Chief (2)	Full Time Fireman	Call Fireman	EMT Directors (1)
Annual Salary if paid by salary	\$10,764.00	\$22,514.00			\$2,153.00
Hourly Rate if paid hourly			\$15.14	\$14.07	
Hours per Week (average)					
Hourly Rate Other Than Base Pay for Training or Responding to Fire		*			\$15.14
Date Hire (regular staff)			2/97	7/1 & 1/1	
Benefit Eligibility (Y or N):		N			
Vacation		N	Y	N	N
Sick		N	Y	N	N
Personal		N	Y	N	N
Longevity					
Other					
Health Insurance Eligible?		N	Y	N	N
What Percent does Town Pay?			55%	N	N
Retiree Health Insurance Eligible?			Cobra		
What Percent does Town Pay?			55%		
Retirement System Eligible?	Y	Y	Y		N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp			N
Union Employees (Y or N)			N		

\* After regular hours it is time and a half.

**TOWN OF WARWICK**

**Other Firefighters/Professional Staff**

<b>Fire Department</b>	Chief	Deputy	Captain	Lieutenants (2)
Annual Salary if paid by salary	\$1,000.00	\$500.00	\$250.00	\$200.00
Hourly Rate if paid hourly				
Hours per Week (average)	2			
Hourly Rate Other Than Base Pay for Training or Responding to Fire				
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation	N	N	N	N
Sick	N	N	N	N
Personal	N	N	N	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N

**TOWN OF WENDELL**

<b>Fire Department</b>	Chief	Firefighters
Annual Salary if paid by salary	\$1,500.00	
Hourly Rate if paid hourly		\$13.79
Hours per Week (average)	6	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire		
Date Hire (regular staff)		varies
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

**TOWN OF WHATELY**

<b>Fire Department</b>	<b>Other Firefighters/Professional Staff</b>			
	Chief	EMT Director	Firefighter	EMT's
Annual Salary if paid by salary	\$4,706.88	\$3,177.14		
Hourly Rate if paid hourly			\$11.77	\$11.77
Hours per Week (average)	Variable	Variable	Variable	Variable
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$11.77	\$11.77		
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation				
Sick				
Personal				
Longevity				
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)				
Union Employees (Y or N)	N	N	N	N

**TOWN OF ASHFIELD**

Highway Department	Additional Staff				Tree Warden (is Superintendent)
	Superintendent	Foreman	Mechanic	Equipment Operator Worker	
Number of Employees Holding this Position	1	1	1	3	1
Annual Salary if paid by salary	\$48,807				\$300.00
Hourly Rate if paid hourly		\$16.90	\$20.53	\$16.10 (average of 3)	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	Y	N
Date of Hire					
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	Y	Y	Y	Y	N
Other					
Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50%	50%	N
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp. - Employee pays				
Union Employees (Y or N)	N	N	N	N	N

Including the Superintendent, how many regular full time employees? 5

How many regular part time employees? \*\* 3-4 Seasonal - Plow Snow

Are Sewer lines maintained by the Highway Department or another Department? Sewer Department

**TOWN OF BERNARDSTON**

Highway Department	Additional Staff			
	Superintendent	Laboror	Laboror	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$48,175.00			
Hourly Rate if paid hourly		\$16.45	\$15.42	\$3,000
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?				
Date of Hire	2006	1987	2005	2006
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	N
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?	N	N	N	N
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N	N
Union Employees (Y or N)		N	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? None

**TOWN OF BUCKLAND**

Highway Department	Additional Staff				
	Foreman	Operator Mechanic	Operator Laborer	Operator Laborer	Tree Warden
Number of Employees Holding this Position	1	1	1	2	1
Annual Salary if paid by salary	\$39,824.00	Vacant F08			\$1,200.00
Hourly Rate if paid hourly			\$16.09	\$15.01 & \$14.72	
Hours per Week (average)		40	40	40	
Overtime in Addition to Salary?	Winter Stipend	Y	Y	Y	
Date of Hire	1997	2005	1989	1997&2003	2003
Benefit Eligibility (Y or N):	Y	Y	Y	Y	N
Vacation	Y	Y	Y	Y	
Sick	Y	Y	Y	Y	
Personal	Y	Y	Y	Y	
Longevity					
Other					
Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	N
Union Employees (Y or N)	N	N	N	N	N

Including the Superintendent, how many regular full time employees? 4  
 How many regular part time employees? 0  
 Are Sewer lines maintained by the Highway Department or another Department? Waste Water Treatment Department

**TOWN OF CHARLEMONT**

Highway Department	Additional Staff				
	Superintendent	Foreman	Driver	Driver	Tree Warden
Number of Employees Holding this Position	1	1	1	1	1
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$21.24	\$15.40	\$14.06	\$13.40	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	Y	
Date of Hire	12/97	1996	1998	2002	
Benefit Eligibility (Y or N):	Y	Y	Y	Y	
Vacation	Y	Y	Y	Y	
Sick	Y	Y	Y	Y	
Personal	Y	Y	Y	Y	
Longevity	N	N	N	N	
Other	N	N	N	N	
Health Insurance Eligible?	Y	Y	Y	Y	
What Percent does Town Pay?	85%	85%	85%	85%	
Retiree Health Insurance Eligible?	Y	Y	Y	Y	
What Percent does Town Pay?	50%	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	
Union Employees (Y or N)	N	N	N	N	

Including the Superintendent, how many regular full time employees? 4  
 How many regular part time employees? None  
 Are Sewer lines maintained by the Highway Department or another Department? Sewer District - Charlemont Center

**TOWN OF COLRAIN**

Highway Department	Additional Staff				
	Superintendent	Laborer/ Equipment Operator/ Mechanic	Laborer/ Equipment Operator	Laborer/ Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1	2	1
Annual Salary if paid by salary	\$57,341.00				\$42.00 *
Hourly Rate if paid hourly		\$18.18	\$16.67	\$16.67	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	Y	N
Date of Hire	7/1/77	4/8/1985	9/7/1993	1/14/1988	
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	N	N	N	N	N
Other	N	N	N	N	N
Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	75%	N
Retiree Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay? *	50%	50%	50%	50%	N
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

Including the Superintendent, how many regular full time employees? 4

How many part time employees? 2-3 (Seasonal)

Are Sewer lines maintained by the Highway Department or another Department? No

\* Annual Stipend.

**TOWN OF CONWAY**

Highway Department	Superintendent	Laborer
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$21.94	\$16.15
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity		
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	70%	70%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 4

How many regular part time employees?

Are Sewer lines maintained by the Highway Department or another Department?

**TOWN OF DEERFIELD**

Highway Department	Additional Staff				
	Superintendent	Foreman	Mechanic	Equipment Operator	Tree Warden
Number of Employees Holding this Position	1	1	1	4	1
Annual Salary if paid by salary	\$67,567.00	\$40,152.00	\$45,247.00	\$35,036 - \$39,463	\$1,000.00
Hourly Rate if paid hourly	\$32.36	\$19.23	\$21.67	\$16.78 - \$18.90	
Hours per Week (average)	40	40	40	40	40
Overtime in Addition to Salary?	N	Y	Y	Y	
Date of Hire	6/73	8/03	10/86		
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N	N

Including the Superintendent, how many regular full time employees? 7

How many regular part time employees?

Are Sewer lines maintained by the Highway Department or another Department? Yes

\* Highway Superintendent is also superintendent of Sewers and Landfill. Yes

**TOWN OF ERVING**

Highway Department	Superintendent	Equipment
	Working Foreman	Operator Laborer
Number of Employees Holding this Position	1	2
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$25.24	\$17.47 - \$18.75
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire	5/75	11/85 & 8/86
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	86%	86%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	79%	79%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? Yes

**TOWN OF GILL**

**Additional Staff**

<b>Highway Department</b>	Superintendent	Working Foreman	Operator	Operator Part Time	Tree Warden
Number of Employees Holding this Position		1	1	2	1
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$21.69	\$20.05	\$17.23	varies	
Hours per Week (average)	40	40	40	as needed	
Overtime in Addition to Salary?	Y	Y	Y		
Date of Hire	10/25/2004	8/1980	1/2005	2/1994	
Benefit Eligibility (Y or N):	Y	Y	Y	N	
Vacation	Y	Y	Y	N	
Sick	Y	Y	Y	N	
Personal	Y	Y	Y	N	
Longevity	Y	Y	Y	N	
Other					
Health Insurance Eligible?	Y	Y	Y	N	
What Percent does Town Pay?	75%	75%	75%		
Retiree Health Insurance Eligible?	Y	Y	Y	N	
What Percent does Town Pay?	75%	75%	75%		
Retirement System Eligible?	Y	Y	Y	N	
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp + voluntary				
Union Employees (Y or N)	N	N	N	N	

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 2

Are Sewer lines maintained by the Highway Department or another Department? Yes

Highway Department. Gill has a sewer pump station. Gill sends their solid waste to Town of Montague.

**TOWN OF GREENFIELD**

**Additional Staff**

<b>Highway Department</b>	Director of Public Works	Operations Supervisor	Equipment/ Vehicle Maintenance Supervisor	Public Works Inspector	Clerk
Number of Employees Holding this Position	1	1	1	2	
Annual Salary if paid by salary	\$77,883.00	\$55,749.60	\$44,385.00		\$27,209 - \$34,236
Hourly Rate if paid hourly				\$13.71	
Hours per Week (average)	37.5	37.5	40	40	37.5
Overtime in Addition to Salary?	N	N	N	Y	Y
Date of Hire		5/75		11/85 & 8/86	
Benefit Eligibility (Y or N):	Y	Y	Y	Y	Y
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y
Longevity	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	90% HMO	90% HMO	90% HMO	90% HMO	90% HMO
Retiree Health Insurance Eligible?	Y	Y	Y		Y
What Percent does Town Pay?	90%	90%	90%	90%	90%
Retirement System Eligible?	Y	Y	Y		Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y
Union Employees (Y or N)	Y	Y	Y	N	Y

Including the Superintendent, how many regular full time employees?

How many regular part time employees? N/A

Are Sewer lines maintained by the Highway Department or another Department?

**TOWN OF HAWLEY**

**Additional Staff**

<b>Highway Department</b>	Superintendent	Laborer	Tree Warden
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary			-0-
Hourly Rate if paid hourly	\$20.10	\$15.95	-0-
Hours per Week (average)	40	40	
Overtime in Addition to Salary?	Y	Y	
Date of Hire		9/02	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	
Sick	Y	Y	
Personal			
Longevity			
Other Holiday	Y	Y	
Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	N	N	
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	
Union Employees (Y or N)	N	N	

Including the Superintendent, how many regular full time employees? 2

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? No sewer lines.

All private septic.

**TOWN OF HEATH**

**Additional Staff**

<b>Highway Department</b>	Superintendent	Laborer/Driver	Laborer/Driver	Foreman
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$19.66	\$13.05	\$13.70	\$15.40
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	170 hours	170 hours	170 hours	170 hours
Date of Hire	9/97	5/05	1/98	6/82
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity				
Other				
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	0%	0%	0%	0%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp. - Employee pays			
Union Employees (Y or N)	N	N	N	N

Including the Superintendent, how many regular full time employees? 4

How many regular part time employees? None

Are Sewer lines maintained by the Highway Department or another Department? No sewer lines.

**TOWN OF LEVERETT**

Highway Department	Additional Staff				
	Superintendent	Foreman/ Mechanic	Truck Driver	Truck Driver	Clerk
Number of Employees Holding this Position	1	1	1	1	1
Annual Salary if paid by salary	\$55,040.00	\$38,044.00	\$33,262.00	\$30,160.00	
Hourly Rate if paid hourly	\$26.36	\$18.22	\$15.93	\$14.50	\$11.38
Hours per Week (average)	40	40	40	40	12
Overtime in Addition to Salary?	Y	Y	Y	Y	
Date of Hire	11/1987	2003	7/2007	7/2008	7/2005
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y
Longevity					
Other					
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)					
Union Employees (Y or N)	N	N	N	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? No

**TOWN OF LEYDEN**

Highway Department	Additional Staff		
	Superintendent	Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary			\$800.00
Hourly Rate if paid hourly	\$19.57	\$15.45	
Hours per Week (average)	40	40	varies
Overtime in Addition to Salary?	Y	Y	
Date of Hire	5/30/03	7/1/03	N
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

Including the Superintendent, how many regular full time employees? 2

How many regular part time employees? None

Are Sewer lines maintained by the Highway Department or another Department? No Town Sewer

**TOWN OF MONROE**

<b>Highway Department</b>	Superintendent	Mechanic
Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$32,240.00	\$29,640.00
Hourly Rate if paid hourly		
Hours per Week (average)	varies	varies
Overtime in Addition to Salary?	N	N
Date of Hire	11/91	3/27/95
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	80%	80%
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 1

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? Sewer Dept.

**TOWN OF MONTAGUE**

<b>Highway Department</b>	<b>Additional Staff</b>							
	Superintendent	Clerk	Working Foreman	Equipment Operator	Truck Driver	Grounds Keeper	Building Maintenance	Shop Foreman
Number of Employees Holding this Position	1	1	1	2	7	1	1	1
Annual Salary if paid by salary	\$65,256.00	\$40,428.00						
Hourly Rate if paid hourly			\$22.71	\$18.73 - \$19.87	\$13.96 - \$17.02	\$18.06	\$18.06	\$23.76
Hours per Week (average)	40	40	40	40	40	40	40	40
Overtime in Addition to Salary?								
Date of Hire	2/1/2004	11/10/1997	10/15/1984					
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y	Y
Longevity	Y	Y	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%	90%	90%	90%	90%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%	80%	80%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y	Y	Y	Y	Y

Including the Superintendent, how many regular full time employees? 16

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? Yes

**TOWN OF NEW SALEM**

Highway Department	Additional Staff		
	Superintendent	Employee	Employee
Number of Employees Holding this Position	1	2	3
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$21.34	\$16.56	\$14.42
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Eligible	Y	Y
Union Employees (Y or N)	N	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? None

Are Sewer lines maintained by the Highway Department or another Department? None

**TOWN OF NORTHFIELD**

Highway Department	Additional Staff			
	Superintendent	Foreman	Driver/Laborer	Tree Warden
Number of Employees Holding this Position	1	1	3	*
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$23.47	\$17.92	\$15.08 - \$16.49	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire	10/02	4/04	varies	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Personal	Y	Y	Y	
Longevity	N	N	N	
Other				
Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp.	Deferred Comp.	Deferred Comp.	
Union Employees (Y or N)	N	N	N	

Including the Superintendent, how many regular full time employees? 5

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department?

Sewer lines are maintained by the Sewer Commission.

\* Tree Warden and Director of cemeteries are part of the duties of the Highway Superintendent.

**TOWN OF ORANGE**

Highway Department	Additional Staff			Secretary
	Superintendent	Laboror/Driver	Foreman	1
Number of Employees Holding this Position	1	4	2	
Annual Salary if paid by salary	\$57,596.80			\$13.05
Hourly Rate if paid hourly		\$14.33	\$16.40 & \$19.74	30
Hours per Week (average)	40	40+OT	40+OT	N
Overtime in Addition to Salary?	N	Y	Y	9/9/1996
Date of Hire	7/1/1996			Y in conjunction with other positions held
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	75%
What Percent does Town Pay?	75%	75%	75%	Y
Retiree Health Insurance Eligible?	Y	Y	Y	50%
What Percent does Town Pay?	50%	50%	50%	Y
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp. - Employee pays			N
Union Employees (Y or N)	N	Y	Y	

Including the Superintendent, how many regular full time employees? 7

How many regular part time employees? 2

Are Sewer lines maintained by the Highway Department or another Department? Highway

Parks are also maintained by the Highway Department.

**TOWN OF ROWE**

Highway Department	Superintendent	Heavy Equipment Operator
Number of Employees Holding this Position	1	3
Annual Salary if paid by salary	\$70,409.00	
Hourly Rate if paid hourly		\$20.14
Hours per Week (average)	45+	45+
Overtime in Addition to Salary?	N	Y
Date of Hire	1972	1998, 2002, 2007
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	N	N
Other	Y	Y
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	85%	85%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	85%	85%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 457B)	Y	Y
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 4

How many regular part time employees? None

Are Sewer lines maintained by the Highway Department or another Department? No

1 Part-Time person is hired to help with snow plowing approximately December through March

**TOWN OF SHELBURNE**

<b>Highway Department</b>	Superintendent	Laborers
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary	\$53,329.00	
Hourly Rate if paid hourly		\$14.49 - \$17.10
Hours per Week (average)	40+	40
Overtime in Addition to Salary?	N	Y
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	75%	75%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 5

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? No

**TOWN OF SHUTESBURY**

<b>Highway Department</b>	Superintendent
Number of Employees Holding this Position	1
Annual Salary if paid by salary	\$47,526.00
Hourly Rate if paid hourly	
Hours per Week (average)	40
Overtime in Addition to Salary?	Y
Date of Hire	9/99
Benefit Eligibility (Y or N):	
Vacation	Y
Sick	Y
Personal	Y
Longevity	Y
Other	N
Health Insurance Eligible?	Y
What Percent does Town Pay?	75%
Retiree Health Insurance Eligible?	Y
What Percent does Town Pay?	50%
Retirement System Eligible?	Y
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? No

**TOWN OF SUNDERLAND**

Highway Department	Additional Staff			
	Superintendent	Laborer/Truck Driver	Laborer/Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$49,790.00			N
Hourly Rate if paid hourly	\$23.93	\$16.19		N
Hours per Week (average)	40	40	40	10
Overtime in Addition to Salary?	Snow Only	Y	Y	N
Date of Hire	8/3/92	2007	2007	8/3/92
Benefit Eligibility (Y or N):				N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity				N
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	55%	55%	55%	N
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50%	N
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp.	Deferred Comp.	Deferred Comp.	N
Union Employees (Y or N)	N	N	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? Another Department

**TOWN OF WARWICK**

Highway Department	Additional Staff			
	Superintendent	Foreman & Grader Operator	Truck Driver & Loader Operator	Truck Driver & Loader Operator
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$44,197.00			
Hourly Rate if paid hourly		\$16.82	\$15.00	\$13.50
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	N	1.5	1.5	1.5
Date of Hire	2006	1999	2006	2007
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N
Union Employees (Y or N)	N	N	N	N

Including the Superintendent, how many regular full time employees? 4

How many regular part time employees? None

Are Sewer lines maintained by the Highway Department or another Department? No Sewer

**TOWN OF WENDELL**

<b>Highway Department</b>	Superintendent	Employee
Number of Employees Holding this Position	1	2
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$18.30	\$15.38
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire	1988	varies
Benefit Eligibility (Y or N):	Y	Y
Vacation	Y	Y
Sick	Y	Y
Personal	N	N
Longevity	N	N
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	75%	75%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Eligible	Eligible
Union Employees (Y or N)	N	N

Including the Superintendent, how many regular full time employees? 3

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? None

**TOWN OF WHATELY**

<b>Highway Department</b>	<b>Additional Staff</b>		
	Superintendent	Foreman	Operator Laborer
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary	\$46,417.77		
Hourly Rate if paid hourly		\$17.53	\$15.13 - \$15.68
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	N	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity			
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	80%		
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%
Retirement System Eligible?	Y		Y
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

Including the Superintendent, how many regular full time employees? 4

How many regular part time employees? 0

Are Sewer lines maintained by the Highway Department or another Department? N/A

# INSPECTION SERVICES

## Benefits Eligibility (Y/N)

	<i>Building Inspector</i>	<i>Plumbing Inspector</i>	<i>Wiring Inspector</i>	<i>Gas Inspector</i>	<i>Other Staff</i>	<i>Budget/Salary</i>	<i>FCCIP Program</i>	<i>Benefits</i>	<i>Retirement</i>	<i>Other Benefits</i>	<i>Union</i>
Ashfield	FCCIP	FCCIP	FCCIP	FCCIP		36,176	Y				
Bernardston	FCCIP	FCCIP	FCCIP	FCCIP		39,200	Y				
Buckland	FCCIP	FCCIP	FCCIP	FCCIP		35,670	Y				
Charlemont	FCCIP	FCCIP	FCCIP	FCCIP		22,724	Y				
Colrain	\$6,938	Revolving Funds		Fire Chief			N	N	N	N	N
Conway	FCCIP	FCCIP	FCCIP	FCCIP		35,647	Y				
Deerfield	Y	Y	Y	Y			N				
Deerfield*	Administrative Assistant							Y	Y		
Erving	FCCIP	FCCIP	FCCIP	FCCIP		varies	Y				
Gill***	FCCIP	FCCIP	FCCIP	FCCIP	No	41,494	Y	N	N	N	N
Greenfield	Y	Y	Y	N		58,472	N	Y*	Y*	Y*	Y*
Hawley	FCCIP	FCCIP	FCCIP	FCCIP		6,067	Y				
Heath	FCCIP	FCCIP	FCCIP	FCCIP		8,730	Y				
Leverett	FCCIP	FCCIP	FCCIP	FCCIP			Y				
Leyden	FCCIP	FCCIP	Revolving Funds	FCCIP							
Monroe	Contracted by Job						N				
Montague	\$55,888	\$27.06/Insp	\$27.06/Insp	\$27.06/Insp	Sr. Clerk	32,795	N	Y	Y	Y	Y
New Salem	\$8,000	Fees	Fees	Fees			N	N	N	N	N
Northfield	\$22,891	Fees	Fees	Fees				N	N	N	N
Orange	Y	Y	Y	Y	Y	85,084	N	Y	Y	Y	N
Rowe	\$30/Insp *	FCCIP	FCCIP	Plumbing Insp. Does			N	N	N	N	N
Shelburne	FCCIP	Y	Y	Y			Y				
Shutesbury	FCCIP	Fees	Fees	Fees		18,494	Y				
Sunderland	\$27,772	Revolving Funds					N	N	N	N	N
Warwick	\$9,400	Fees	Fees	Fees			N	N	N	Y	N
Wendell	\$8,400	Fees	Fees	Fees			N	N	N	N	N
Whately	FCCIP	FCCIP	FCCIP	FCCIP		40,198	Y				

\* Colrain - Fees vary according to complexity of inspection.

\* Deerfield - F/T with benefits consistent with other comparable Deerfield positions. Salary \$34,612.20; Hours 37/5/wk.; Hourly Rate \$17.75.

\*\*\* Gill - Gas/Oil Inspector under Fire Chief's Authority.

\* Greenfield & Shutesbury - Building Inspector only.

\* Rowe - Building Inspector also gets \$30 for small building permits and \$125 for large building permits.

**TOWN OF ASHFIELD**

LIBRARY	Additional Staff		
	Trustee E	Librarian A	Assistant A
Elected or Appointed (E or A)	5		
Number of Members on Board			
Annual Salary if paid by salary			
Hourly Rate if paid hourly		\$15.46	\$9.39
Hours per Week (average)		20	10-12
Date of Hire			
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity			
Other			
Health Insurance Eligible?		Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?		Y	N
What Percent does Town Pay?		50%	
Retirement System Eligible?		Y	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	
Union Employees (Y or N)		N	N

**TOWN OF BERNARDSTON**

LIBRARY	Additional Staff						
	Librarian	Assistant Librarian	Library Aides	Summer Aides	Custodian	Substitutes	Trustees
Elected or Appointed (E or A)	A						
Number of Members on Board	12						
Annual Salary if paid by salary							Hired
Hourly Rate if paid hourly	14	\$11.00	\$8.40	\$8.40	\$11.00	\$8.14	
Hours per Week (average)	23	10					
Date of Hire	2004						
Benefit Eligibility (Y or N):							
Vacation	Y						
Sick	Y						
Personal	Y						
Longevity							
Other							
Health Insurance Eligible?	Y						
What Percent does Town Pay?	75%						
Retiree Health Insurance Eligible?	Y						
What Percent does Town Pay?	50%						
Retirement System Eligible?	Y						
Other Benefits (ie. Deferred Comp, 401K)							
Union Employees (Y or N)	N						

**TOWN OF BUCKLAND**

<b>LIBRARY</b>	Trustee	Director
Elected or Appointed (E or A)	E	A
Number of Members on Board	5	1
Annual Salary if paid by salary		
Hourly Rate if paid hourly		\$12.28
Hours per Week (average)		20
Date of Hire		1999
Benefit Eligibility (Y or N):	N	Y
Vacation	N	Y
Sick	N	Y
Personal	N	Y
Longevity		
Other		
Health Insurance Eligible?	N	Y
What Percent does Town Pay?		75%
Retiree Health Insurance Eligible?	N	Y
What Percent does Town Pay?		50%
Retirement System Eligible?	N	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.
Union Employees (Y or N)	N	N

**TOWN OF CHARLEMONT**

<b>LIBRARY</b>	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$10,577.00
Hourly Rate if paid hourly		
Hours per Week (average)		12
Date of Hire		8/95
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)		
Union Employees (Y or N)	N	N

**TOWN OF COLRAIN**

LIBRARY	Additional Staff		
	Trustee	Librarian	Assistant Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6	1	1
Annual Salary if paid by salary		\$18,887.00	
Hourly Rate if paid hourly			\$10.59
Hours per Week (average)		26	8.75
Date of Hire		3/93	10/93
Benefit Eligibility (Y or N):			
Vacation	N	Y	N
Sick	N	Y	N
Personal	N	Y	N
Longevity			
Other			
Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		50%	
Retirement System Eligible?	N	Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N
Union Employees (Y or N)	N	N	N

**TOWN OF DEERFIELD**

LIBRARY	Additional Staff		
	Director	Children's Librarian	Assistants
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	2-3
Annual Salary if paid by salary	\$42,442.00		
Hourly Rate if paid hourly	\$23.08	\$13.94	\$10.38
Hours per Week (average)	35	19	varies
Date of Hire	1999		
Benefit Eligibility (Y or N):			
Vacation	Y	N	N
Sick	Y	N	N
Personal	Y	N	N
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	N	N
What Percent does Town Pay?	65%		
Retiree Health Insurance Eligible?	Y	N	N
What Percent does Town Pay?	50%		
Retirement System Eligible?	Y	N	N
Other Benefits (ie. Deferred Comp, 401K)	Y	N	N
Union Employees (Y or N)	N	N	N

**TOWN OF ERVING**

<b>LIBRARY</b>	Trustee
Elected or Appointed (E or A)	E
Number of Members on Board	3
Annual Salary if paid by salary	\$4,856
Hourly Rate if paid hourly	
Hours per Week (average)	9
Date of Hire	
Benefit Eligibility (Y or N):	N
Vacation	
Sick	
Personal	
Longevity	
Other	
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

**TOWN OF GILL**

<b>LIBRARY</b>	<b>Additional Staff</b>			
	Trustee	Library Director	Librarian	Custodian
Elected or Appointed (E or A)	E			
Number of Members on Board	3	1	1	
Annual Salary if paid by salary				
Hourly Rate if paid hourly	Volunteers	\$12.99	\$11.21	\$12.36
Hours per Week (average)		15	varies	4hr/mth
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		N	N	N
Sick		N	N	N
Personal		N	N	N
Longevity		N	N	N
Other		N	N	N
Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retirement System Eligible?		N	N	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.		N
Union Employees (Y or N)		N	N	N

**TOWN OF GREENFIELD**

LIBRARY	Additional Staff		
	Trustee	Librarian	Assistant
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	5		
Annual Salary if paid by salary		\$58,623	\$23,861 - \$32,181
Hourly Rate if paid hourly			\$12.19 - \$16.44
Hours per Week (average)		37.5	37.5
Date of Hire			
Benefit Eligibility (Y or N):		Y	Y
Vacation		Y	Y
Sick		Y	Y
Personal		Y	Y
Longevity		Y	Y
Other		Y	Y
Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		90%	90%
Retiree Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		90%	90%
Retirement System Eligible?		Y	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	
Union Employees (Y or N)		Y	Y

**TOWN OF HEATH**

LIBRARY	Additional Staff		
	Trustees	Librarian	Assistants
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	3		
Annual Salary if paid by salary		\$19,435.00	\$4,543.00
Hourly Rate if paid hourly			
Hours per Week (average)		25	8
Date of Hire		2005	2006
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity		N	N
Other			
Health Insurance Eligible?		Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?		N	N
What Percent does Town Pay?			
Retirement System Eligible?		Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N
Union Employees (Y or N)		N	N

## TOWN OF LEVERETT

LIBRARY	Director	Assistant Director
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$30,414.00	\$7,565.00
Hourly Rate if paid hourly	\$19.01	\$12.32
Hours per Week (average)	29	12
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity		N
Other	Y	N
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.
Union Employees (Y or N)	N	N

## TOWN OF LEYDEN

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$10,465.00
Hourly Rate if paid hourly		\$11.50
Hours per Week (average)		17.5
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

**TOWN OF MONTAGUE**

LIBRARY	Additional Staff				
	Trustee	Director	Children's Librarian	Technician	Library Assistant
Elected or Appointed (E or A)	E	A	A	A	A
Number of Members on Board	9				6
Annual Salary if paid by salary		\$55,340.00	\$40,833.00	\$31,908.00	
Hourly Rate if paid hourly					\$12.71 - \$15.19
Hours per Week (average)		35	35	35	9 - 26
Date of Hire		7/2/86	3/31/97	3/13/74	
Benefit Eligibility (Y or N):	N	Y	Y	Y	N
Vacation	N	Y	Y	Y	N
Sick	N	Y	Y	Y	N
Personal	N	Y	Y	Y	N
Longevity	N	Y	Y	Y	N
Other					
Health Insurance Eligible?	N	Y	Y	Y	N
What Percent does Town Pay?		90%	90%	90%	
Retiree Health Insurance Eligible?	N	Y	Y	Y	N
What Percent does Town Pay?		80%	80%	80%	
Retirement System Eligible?	N	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	Deferred Comp.	Y	Y	
Union Employees (Y or N)	N	Y	Y	Y	Y

**TOWN OF NEW SALEM**

LIBRARY	Additional Staff				
	Trustee	Director	Staff	Staff	Staff
Elected or Appointed (E or A)	E	A	A		
Number of Members on Board	3				
Annual Salary if paid by salary					
Hourly Rate if paid hourly		\$12.42	\$9.43	\$8.16	
Hours per Week (average)		18	2	5	Varies
Date of Hire		1998			
Benefit Eligibility (Y or N):	N	N	N	N	N
Vacation					
Sick					
Personal					
Longevity					
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

**TOWN OF NORTHFIELD**

**Additional Staff (please list titles)**

<b>LIBRARY</b>	Trustee	Director	Librarian	Librarian	Page	Custodian
Elected or Appointed (E or A)	E	A	A	A	A	A
Number of Members on Board	6	1	1	1	2	1
Annual Salary if paid by salary		\$44,283.00				
Hourly Rate if paid hourly			\$13.84	\$13.84	\$7.18 - \$10.49	\$11.64
Hours per Week (average)		40	28	19	varies	
Date of Hire			11/01	11/02		
Benefit Eligibility (Y or N):						
Vacation	N	Y	Y	N	N	N
Sick	N	Y	Y	N	N	N
Personal	N	Y	Y	N	N	N
Longevity						
Other						
Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		75%	75%			
Retiree Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		50%	50%			
Retirement System Eligible?	N	Y	Y	N		
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.			N	N
Union Employees (Y or N)	N	N	N	N	N	N

**TOWN OF ORANGE**

**Additional Staff**

<b>LIBRARY</b>	Library Director	Children's Librarian	Library Tech
Elected or Appointed (E or A)	A		
Number of Members on Board	6		
Annual Salary if paid by salary	\$50,542	\$37,320	
Hourly Rate if paid hourly			\$7.50-\$14.62
Hours per Week (average)	35	35	Varied
Date of Hire	10/17/2005	3/3/2004	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	*
Sick	Y	Y	
Personal	Y	Y	
Longevity	Y	Y	
Other	Y	Y	
Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	
Union Employees (Y or N)	N	N	Y

\* Same as Director if over 20 hours/wk. \*Regular PT\*

**TOWN OF ROWE**

**Additional Staff**

<b>LIBRARY</b>	Trustee	Library Director	Aides	Custodian
Elected or Appointed (E or A)	E	A	A	A
Number of Members on Board	3	1	2	1
Annual Salary if paid by salary	0			
Hourly Rate if paid hourly	0	\$21.30	\$11.98	\$11.98
Hours per Week (average)		18	8 - 10 each	1 - 3
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		Y	N	
Sick		Y	N	
Personal		Y	N	
Longevity		N	N	
Other		N	N	
Health Insurance Eligible?		N	N	
What Percent does Town Pay?				
Retiree Health Insurance Eligible?		N	N	
What Percent does Town Pay?				
Retirement System Eligible?		N	N	
Other Benefits (ie. Deferred Comp, 401K)		N	N	
Union Employees (Y or N)		N	N	

**TOWN OF SHELBURNE**

<b>LIBRARY</b>	Director
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	
Hourly Rate if paid hourly	\$19.18
Hours per Week (average)	
Date of Hire	
Benefit Eligibility (Y or N):	
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

**TOWN OF SHUTESBURY**

<b>LIBRARY</b>	Librarian
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$18,855
Hourly Rate if paid hourly	
Hours per Week (average)	24
Date of Hire	7/21/2004
Benefit Eligibility (Y or N):	
Vacation	Y
Sick	Y
Personal	Y
Longevity	Y
Other	
Health Insurance Eligible?	Y
What Percent does Town Pay?	75%
Retiree Health Insurance Eligible?	Y
What Percent does Town Pay?	50%
Retirement System Eligible?	Y
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	

**TOWN OF SUNDERLAND**

<b>LIBRARY</b>	<b>Additional Staff</b>			
	Trustee	Director	Senior Library Assistant	Children's Services Assistant
Elected or Appointed (E or A)	E			
Number of Members on Board	9			
Annual Salary if paid by salary		\$41,657.00		
Hourly Rate if paid hourly			\$12.85	\$12.08
Hours per Week (average)		37.5	17	28
Date of Hire		2/99	1991	10/98
Benefit Eligibility (Y or N):				
Vacation		Y	N	Y
Sick		Y	N	Y
Personal		Y	N	Y
Longevity		N	N	Y
Other				
Health Insurance Eligible?		Y	N	Y
What Percent does Town Pay?		55%		55%
Retiree Health Insurance Eligible?		Y	N	Y
What Percent does Town Pay?				
Retirement System Eligible?		Y	N	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	N	N
Union Employees (Y or N)		N	N	N

**TOWN OF WARWICK**

LIBRARY	Additional Staff		
	Trustee	Librarian	Substitute Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6		
Annual Salary if paid by salary		\$17,078.00	\$400.00
Hourly Rate if paid hourly			
Hours per Week (average)		22	
Date of Hire		1984	
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity			
Other			
Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	Y	N
Union Employees (Y or N)	N	N	N

**TOWN OF WENDELL**

LIBRARY	Additional Staff		
	Trustee	Librarian	Library Staff
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6	1	
Annual Salary if paid by salary			
Hourly Rate if paid hourly		\$14.85	\$11.14
Hours per Week (average)	1/4	12	
Date of Hire		1987	varies
Benefit Eligibility (Y or N):	N	N	N
Vacation			
Sick			
Personal			
Longevity			
Other			
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K)		N	N
Union Employees (Y or N)	N	N	N

**TOWN OF WHATELY**

<b>LIBRARY</b>	<b>Additional Staff</b>			
	Trustee	Librarian	Assistant Librarian	Custodian
Elected or Appointed (E or A)	E	A	A	A
Number of Members on Board	6	1	1	1
Annual Salary if paid by salary		\$16,480.00		
Hourly Rate if paid hourly			\$9.27	\$12.01
Hours per Week (average)		20		
Date of Hire				
Benefit Eligibility (Y or N):		Y	N	N
Vacation		Y	N	N
Sick		Y	N	N
Personal		Y	N	N
Longevity				
Other				
Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		80%		
Retiree Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		50%		
Retirement System Eligible?		Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)				
Union Employees (Y or N)		Y	Y	Y

# MUNICIPAL/TOWN CLERK

	Wage Information						Benefits Eligibility (Y/N)									
	Elected/Appointed	Sum of Fees	Annual Salary	Hourly Rate	Hours Per Week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield ****	A		\$16,380		26.5	6/02	Y	Y	Y	Y	Y		Y	50%	Y	N
Bernardston	E		10,433		10		N	N	N	N	Y	75%	Y	50%	Y	Fees
Buckland	E	\$1,500	28,253		30		Y	Y	Y	Y	Y	75%	Y	50%	Y	Y
Charlemont	E		9,294		varies		N	N	N	N	N		N		Y	N
Colrain	E		14,896		varies		Y	Y	Y	N	Y	75%	Y	50%	Y	N
Colrain - Asst Town Clk *	A			15.54	26	4/94	N	N	N	N	Y	75%	Y	50%	Y	N
Conway	E		16,938		25	11/79	N	N	N	N	N		N		Y	N
Deerfield	See Treasurer/Tax Collector															
Erving	E		7,830		varies		N	N	N	N	N		N		N	N
Erving - Asst Clerk		584			varies		N	N	N	N	N		N		N	N
Gill ***	E		11,151		varies		N	N	N	N	Y	75%	N		Y	Y
Greenfield	A		65,136		37.5	1/3/89	Y	Y	Y	Y	Y	90%	Y	90%	Y	Y
Greenfield - Asst Clerk	A		49,860		37.5		Y	Y	Y	Y	Y	90%	Y	90%	Y	Y
Hawley	E		4,000		5-10		N	N	N	N	N		N		N	N
Heath	E		7,405		8		N	N	N	N	N		N		N	N
Leverett **	E		13,912		varies	1997	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Leyden	E		4,800		8		N	N	N	N	N		N	N	N	N
Monroe	E		1,454		5											
Montague	E		54,316		35	12/97	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y
Montague - Asst. Clerk	A		29,597		35	7/01	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y
New Salem	E	2,000	6,180		8		N	N	N	N	N		N		N	N
Northfield	E	2,070	24,124		24		N	N	N	N	Y	75%	Y	50%	Y	
Orange	E		42,314		35	2000	Y	Y	Y	Y	Y	75%	Y	75%	Y	N
Rowe	E	75	6,531		3	5/08	N	N	N	N	N		N		N	N
Shelburne	E		17,920		20		N	N	N	N	Y	75%	Y	50%	Y	Fees
Shutesbury	A		17,685		20		Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Sunderland	E	N/A	39,930		38		N	N	N	N	Y	55%	Y	55%	Y	Y
Warwick	E	500-700	5,600		8-10	1999	N	N	N	N	N		N	N	Y	Y
Wendell	E		4,000		8		N	N	N	N	N		N		N	N
Whately	E		14,120		15	3/1/99	N	N	N	N	N		N		Y	N

\*\*\*\* Ashfield - Municipal Town Clerk & Assistant Town Clerk combined hours & salaries.

\* Colrain - Assistant Town Clerk position. This individual also acts as Office Clerk, Board of Health and Conservation Commission Clerk.

\*\*\* Gill - Individual also serves as Assessors Clerk which is why she receives benefits.

\*\* Leverett - Town Clerk is eligible for benefits because employee has more than one position in town.

**TOWN OF ASHFIELD**

<b>Police Department</b>	<b>Other Staff</b>		
	Chief	Full Time	Reserve
Elected or Appointed (E or A)	A	A	A
Number of Members on Board		1	4
Annual Salary if paid by salary	\$45,900.00	\$27,767.00	
Hourly Rate if paid hourly			\$12.24
Hours per Week (average)	35	28	10
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00
Date of Hire (staff only)	5/05		
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	Y	Y	
Other			
Health Insurance Eligible?	Y	Y	N
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	0%
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn	Deferred Comp.	Employee pays	
Union Employees (Y or N)	N	N	

**TOWN OF BERNARDSTON**

<b>Police Department</b>	<b>Other Staff</b>		
	Chief	Sargeant	Part Time
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1		10
Annual Salary if paid by salary	\$49,002.00	\$43,061.00	
Hourly Rate if paid hourly			\$13.50
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00
Date of Hire (staff only)	2007	2005	2006
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn	N	N	N
Union Employees (Y or N)	N	N	N

**TOWN OF BUCKLAND**

Police Department	Other Staff		
	Chief	Full-Time Officer	Reserve
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	8
Annual Salary if paid by salary	\$46,573.00		
Hourly Rate if paid hourly		\$17.00	\$14.31
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	1983	2007	varies
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	Y	Y	N
Other	Y	Y	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Deferred Comp. & Quinn Bill		N
Union Employees (Y or N)	N	N	N

**TOWN OF CHARLEMONT**

Police Department	Other Officers/Professional Staff	
	Sergeant	Part Time Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	5
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$15.47	\$14.31
Hours per Week (average)	30	varies
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00
Date of Hire (staff only)	1999	
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn)	N	N
Union Employees (Y or N)	N	N

**TOWN OF COLRAIN**

<b>Police Department</b>	Chief	Part Time
Elected or Appointed (E or A)	A	A
Number of Members in Department		5
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$13.21	\$12.85
Hours per Week (average)	26	19
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)		
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N
Union Employees (Y or N)	N	N

**TOWN OF CONWAY**

<b>Police Department</b>	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of on-Call Officers		5
Annual Salary if paid by salary	\$54,042.00	
Hourly Rate if paid hourly		\$13.03
Hours per Week (average)	Full Time	20/20
Hourly Rate Outside of Regular Duties		\$32.00
Date of Hire (staff only)		
Benefit Eligibility (Y or N):	Y	N
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	70%	70%
Retiree Health Insurance Eligible?		
What Percent does Town Pay?		
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)		
Union Employees (Y or N)	N	N

**TOWN OF DEERFIELD**

**Other Officers/Professional Staff (Please list titles)**

<b>Police Department</b>	Chief	Patrolman 1	Patrolman 2	Patrolman 3	Patrolman 4	Patrolman 5	Parolman 6	Clerk/Matron
Elected or Appointed (E or A)	A	A	A	A	A	A	A	A
Number of Members on Board	1	1	1	1	1	1	1	1
Annual Salary if paid by salary	\$64,936.00	\$45,246.00	\$45,246.00	\$44,319.00	\$42,636.00	\$40,152.00	\$37,855.00	\$36,915.00
Hourly Rate if paid hourly	\$31.71	\$21.67	\$21.67	\$21.24	\$20.42	\$19.23	\$18.13	\$16.68
Hours per Week (average)	40	40	40	40	40	40	40	40
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
Date of Hire (staff only)	7/84	1/81	2/93	5/94	1/97	5/97	10/06	7/88
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y	Y
Longevity	N	N	N	N	N	N	N	N
Other								
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%	65%	65%	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Y	Y	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N	N	N	N	N

**TOWN OF ERVING**

**Other Staff**

<b>Police Department</b>	Chief	Full Time	Reserve
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	3	7
Annual Salary if paid by salary	\$61,096.00		
Hourly Rate if paid hourly		\$15.32 + \$19.46	\$13.68
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)		10/00 & 5/02	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	86%	86%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?	79%	79%	
Retirement System Eligible?	Y		N
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Quinn Bill	Quinn Bill	N
Union Employees (Y or N)	N	N	N

**TOWN OF GILL**

Police Department	Other Officers/Professional Staff			
	Chief	Sergeant	Part Time Officers	Officer
Elected or Appointed (E or A)	A	A (grant)	A	A
Number of Members on Board		1	6	1
Annual Salary if paid by salary	\$55,606.00			
Hourly Rate if paid hourly	\$26.81	\$22.02	\$13.88 - \$16.87	\$16.79
Hours per Week (average)	40+OT	40+OT	P/T	40+OT
Hourly Rate Outside of Regular Duties	OT Rate	OT Rate		
Date of Hire (staff only)	7/94	7/92		7/04
Benefit Eligibility (Y or N):				
Vacation	Y	Y	N	Y
Sick	Y	Y	N	Y
Personal	Y	Y	N	Y
Longevity	Y	Y		Y
Other				
Health Insurance Eligible?	Y	Y	N	Y
What Percent does Town Pay?	75%	75%		75%
Retiree Health Insurance Eligible?	Y	Y	N	Y
What Percent does Town Pay?	75%	75%		75%
Retirement System Eligible?	Y	Y	N	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Deferred Comp is voluntary for all not on it. Quinn not accepted.			
Union Employees (Y or N)	N	N	N	N

\* Plus overtime salary from grants when available, Dare Officer, and overtime

**TOWN OF GREENFIELD**

Police Department	Other Officers/Professional Staff			
	Chief	Lieutenant	Sargeant	Patrol
Elected or Appointed (E or A)				
Number of Members on Board				
Annual Salary if paid by salary		\$49,443 - \$55,185	\$43,044 - \$47,595	\$26,575 - \$41,394
Hourly Rate if paid hourly				
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)				
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other - Quinn	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Y	Y	Y	Y
Union Employees (Y or N)	Y	Y	Y	Y

**TOWN OF HAWLEY**

<b>Police Department</b>	Chief
Elected or Appointed (E or A)	A
Number of Members on Board	1
Annual Salary if paid by salary	\$500.00
Hourly Rate if paid hourly	
Hours per Week (average)	2
Hourly Rate Outside of Regular Duties	\$24.00
Date of Hire (staff only)	
Benefit Eligibility (Y or N):	N
Vacation	
Sick	
Personal	
Longevity	
Other	
Health Insurance Eligible?	
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	
What Percent does Town Pay?	
Retirement System Eligible?	
Other Benefits (ie. Deferred Comp, 401K, Quinn Union Employees (Y or N)	

**TOWN OF HEATH**

<b>Police Department</b>	<b>Other Officers/Professional Staff</b>		
	Chief	Officer	Officer
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$16.39	\$12.90	\$12.90
Hours per Week (average)	5	as needed	as needed
Hourly Rate Outside of Regular Duties	\$31.00	\$31.00	\$31.00
Date of Hire (staff only)	1995	2005	2005
Benefit Eligibility (Y or N):	N	N	N
Vacation	N	N	N
Sick	N	N	N
Personal	N	N	N
Longevity			
Other			
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N	N
Union Employees (Y or N)	N	N	N

**TOWN OF LEVERETT**

Police Department	Other Officers/Professional Staff		
	Chief	Patrolman	Full Time Officer
Elected or Appointed (E or A)	A	A	A
Number of Members	1	6	1
Annual Salary if paid by salary	\$58,005.00		\$39,540.80
Hourly Rate if paid hourly		\$15.27	\$19.01
Hours per Week (average)	40	varies	40
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	9/05	varies	12/06
Benefit Eligibility (Y or N):			
Vacation	Y	N	Y
Sick	Y	N	Y
Personal	Y	N	Y
Longevity		N	
Other	Y	N	Y
Health Insurance Eligible?	Y	N	Y
What Percent does Town Pay?	75%		75%
Retiree Health Insurance Eligible?	Y	N	Y
What Percent does Town Pay?	50%		50%
Retirement System Eligible?	Y		Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Quinn		Quinn
Union Employees (Y or N)	N	Y	Y

**TOWN OF LEYDEN**

Police Department	Chief
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$5,500.00
Hourly Rate if paid hourly	
Hours per Week (average)	15
Hourly Rate Outside of Regular Duties	
Date of Hire (staff only)	10/98
Benefit Eligibility (Y or N):	N
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K, Quinn	N
Union Employees (Y or N)	N

**TOWN OF MONTAGUE**

Police Department	Other Officers/Professional Staff							
	Chief	Sergeants	Detectives	Patrolman	Secretary	Head Dispatcher	Dispatchers	Special Officers
Elected or Appointed (E or A)	A	A	A	A	A	A	A	A
Number of Members on Board	1	4	3	7	1	1	5 (3 F/T)	7
Annual Salary if paid by salary	\$65,902.00				\$35,670.00			
Hourly Rate if paid hourly		\$23.63 - \$27.18	\$22.84 - \$23.76	\$16.61 - \$22.35		\$16.62	\$13.75 - \$14.58	\$13.22
Hours per Week (average)	40	\$37.69	\$37.69	\$37.69	35	40	varies	varies
Hourly Rate Outside of Regular Duties		\$31.00	\$31.00	\$31.00				\$31.00
Date of Hire (staff only)	10/30/2004				2/9/79	4/1/02		
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y	Y (F/T)	N
Sick	Y	Y	Y	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	Y	Y	Y	N
Longevity	N	Y	Y	Y	Y	Y	Y	N
Other	Y	Y	Y	Y	Y	Y	Y	N
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y (F/T)	N
What Percent does Town Pay?	90%	90%	90%	90%	90%	90%	90%	
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y (F/T)	N
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%	80%	
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y (F/T)	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Y	Y	Y	Y	Y	Y	Y	N
Union Employees (Y or N)	N	Y	Y	Y	Y	Y	Y (F/T)	N

**TOWN OF NEW SALEM**

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$21,080.00	
Hourly Rate if paid hourly (also C.P. Grant)		\$10.62 - \$12.93
Hours per Week (average)	19	3
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)	1998	varies
Benefit Eligibility (Y or N):		
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N
Union Employees (Y or N)	N	N

**TOWN OF NORTHFIELD**

Police Department	Other Officers/Professional Staff				
	Chief	Sergeant	Patrolman	Reserve Officer	Secretary
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	1	10	1
Annual Salary if paid by salary	\$63,301.00	\$51,069.00			
Hourly Rate if paid hourly			\$20.17	\$13.27	\$13.53
Hours per Week (average)	40	40	40	varies	15-17
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00	\$37.00	
Date of Hire (staff only)	8/93	9/87			9/03
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	N
Sick	Y	Y	Y	N	N
Personal	Y	Y	Y	N	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	75%	75%	75%	N	N
Retiree Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	50%	50%	50%	N	N
Retirement System Eligible?	Y	Y	Y	some	
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Deferred Comp. & Quinn Bill			N	N
Union Employees (Y or N)	N	N	N	N	N

**TOWN OF ORANGE**

Police Department	Other Officers/Professional Staff			
	Chief	Sargeant	Sargeant	Administrative Assistant
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board		1	1	
Annual Salary if paid by salary	\$81,723.00	\$52,212.00	\$52,212.00	
Hourly Rate if paid hourly				\$14.63
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties	N/A	\$37.52	\$37.52	\$21.95
Date of Hire (staff only)	9/10/1990	9/16/1985	1/1/2006	3/31/1986
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other - Quinn	Y	Y	Y	N
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Quinn Bill	Y	Y	N
Union Employees (Y or N)	N	N	N	Y

**TOWN OF ROWE**

<b>Police Department</b>	Chief	Special Police Officer
Elected or Appointed (E or A)	A	A
Number of Members on Board		2
Annual Salary if paid by salary	\$9,044.00	
Hourly Rate if paid hourly		\$17.42
Hours per Week (average)	10	3-8
Hourly Rate Outside of Regular Duties		\$30.00
Date of Hire (staff only)		
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N
Union Employees (Y or N)	N	N

**TOWN OF SHELBURNE**

<b>Police Department</b>	Chief	Other Staff	
		Sergeant	Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$51,592.00	\$39,895.00	
Hourly Rate if paid hourly	\$24.90	\$19.18	\$15.02
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)			
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Y	Y	Y
Union Employees (Y or N)	N	N	N

**TOWN OF SHUTESBURY**

Police Department	Other Officers/Professional Staff				
	Chief	Officer	Officers	Officer	Sergeant
Elected or Appointed (E or A)					
Number of Members on Board					
Annual Salary if paid by salary	\$56,650.00				
Hourly Rate if paid hourly		\$16.74	\$15.58	\$15.13	\$16.25
Hours per Week (average)	40	40	as needed	as needed	40
Hourly Rate Outside of Regular Duties					
Date of Hire (staff only)					
Benefit Eligibility (Y or N):	Y	Y	N		Y
Vacation	Y	Y			Y
Sick	Y	Y			Y
Personal	Y	Y			Y
Longevity	Y	Y			N
Other	N	N			
Health Insurance Eligible?	Y	Y			Y
What Percent does Town Pay?	75%	75%			75%
Retiree Health Insurance Eligible?	Y	Y			Y
What Percent does Town Pay?	50%	50%			50%
Retirement System Eligible?	Y	Y	Y		Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Y Quinn	Y Quinn			N
Union Employees (Y or N)		Y	Y		Y

**TOWN OF SUNDERLAND**

Police Department	Other Officers/Professional Staff				
	Chief	Sergeant	Full Time Officers	Part Time	Police Clerk
Elected or Appointed (E or A)	A		A	A	A
Number of Members on Board	1	1	4	12	1
Annual Salary if paid by salary	\$58,206.00				\$20,505.00
Hourly Rate if paid hourly		\$20.47			
Hours per Week (average)	40+	40	40	varies	30
Hourly Rate Outside of Regular Duties			1-5 time		
Date of Hire (staff only)	7/90		7/96	varies	1998
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	Y
Sick	Y	Y	Y	N	Y
Personal	Y	Y	Y	N	Y
Longevity					
Other					
Health Insurance Eligible?	Y	Y	Y	some	Y
What Percent does Town Pay?	55%	55%			55%
Retiree Health Insurance Eligible?	Y	Y	Y		
What Percent does Town Pay?	50%	50%	50%	50%	30%
Retirement System Eligible?	Y	Y	Y	some	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Deferred Comp., Quinn Bill			Deferred Comp.	Deferred Comp.
Union Employees (Y or N)	N	Y	Y	Y	N

**TOWN OF WARWICK**

<b>Police Department</b>	<b>Other Staff</b>		
	Chief	Sargeant	Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	12
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$9.50	\$8.50	\$8.00
Hours per Week (average)	10	3	7
Hourly Rate Outside of Regular Duties			\$25.00/Hr Detail Rate
Date of Hire (staff only)	1979	1984	
Benefit Eligibility (Y or N):	N	N	N
Vacation	N	N	N
Sick	N	N	N
Personal	N	N	N
Longevity			
Other			
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Y	Y	Y
Union Employees (Y or N)	N	N	N

**TOWN OF WENDELL**

<b>Police Department</b>	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		6
Annual Salary if paid by salary	\$1,500.00	
Hourly Rate if paid hourly		\$13.79
Hours per Week (average)	6	4
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)		
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)		
Union Employees (Y or N)	N	N

**TOWN OF WHATELY**

<b>Police Department</b>	<b>Other Staff</b>		
	Chief	Full Time Officer	Part Time Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$48,412.58	\$35,404.49	
Hourly Rate if paid hourly			\$12.73
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties		\$12.73	
Date of Hire (staff only)	7/1/02	10/15/99	
Benefit Eligibility (Y or N):		Y	N
Vacation		Y	
Sick		Y	
Personal		Y	
Longevity			
Other			
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	80%	80%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)		Quinn Bill	
Union Employees (Y or N)	N	N	N

# RECREATION COMMISSION

	Wage Information					Benefits Eligibility (Y/N)			
	Elected/Appointed	Number of Members	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits
Ashfield	A	5	Volunteers						
Bernardston	E	5	12.30						
Buckland	E	5	Volunteers						
Charlemont	E	5	0.00	\$0.00	varies		N	N	N
Colrain	A	5	Volunteers						
Conway		5	Volunteers						
Deerfield	A	1	35,241.00	\$20.73	34+	2001	Y	Y	Y
Erving	E	5	\$750/ea		varies		N	N	N
Gill	A	5	Volunteers				N	N	N
Greenfield	A	5	Volunteers				N	N	N
Hawley	None								
Heath	A	4	Volunteers						
Leverett	A	5	Funded by Fees						
Leyden	A	5	Funded by Fees						
Monroe	N/A								
Montague	E	3	Unpaid				N	N	N
New Salem	A	5	Volunteers				N	N	N
Northfield	E	5	0.00				N		
Orange			Volunteers						
Rowe	E	3	Unpaid	Under Parks & Recreation Commission			N	N	N
Shelburne	E	3	Volunteers				N	N	N
Shutesbury		5	Volunteers						
Sunderland	A	1	14,261.00		18	7/99	N	N	Y
Warwick	All volunteer								
Wendell	A		Unpaid						
Whately	A	7	Unpaid						

## RECREATION COMMISSION STAFF

	Wage Information				Benefits Eligibility (Y/N)				
	Title	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union
Ashfield			Volunteer			N	N	N	N
Ashfield	Instructor		\$12.00		Summer				
Bernardston	Director	\$2,800.00			Summer				
Bernardston	Co-Director	\$2,200.00			Summer				
Bernardston	Staff (9)		\$9.00	25/hrs/wk	Summer				
Buckland	Recreation Area Director	\$8,500.00		40**	Summer	N	N	N	N
Erving	Summer Park Director		\$16.41	40	Summer	N	N	N	N
Gill	Summer Program Director	Volunteer		8 weeks	Summer	N	N	N	N
Gill	Recreation Aides (2)		\$12.50	8 weeks	Summer	N	N	N	N
Gill	CIT		\$8.00	8 weeks	Summer	N	N	N	N
Greenfield	Recreation Director	\$55,062.00			5/27/03	Y	Y	Y	Y
Montague	Director	\$51,192.54		37.5	10/01	Y	Y	Y	Y
Montague	Secretary	\$16,349.04	\$15.66	20	3/01	Y	Y	Y	Y
Montague	Swim Team Coach		\$10.50 - \$11.50	varies		N	N	N	N
Montague	Summer Supervisor		\$10.25	varies	6/1/06	N	N	N	N
Northfield	Program Director		\$14.80	varies	5/2/02	N	N	N	N
Rowe	Park Ranger	\$39,450.00		40	5/99	Y	Y	Y	N
Rowe	Rangers		\$11.00	40**	Summer	N	N	N	N
Rowe	Life Guards		\$11.00	25-40**	Summer	N	N	N	N
Shelburne	Recreation Director	\$2,102.00		varies		N	N	N	N

\*\* This is an 8 week only summer program.

# SELECTBOARD

## Wage Information

## Benefits Eligibility (Y/N)

	Elected/Appointed	# of Members on Board	Annual Salary Chair	Annual Salary Members	Hours per week	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	E	3	\$1,500	\$1,250	-	N	N	N	N	N		N		N		
Bernardston	E	3	2,050	2,000												
Buckland	E	3	2,000	2,000	10-15	N	N	N	N	N		N		N	N	N
Charlemont	E	3	2,664	2,664	varies	N	N	N	N	N		N		Y	N	N
Colrain	E	3	2,654	2,654	--	N	N	N	N	Y	75%	Y	50%	Y	N	N
Conway	E	3	2,067	2,067	--					Y				Y	N	N
Deerfield	E	3	1,700	1,500	varies	N	N	N	N	N	65%	Y	50%	N	N	N
Erving	E	3	3,306	3,306	varies	N	N	N	N	N		N		Y	N	N
Gill	E	3	2,361	2,146	varies	N	N	N	N	N		N		N	Y	N
Greenfield	E	Mayor	70,000			Y	Y	Y		Y	90%	Y	90%	Y		N
Hawley	E	3	1,300	1,100	varies	N	N	N	N	N		N			N	N
Heath	E	3	1,500	1,000	varies					N		N		N	N	N
Leverett	E	3	1,050	1,000		N	N	N	N	N		N		Y	N	N
Leyden	E	3	900	850		N	N	N	N	N		N		Y	N	N
Monroe	E	3	721	721	4											
Montague	E	3	1,000	1,000		N	N	N	N	N		N		Y	N	N
New Salem	E	3	1,558	1,221						N		N		N	N	N
Northfield	E	3	0	0						N		N		Y		N
Orange	E	3	1,000	1,000	5-6	N	N	N	N	N		N		Y	N	N
Rowe	E	3	1,854	1,854	5	N	N	N	N	N		N		N	N	N
Shelburne	E	3	2,420	2,119	varies	N	N	N	N	N		N/A		Y		N
Shutesbury	E	3	1,971	1,971		N	N	N	N	N		N		Y	N	N
Sunderland	E	3	3,500	3,000		N	N	N		Y				Y	N	N
Warwick	E	3	400	400	varies	N	N	N	N	N		N		Y	Y	N
Wendell	E	3	3,200	3,200						N		N		N		
Whately	E	3	1,571	1,442		N	N	N	N	N		N		Y		N

# SELECTBOARD STAFF

## Wage Information

## Benefits Eligibility (Y/N)

	Title	Elected/Appointed	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	Town Administrator	A	\$27,351		25	1/05	Y	Y	Y	Y	Y	75%	Y	50%	Y	DC	N
Bernardston	Admin. Assistant	A	43,076		35	8/04	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Buckland	Town Admin.	A	50,634		40	3/5/2008	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Buckland	Admin. Assistant	A		\$15.33	40	8/01	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Charlemont **	Executive Secretary	A		\$19.62	40	7/01	Y	Y	Y		Y	85%	Y	50%	Y	N	N
Colrain	Town Coordinator	A		\$17.00	20	7/30/2007	Y	Y	Y	N	Y	75%	Y	50%	Y	N	N
Conway	Admin. Assistant	A	25,709	\$16.98	30+	6/05	Y	Y	Y	N	Y	70%	Y	50%	Y	Y	N
Deerfield	Town Admin.	A	65,145	\$31.32	40+	12/05	Y	Y	Y	N	Y	65%	Y	50%	Y	N	N
Deerfield *****	Admin. Assistant	A	35,997	\$18.46	37.5	1/99											
Deerfield	Clerk Typist I	A	14,482	\$15.67	19	7/02	N	N	N	N	N		N		N	N	N
Erving	Admin. Coord.	A	51,382		40	7/03	Y	Y	Y	Y	Y	86%	Y	79%	Y	Y	N
Gill	Admin. Assistant	A	40,812	\$20.73	37.5	7/07	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	N
Greenfield	Admin. Assistant	A	33,205	\$17.03		2003											
Greenfield	Operations Manager	A				2003											
Hawley***	Admin. Assistant	A		\$17.91	11	1991	Y	Y	N	N	Y	75%	N		Y	N	N
Heath	Town Coordinator	A	29,103	\$17.49	32	7/05	Y	Y	Y		Y	75%			Y	Y	N
Leverett	Executive Admin.	A	47,810	\$25.54	36	1/03	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Leverett	Clerk	A	12,870	\$12.38	20	6/99	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Leyden	Municipal Assistant	A	32,617		32	7/01	Y	Y	Y		Y	50%			Y	N	N
Monroe	Admin. Assistant	A	2,907		10												
Montague	Town Admin.	A	79,529		35+	12/1/97	Y	Y	Y	N	Y	85%	Y	80%	Y	Y	N
Montague	Admin. Secretary	A		\$20.46	25	10/14/97	Y	Y	Y	N	Y	85%	Y	80%	Y	Y	N
New Salem	Town Coord.	A	20,295		20	9/03	Y	Y	Y		Y	75%	Y	75%	Y	Y	N
Northfield	Admin. Assistant	A	50,849		40	12/97	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N
Northfield	Town Secretary	A		\$15.78	40	5/06	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N
Orange	Town Admin.	A	70,560		40	12/01	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	N
Orange	Admin. Coordinator	A	36,024	\$18.72	37	2004	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	N
Rowe****	Town Coordinator	A	54,534		45+	1/1/04	Y	Y	Y	N	Y	85%	Y	85%	Y	Y	N
Shelburne	Exec. Secretary	A	49,546	\$23.82	40	9/11/89	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Shutesbury	Town Admin.	A	48,771		40	12/1/2005	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Shutesbury	Secretary	A	15,984		20	7/1/95	Y	Y	Y	Y	Y	75%	Y	50%	Y		N
Sunderland	Town Admin.	A	54,570			1/18/00	Y	Y	Y		Y				Y	DC	N
Sunderland	Adm. Secretary	A	22,476	\$14.41	30	8/16/00	N	Y	N	N	Y	55%	N		N	DC	N
Warwick	Town Coord.	A	33,286		30		Y	Y	N	N	Y	75%	N		Y	N	N
Warwick	Town Secretary	A		\$12.42		11/03	N	N	N	N	N		N		N	N	N
Wendell*	Town Coord.	A	20,295		20	9/03	Y*	Y	Y		Y	75%	Y	75%	Y	Y	N
Whately	Town Admin.	A	34,000		30	8/9/05	Y	Y	Y		Y	80%	Y	50%	Y		N
Whately	Muni. Secretary	A		\$15.15	20	9/1/05	Y	Y	Y		Y	80%	Y	50%	Y		N

\*\* Charlemont - Executive Secretary to town boards.

\*\*\*\*\* Deerfield - Administrative Assistant is for BOS, Town Administrative Office, etc. support.

\*\*\* Hawley - Same as Assessors Clerk, thus eligible for added benefits.

\*\*\*\* Rowe - Also serves as Town Accountant. Has 1 assistant 10/wk at \$16.00/hr.

\* Wendell benefits paid through New Salem.

# SOLID WASTE

		Benefits Eligibility (Y/N)									
	Titles	Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Full-Time Employees	Part-Time Employees	Oversight
Ashfield	Transfer Station Attend.		\$11.61	20		N	N	N		2	Highway
Bernardston	Transfer Station Attend. (2)		\$10.51 & \$9.46	16		Y	Y	N	N	2	Select Board
Buckland	Transfer Station Attend.		\$12.32	19	1999	N	N	N		1	Highway
Charlemont	Transfer Station Attend.		\$12.15	16	9/03	N	N	N		1	Select Board
Colrain	Transfer Station Attend. (MSW)		\$9.79	9.5	3/19/04	N	N	N	N		Highway
Colrain	Transfer Station Attend. (Recycling)		\$9.79	9.5	4/1/04	N	N	N	N		Highway
Conway	Transfer Station Attend.		\$11.25 & \$12.50	12/12		N	N	N	N	4	BOH
Deerfield	Landfill Operator		\$16.00	8-16		N	N	N	0	2	Highway
Erving	FCSWD Member	\$8,105.00									
Gill	FCSWMD Member										BOH
Greenfield	Assistant Forman	\$42,172.00		40	8/94	Y	Y	Y	1		
Hawley	FCSWD and Town of Ashfield										
Heath	Transfer Station Attend.		\$10.65	14	1990	N	N	N	N	2*	Highway
Leverett	Solid Waste Admin.	\$8,829.00	\$17.52	10		N	N	N			
Leverett	Supervisor		\$13.38	8		N	N	N			
Leverett	Attendant		\$12.30			N	N	N			
Leverett	Junior Attendant		\$9.42			N	N	N			
Leyden	FCSWD Member										
Monroe	N/A										
Montague	Various DPW Personnel		\$13.55 - \$18.97	12.5		Y	Y	Y			Highway
New Salem	Transfer Station Attend.		\$10.89	10	2007	N	N	N		1	BOH
Northfield			\$13.84	14-15	2005	N	N			2	BOH
Orange	Transfer Station Mgr.	\$42,973.00		40	1998	Y	Y	Y	2	2	Select Board
Rowe	Transfer Station Attend.		\$16.45	16	1998	N	N			1	BOH
Shelburne	Transfer Station Attend.		\$16.28	15	2007	N	N	N	0	0	Highway
Shutesbury	Recycling Coordinator	\$1,852.00	Stipend								
Sunderland											
Warwick	Transfer Station Attend.		\$10.87	8	2007	N	N	N	0	1	BOH
Wendell	Transfer Station Attend.		\$11.47	14		N	N			2	Highway
Whately	Transfer Station Attend.		\$12.34	16		N	N	N		1	Highway

\* Heath - Only 1 attendant works at a time.

# TAX COLLECTOR

## Wage Information

## Benefits Eligibility (Y/N)

	<i>Elected/Appointed</i>	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Hours per week</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Insurance Eligible</i>	<i>Percent Town Pays</i>	<i>Retiree Health Insurance</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>
Ashfield	A	\$16,473		20	Y	Y	Y	Y	Y	75%	Y	50%	Y	
Bernardston	E	9,889		10	N	N	N	N	N	75%	Y		Y	Fees
Buckland*	A	40,303		40	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y
Charlemont	A	13,403		varies	N	N	N	N	N		N		Y	N
Colrain	A	14,144	\$13.60	20	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Conway	A	Combined with Treasurer								70%	Y	50%	Y	Y
Deerfield**	A	68,538	\$32.47	40+	Y	Y	N	N	Y	65%	Y	50%	Y	Y
Deerfield - Admin. Asst.	A	34,778	\$16.72	40	Y	Y	N	N	Y	65%	Y	50%	Y	Y
Erving	E	8,200		9	N	N	N	N	N		N		N	N
Erving - Assistant	A		\$14.16	7-8	N	N	N	N	N		N		N	N
Gill**	E	17,209		20	N	N	N	N	N		N		N	N
Greenfield**	A	71,249		40	Y	Y	Y	Y	Y	90%	Y	90%	Y	Y
Hawley	A	5,000		varies	N	N	N	N	N		N		N	N
Heath	A	9,011		8	N	N	N	N	N		N		N	N
Leverett	A	19,162	\$19.39	19	Y	Y	Y		Y	75%	Y	50%	Y	N
Leyden	E	5,099		8	N	N	N	N	N		N			N
Monroe	A	3,025		20										
Montague*	E	56,509		35	Y	Y	Y	Y	Y	85%	Y	80%	Y	Y
			Fees 4,000											Cert. Fees 1,000
New Salem	E	9,328		15	N	N	N	N	N		N		N	
Northfield*	E	21,244		14	N	N	N	N	Y	75%	Y	50%	Y	Fees
Orange	E	42,315		35	Y	Y	Y	Y	Y	75%	Y	75%	Y	N
Rowe	E	6,531		3-6	N	N	N	N	N		N		Y	Fees
Shelburne	E	13,635		varies	N	N	N	Y	Y	75%	Y	50%	Y	Y
Shutesbury	A	13,663		15	N	N	N	Y	N		N		N	N
Sunderland*	A	45,627		40	Y	Y	Y	Y	Y	55%	Y	55%	Y	Y
Warwick	A	14,761		20	Y	Y	Y	Y	Y	75%	N		Y	Y
Wendell	E	8,400		16	N	N	N	N	N		N		N	
Whately*	A	25,818		25	Y	Y	Y		Y	80%	Y	50%	Y	

\* Collector/Treasurer

\*\* Deerfield - Combined Tax Collector/Treasurer/Town Clerk position

\*\* Gill - Includes Sewer Salary. No fees reflected.

\*\* Greenfield - Combined position with Treasurer/Collector and Director of Finance & Administration.

# TOWN COUNSEL

	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Annual Budget</i>	<i>Hours Per Week</i>	<i>Date of Hire</i>
Ashfield		100	\$5,000		
Bernardston			15,000		7/1/97
Buckland			12,000		
Charlemont		150	20,000	varies	
Colrain		150	8,000		
Conway			10,000		
Deerfield*		as needed		as needed	
Erving		100	6,000	as needed	1980
Gill		100	4,500	as needed	
Greenfield			\$25,100		
Hawley		100	1,500	as needed	
Heath			5,000	varies	
Leverett		100	4,000	as needed	7/03
Leyden			2,500	as needed	
Monroe		100	1,100		
Montague - Legal			19,100		
Montague - Labor			22,500		
New Salem		140	5,000	as needed	1997
Northfield			15,000	varies	
Orange			14,550		1980
Rowe			10,000	as needed	6/1/2004
Shelburne		as needed	10,306		
Shutesbury		125	9,800		
Sunderland			15,000	as needed	
Warwick	2,800		7,800	as needed	
Wendell			10,000	varies	
Whately		155			

# TOWN NURSE

## Wage Information

## Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield	No														
Bernardston	No														
Buckland	No														
Charlemont *			\$18.00	varies		N	N	N	N	N	N	N	N	N	N
Colrain	Through the Community Health Center of Franklin County														
Conway	Through FRCOG														
Deerfield	Through FRCOG														
Erving	Eastern Franklin District														
Gill	No														
Greenfield	None														
Hawley	No														
Heath *	No		\$20.00	7		N	N	N	N	N		N		N	N
Leverett	Through the Community Health Center of Franklin County														
Leyden	Through the Community Health Center of Franklin County														
Monroe	None														
Montague *	Per Diem	9,500		5								Y	80%	Y	Y
New Salem	No														
Northfield	No														
Orange	No														
Rowe *			\$30.69	16	7/6/2007	N	N	N	N	N		N		N	N
Shelburne	No														
Shutesbury	No														
Sunderland	N/A														
Warwick	No														
Wendell	No														
Whately	N/A														

\* Part of the Board of Health

# TREASURER

## Wage Information

## Benefits Eligibility (Y/N)

	<i>Elected/Appointed</i>	<i>Annual Salary</i>	<i>Hours per week</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Ins. Eligible</i>	<i>Percent Town Pays</i>	<i>Retiree Health Ins.</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>
Ashfield *****	A	\$12,299	15	N	N	N	N	N		N		N	
Bernardston	E	19,385	15	N	N	N	N	Y		N	50%	Y	N
Buckland	SEE TAX COLLECTOR - Combined position												
Charlemont	A	14,765	varies	N	N	N	N	N		N		Y	N
Colrain ****	A	10,608	15	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Conway	A	35,203	30+	Y	Y	Y	N	Y	70%	Y	50%	Y	N
Conway ****	A	15,792	18	N	N	N	N	N		N		N	N
Deerfield	SEE TAX COLLECTOR - Combined position												
Deerfield *	A	41,059	40+	Y	Y	Y	N	Y	65%	Y	50%	Y	
Erving **	E	37,490	24	N	N	N	N	Y	86%	Y	79%	Y	N
Gill ***	E	13,851	20	N	N	N	N	N		N		Y	
Greenfield	SEE TAX COLLECTOR - Combined position												
Hawley	A	6,500	varies	N	N	N	N	N		N			N
Heath	A	8,105	11	N	N	N	N	N		N		N	N
Leverett *****	A	13,111	13	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Leyden	E	4,998	10	N	N	N	N	N		N			N
Monroe	A	10,404	varies	N	N	N	N	Y	100%	N		Y	N
Montague	SEE TAX COLLECTOR												
New Salem	A	13,676	20	N	N	N	N	N		N		N	Cert. 1,000
Northfield	SEE TAX COLLECTOR												
Orange	E	44,997	37	Y	Y	Y	Y	Y	75%	Y	75%	Y	N
Rowe	E	7,161	3	N	N	N	N	N		N		N	Y
Shelburne	A	24,150	22	Y	Y	Y	N	Y	75%	Y	50%	Y	Y
Shutesbury	A	20,495	22.5	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Sunderland	SEE TAX COLLECTOR												
Warwick	E	16,711	20	Y	Y	Y	Y	Y	75%	N		Y	Y
Wendell	E	8,400	16	N	N	N	N	N		N		N	
Whately	SEE TAX COLLECTOR - Combined position												

\*\*\*\*\* Ashfield - Held by two people; Town Clerk and Tax Collector.

\*\*\*\* Colrain - Tax Collector and Town Treasurer positions are held by the same person, therefore individual is entitled to benefits.

\*\*\*\* Conway - Assistant Treasurer/Collector position.

\* Deerfield - Assistant Treasurer position has been added.

\*\* Erving - Two positions: Assistant Treasurer at \$17.76/hr for 6-8 hrs/wk. Clerical at \$13.20/hr for 10-12 hrs/wk.

\*\*\* Gill - No longer does payroll. Accountant does payroll.

\*\*\*\*\* Leverett - Eligible for benefits because this position is combined with another position.

**TOWN OF ASHFIELD**

<b>Waste Water Treatment Facility</b>	<b>Chief Operator</b>	<b>Assistant Operator</b>
Elected or Appointed (E or A)	A	A
Number of Members on Board * 3 elected		
Annual Salary if paid by salary	\$40,267	
Hourly Rate if paid hourly		\$16.40
Hours per Week (average)	38	12
Date of Hire	9/18/00	9/00
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity		
Other		
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp - Employees pay	
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 0

How many regular part time employees? 2

\* Sewer Commission - no compensation.

**TOWN OF BUCKLAND**

<b>Waste Water Treatment Facility</b>	<b>Chief Operator</b>	<b>Assistant Operator</b>
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$20.52	\$15.47
Hours per Week (average)	40	40
Date of Hire	1983	2005
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other	Y	Y
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	75%	75%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 2

How many regular part time employees? 0

**TOWN OF DEERFIELD**

<b>Waste Water Treatment Facility</b>	<b>Additional Staff</b>		
	Superintendent	Chief Operator	Certified Operator
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	2
Annual Salary if paid by salary	Combined with Highway 1/6 of Total	\$52,450.00	\$38,565 - \$41,739
Hourly Rate if paid hourly		\$25.12	\$18.47-\$19.99
Hours per Week (average)	varies	40+	40+
Date of Hire	6/73	11/90	12/00 & 1/03
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y
Union Employees (Y or N)	N	N	N

Including superintendent, how many regular full time employees? 3

How many regular part time employees? 1 Superintendent is also Highway Super.

**TOWN OF ERVING**

<b>Waste Water Treatment Facility</b>	Chief Operator/Operations Supervisor	Assistant Chief/ Co Treatment Plant Operator
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	1
Annual Salary if paid by salary	\$46,382.00	\$38,972.00
Hourly Rate if paid hourly		
Hours per Week (average)	40	40
Date of Hire	11/02	2003
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other - Clothing \$200 each	Y	Y
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	86%	86%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	79%	79%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 2

How many regular part time employees? 0

**TOWN OF GREENFIELD**

<b>Waste Water Treatment Facility</b>	Plant Manager	Management Assistant
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$63,552.00	\$58,623.00
Hourly Rate if paid hourly		
Hours per Week (average)	37.5	37.5
Date of Hire		
Benefit Eligibility (Y or N):	Y	Y
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity		
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	90%	90%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	90%	90%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	Y	

Including superintendent, how many regular full time employees?  
 How many regular part time employees?

**TOWN OF MONTAGUE**

**Additional Staff (please list titles)**

<b>Waste Water Treatment Facility</b>	Superintendent	Lead Operator	Plant Operator	Mechanic	Truck Driver Laborer	Custodian	Secretary
Elected or Appointed (E or A)	A	A	A	A	A	A	A
Number of Members on Board	1	1	1	1			1
Annual Salary if paid by salary	\$70,286.00						\$32,822.00
Hourly Rate if paid hourly		\$21.40	\$17.99	\$16.62	Vacant	\$13.47	
Hours per Week (average)	40	40	40	40	40	25	35
Date of Hire	9/93	2/5/01	11/9/98	12/29/2003		vacant	7/87
Benefit Eligibility (Y or N):							
Vacation	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y
Longevity	N	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	90%	90%	90%	90%	90%	90%	90%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%	80%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y	Y	Y	Y

Including superintendent, how many regular full time employees? 4  
 How many regular part time employees? 2

**TOWN OF NORTHFIELD**

**Waste Water Treatment Facility**

	Superintendent	Assistant
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$21.77	\$15.72 & \$16.08
Hours per Week (average)	40	varies
Date of Hire	12/02	varies
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity	N	N
Other		
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 1

How many regular part time employees? 2

**TOWN OF ORANGE**

**PUBLIC WORKS**

**Additional Staff (please list titles)**

Waste Water Treatment Facility	Chief Operator	Operator	Operator
Elected or Appointed (E or A)	A		
Number of Members on Board			
Annual Salary if paid by salary	\$47,000.00		
Hourly Rate if paid hourly		\$15.59	\$16.05
Hours per Week (average)	40	40+OT	40+OT
Date of Hire	7/19/2003	1/6/2003	7/12/1982
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	Y	Y

Including superintendent, how many regular full time employees? 3

How many regular part time employees? 0

# WATER DEPARTMENT

	Wage Information				Benefits Eligibility (Y/N)						
	Number of Members	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union	Full-Time Employees	Part-Time Employees
Ashfield	Water district is not a town department										
Bernardston	Water district is not a town department										
Buckland	Water district is not a town department										
Charlemont	N/A										
Colrain	Water district is not a town department										
Conway	N/A										
Deerfield	Town has two water districts - not town departments										
Erving **	Operator	\$5,730.00				N	N	N	N		2
Erving	Back-up Operator	\$5,640.00									
Erving	Meter Reader	\$600.00									
Erving	Trea/Coll	\$5,537.00									
Erving	Clerk	\$570.00									
Gill	Water district is not a town department										
Greenfield	7		\$15.79-\$17.88	40		Y	Y	Y	Y	Y	
Hawley	N/A										
Heath	N/A										
Leverett											
Leyden	N/A										
Monroe	District										
Montague	District										
New Salem	N/A										
Northfield	Town has two water districts - not town departments										
Orange	4	65,000	\$16.50 - \$19.67	40 +		Y	Y	Y	Y	4	2
Rowe	N/A										
Shelburne	District										
Shutesbury											
Sunderland	Separate district										
Warwick	N/A										
Wendell	N/A										
Whately***	3	\$20,204.09		20		Y	Y				1

\*\*\* Commissioners paid \$618/yr, information above is for Superintendent

\*\* Erving - 3 Commissioners paid \$250 a year each.