



# 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	Dental Plan	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield *	Y	\$17,152		8		N	N	N	N	N				N		N	N
Bernardston *	Y	18,423				N	N	N	N	N		N		N		N	
Buckland *	Y	16,806		12	8/05	N	N	N	N	N				N		N	N
Charlemont *	Y	14,067		8	8/06	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	27,119	\$28.85	18	12/8/03	N	N	N	N	N				N		N	N
Erving	N	24,625		20	2004	N	N	N	N	N				N		N	N
Gill *	Y	17,423		8	2009	N	N	N	N	N				N		N	N
Greenfield	N	69,032		37.5	1/7/85	Y	Y	Y	Y	Y	90%			Y	90%	Y	Y
Hawley	N/A																
Heath - Accountant	Y	11,565		8-12	11/04	N	N	N	N	N				N		N	N
Leverett - Accountant	N	25,625	\$19.20	24	2004	Y	Y	Y		Y	75%			Y	50%	Y	N
Leyden	N	6,646		5	2006	N	N	N	N	N				N		N	N
Monroe	N/A	See Treasurer - Shared Position															
Montague	N	62,044		35	9/13/99	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y
New Salem *	Y	15,245		8	2005	N	N	N	N	N		N		N		N	N
Northfield	N	24,700		20	11/89	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	Y
Orange	N	45,681		40	2004	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 *	Y	14,067		8		N	N	N	N	N		N		N		N	N
Shutesbury	N	12,505		15		N	N	N	Y	N				N		Y	1000 Cert
Sunderland *	Y																
Warwick	N	11,409		8	2007	N	N	N	N	N				N		N	N
Wendell *	Y	15,245		8	2005	N	N	N	N	N				N		N	N
Whately *	Y	13,067		6	2005	N	N	N	N	N		N				N	

\* Contracted through the FRCOG.

# 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	6,750	varies as needed	N	N	A		varies as needed	N	N	A		varies as needed	N	N
Buckland	A	2,400	as needed	N	N	A	ACO	as needed	N	N	A	600	as needed	N	N
Charlemont	A	1,000	varies	N	N	A	500	varies	N	N	A	568	varies	N	N
Colrain						A			N	N	A	318		N	N
Conway	A	526		N	N	A	422		N	N	A	526		N	N
Deerfield **															
Erving	A	Police	as needed	N	N	A	Police	varies	N	N	A	0		N	N
Gill	A	Police	as needed	N	N						A	767		N	N
Greenfield	A	Vacant		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	1,073	varies	N	N	A	100		N	N
Leyden *	A	500	A	N	N						A	55		N	N
Monroe	A										A	50	N/A		
Montague										N	1,339	varies	N	N	
New Salem						A	950	varies	N	N	A	180			
Northfield						A	3,060	varies	N	N	A	2,250	varies	N	N
Orange						A	6,612		N	N	A	500		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	2,320				A	2,122		N	Y					
Sunderland	A	1,200	as needed	N	N						A	100	varies	N	N
Warwick***	A	1,530	as needed	N	N										
Wendell						A	800	varies	N	N	A	500	varies	N	N
Whately	A	1,930	as needed	N	N						A	341		N	N

\*\* Deerfield - Consolidated with multiple towns.

\* Leyden - Included with Police Salaries.

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

# ASSESSORS

## 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	Dental Plan	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	E	3	\$1,500	\$1,250														
Bernardston	E	3	1,050	1,000								Y	0%					
Buckland	E	3	1,500	1,200		N	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	varies	N	N	N	N	**				**		Y	N	N
Deerfield	E	3	2,000	1,750	varies	N	N	N	N	Y	65%			Y	50%	N	N	N
Erving	E	3	3,242	3,179	3-4	N	N	N	N	N				N		Y	Y	N
Gill	E	3	2,953	2,685		N	N	N	N	N				N		N	N	N
Greenfield	E	3	3,000	2,400		N	N	N	N	Y	80%			Y	60%	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	928	655		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	1,591	1,326	4	N	N	N	N	N		N		N		N	N	N
Northfield	E	3	1,768	1,607	varies	N	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	2,333	1,974		N	N	N	N	N				N		Y	N/A	N
Shutesbury	A	3	1,520	1,566		N	N	N	N	N				Y	50%	Y	N	N
Sunderland	E	3	3,700	2,700	2	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	varies	N	N	N	N	N				N		N		N
Whately	E	3	1,659	1,523		N	N	N	N	N				N		N		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	Dental Plan	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	Admin. Assistant	A		\$11.75	19	5/07	N	N	N	N	N			N		N	N	N	
Bernardston	Assistant Assessor	A	27,682		30	6/03	Y	Y	Y		Y	75%	Y	75%		Y		N	
Buckland	Admin. Assistant	A		\$16.82	20	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N	
Charlemont *	Assessor Secretary	A	31,991		40	11/2010	Y	Y	Y		Y	75%			Y	50%	Y	N	
Colrain	Assessor Clerk	A		\$15.45	20	6/03	Y	Y	Y	N	Y	80%			Y	50%	Y	N	
Conway	Assessor Clerk	A		\$11.14	12	7/05	N	N	N	N	N				N		Y	N	
Conway	Admin. Assistant			\$15.00	20	2003	N	N	N	N	Y	70%			Y		Y	N	
Deerfield	Assessor Clerk	A	41,823	\$20.03	40	6/16/98	Y	Y	Y	N	Y	65%			Y	50%	Y	N	
Erving	Assistant Assessor	A		\$19.44	25	1/99	Y	Y	Y	Y	Y	86%			Y	79%	Y	N	
Gill	Assessor Clerk	A		\$16.54	20	7/05	N	N	N	N	Y	75%	Y	0%	Y	75%	N	DC	
Greenfield	Admin. Assistant	A	Vacant			1/26/98	Y	Y	Y	N	Y	80%			Y	60%	Y	Y	
Hawley	Admin. Assistant	A		\$18.45	22	1/02	Y	Y	N	N	Y	75%			N		Y	N	
Heath	Assessor Clerk	A		\$12.00	8	7/06	N	N	N	N	N				N		N	N	
Leverett	Admin. Assessor	A	26,842		20	10/1/99	Y	Y	Y	N	Y	75%			Y	50%	Y	N	
Leyden	Assessor Clerk	A	4,928		6		N	N	N	N	N							N	
Monroe	N/A																		
Montague	Dir. of Assessing	A	53,972	\$29.52	35+	7/08	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	
Montague	Sr. Admin. Clerk	A	34,901	\$19.22	35	11/7/00	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	
Montague	Assessor Clerk	A	27,256	\$14.92	35	7/05	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	
New Salem	Assessor Clerk	A		\$18.42	12	2005	N	N	N	N	N		N						
Northfield	Assessor Clerk	A	34,351		36	1995	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	N	
Orange	Clerk	A		\$17.34	37	2002	Y	Y	Y	Y	Y	75%			Y	75%	Y	N	
Rowe	Assessor Clerk *	A		\$15.63	12	7/5/96	Y	Y	Y	Y	Y	85%			Y	85%	Y	N	
Shelburne	Assistant Assessor	A	20,650	\$19.86	20		Y	Y	Y	Y	Y	75%			Y	50%	Y	N	
Shutesbury	Admin. Assessor		15,712		20	4/01	Y	Y	Y	Y	N				N		Y	N	
Shutesbury	Assessor Clerk	A	15,253	\$12.01	15	8/14/01	N	N	N	Y	N				N		Y	1000 Cert	
Sunderland		A	12,273		12		N	N	N	N	N				N		Y	N	
Warwick	Clerk	A	7,387		10	2002	N	N	N	N	N				N		N	N	
Wendell	Assistant Assessor	A		\$16.00	30	2005	Y	Y	N	N	N	75%	Y	75%	Y	50%	Y	N	
Whately	Assistant Assessor	A		\$17.31	20	1993	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	N	

\* Charlemont - Also Secretary to town boards.

\* Rowe - Also assistant to Town Coordinator/Accountant for 10 hours/week at \$15.13 an hour.

**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	Dental Plan	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield **																			
Bernardston **	Clerk	A		\$14.00	varies	2/10	N	N	N	N	N		Y	0%	N		N	N	N
Buckland **																			
Charlemont **	Secretary *****	A			varies	7/5/2010	N	N	N	N	N				N		N	N	N
Colrain	See Municipal/Town Clerk Page																		
Conway	Clerk	A		\$12.73	12	1979	N	N	N	N	N				N		Y	N	N
Deerfield	Position now part of Administrative Staff under Selectboard office.																		
Erving	Health Agent	A	15,530		varies		N	N	N	N	N				N		N	N	N
Gill **	**	A	7,481																
Greenfield	Health Dir./Agent	A	61,290		37.5	11/89	Y	Y	Y	N	Y	80%			Y	60%	Y	Y	Y
Hawley **	Select Board																		
Heath **	Clerk			\$12.00	4.5		N	N	N	N	N				N		N	N	N
Leverett	Health Agent	A		\$34.28	varies	9/05	N	N	N	N	N				N		N		N
Leverett	Clerk	A		\$11.84	varies		N	N	N	N	N				N		N		N
Leyden	N/A																		
Monroe **																			
Montague	Health Director	A	62,004	\$33.91	35+	4/18/00	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	Y
Montague	Clerk	A	13,242	\$14.63	17.5	1/2/07	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	Y
New Salem	Clerk			\$14.10	3		N	N	N	N	N		N		N		N	N	N
Northfield	Clerk			\$13.54		4/06	N	N	N	N	N		N		N		N	N	N
Orange	Clerk	A		\$15.83	30+10		Y	Y	Y	Y	Y	75%			Y	75%	Y	Y	N
Rowe	Clerk****	A			5		Y	Y	Y	Y	Y	85%			Y	85%	Y	Y	N
Shelburne	Clerk	A		\$14.49	varies	2009	N	N	N	N	N				N		N	N	N
Shutesbury	Clerk ***	A		\$14.71		5/03	N	N	N	N	N				N		N	N	N
Sunderland	Clerk	A	1,498	\$14.41	2	8/2000													
Warwick	Clerk		3,553		4		N	N	N	N	N				N		N	N	N
Wendell	Clerk	A		\$11.70	2		N	N	N	N	N		N		N		N	N	N
Whately *	Agent - Shared	A	13,743																

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

\*\* Gill - Annual assessment for Health Agent services with the FRCOG plus \$1,237 for clerical support.

\*\* Annual assessment for Health Agent services with the FRCOG.

\*\*\* Shares Health Agent.

\*\*\*\* Town Coordinator/Town Accountant serves as BOH Clerk.

\*\*\*\*\* Included in Assessor Secretary.

**SELECTBOARD**

**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>Dental Plan</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	--													
Bernardston	E	3	2,050	2,000								Y	0%					
Buckland	E	3	2,000	2,000	10-15	N	N	N	N	N		N		N		N	N	N
Charlemont	E	3	1,624	1,624	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	1,750	1,750	--					Y						Y	N	N
Deerfield	E	3	1,700	1,500	varies	N	N	N	N	Y	65%			Y	50%	N	N	N
Erving	E	3	3,306	3,306	varies	N	N	N	N	Y	90%			Y	80%	Y	N	N
Gill	E	3	2,289	2,050		N	N	N	N	N	75%			N	75%	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		728	728	4													
Montague	E	3	2,827	2,610		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	1,844	1,739						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	2,483	2,171	varies	N	N	N	N	N				N/A		Y		N
Shutesbury	E	3	1,858	1,914		N	N	N	N	N				N		Y	N	N
Sunderland	E	3	3,500	3,000		N	N	N	N	Y						Y	N	N
Warwick	E	3	500	500	varies	N	N	N	N	N				N		Y	Y	N
Wendell	E	3	3,200	3,200						N		N		N		N		
Whately	E	3	1,659	1,523		N	N	N	N	N		N		N		N		N

## SELECTBOARD STAFF

Title	Elected/Appointed	Wage Information					Benefits Eligibility (Y/N)													
		Annual Salary	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Dental Plan	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N		
Ashfield	Town Administrator	A	\$34,628		30	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	75%	Y	50%	Y		N	
Buckland	Town Administrator	A	51,647		40	3/07	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N	
Buckland	Admin. Assistant	A	33,629		40	8/01	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N	
Charlemont	Admin. Assistant	A		\$18.94	40	7/01	Y	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	25,060	\$16.00	30+	6/05	Y	Y	Y	N	Y	70%			Y	50%	Y	Y	N	
Deerfield	Town Administrator	A	62,370	\$29.87	40	12/05	Y	Y	Y	N	Y	65%			Y	50%	Y	Y	N	
Deerfield ****	Admin. Assistant	A	33,934	\$17.34	37.5	1/99														
Deerfield	Clerk Typist I	A	32,506	\$16.67	37.5	1/4/99	Y	Y	Y	N	Y	65%			Y	50%	Y	Y	N	
Deerfield	Clerk Typist II	A	14,533	\$14.71	19	7/02	N	N	N	N	N				N		N	N	N	
Erving	Admin. Coordinator	A	50,128		40	7/03	Y	Y	Y	Y	Y	86%			Y	79%	Y	Y	N	
Gill	Admin. Assistant	A	38,805	\$19.90	37.5	7/07	Y	Y	Y	Y	Y	75%			Y	75%	Y	Y	N	
Greenfield	Admin. Assistant	A				2003														
Greenfield	Operations Manager	A				2003														
Hawley**	Admin. Assistant	A		\$15.91	22	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	29,705		32	7/01	Y	Y	Y		Y	50%					Y	N	N	
Monroe	Admin. Assistant	A	2,965		10															
Montague	Town Administrator	A	78,089		35+	12/1/97	Y	Y	Y	N	Y	90%			Y	80%	Y	Y	N	
Montague	Admin. Secretary	A		\$20.26	25	10/14/97	Y	Y	Y	N	Y	90%			Y	80%	Y	Y	N	
New Salem	Town Coordinator	A	18,780		20	9/03	Y	Y	Y		Y	75%			Y	75%	Y	Y	N	
Northfield	Admin. Assistant	A	49,706		40	12/97	Y	Y	Y	N	Y	75%			Y	50%	Y	DC	N	
Northfield	Town Secretary	A		\$15.08	40	5/06	Y	Y	Y	N	Y	75%			Y	50%	Y	DC	N	
Orange	Town Administrator	A	67,040		40	12/01	Y	Y	Y	Y	Y	75%			Y	75%	Y	Y	N	
Orange	Admin. Coordinator	A	34,982	\$14.30	37	2004	Y	Y	Y	Y	Y	75%			Y	75%	Y	Y	N	
Rowe****	Town Coordinator	A	53,308		45+	1/1/04	Y	Y	Y	N	Y	85%			Y	85%	Y	Y	N	
Shelburne	Executive Secretary	A	51,302	\$24.90	40	9/11/89	Y	Y	Y	Y	Y	75%			Y	50%	Y	Y	N	
Shutesbury	Town Administrator	A	44,805		40	12/1/2005	Y	Y	Y	Y	Y	75%			Y	50%	Y	Y	N	
Shutesbury	Secretary	A	14,108	\$13.52	20	7/1/95	Y	Y	Y	Y	Y	75%			Y	50%	Y		N	
Sunderland	Town Administrator	A	51,563			1/18/00	Y	Y	Y		Y						Y	DC	N	
Sunderland	Adm. Secretary	A	21,843	\$13.47	30	8/16/00	N	Y	N	N	Y	55%			N		N	DC	N	
Warwick	Town Coordinator	A	33,950		30	10/2007	Y	Y	N	N	Y	75%			N		Y	N	N	
Warwick	Town Secretary	A	3,636			11/03	N	N	N	N	N				N		N	N	N	
Wendell*	Town Coordinator	A	21,500		20	9/03	Y*	Y	Y		Y	75%	Y	75%	Y	75%	Y	Y	N	
Whately	Town Administrator	A	38,089		30	8/9/05	Y	Y	Y		Y	80%	Y	75%	Y	50%	Y		N	
Whately	Municipal Secretary	A		\$16.00	11	Vacant	Y	Y	Y		Y	75%			Y	50%	Y		N	

\*\*\*\* 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 and BOH Clerk. Has 1 assistant 10/wk at \$15.63/hr.

\* Wendell benefits paid through New Salem.

# 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>Dental Plan</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	Y	Fees	
Buckland	E	3	N	550	400	N	N	N	N	N	N
Charlemont	E	4	N	600	600	N	N		N	N	N
Colrain	A	5	N	0	0	N					
Conway	E	5		1,098	851	N	N		Y	Fees	
Deerfield	Select Board is Board of Health										
Erving	E	3	Eastern Franklin	810	810	N	N		N	N	N
Gill	E	3	N	1,312	1,201	N	N	N	N	DC	Y
Greenfield	A	3				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	150	100	N	Y		Y	N	Y
Monroe				260	260						
Montague	E	3		1,000	1,000				Y		N
New Salem	E	3		600	600		N	N	N	N	Y
Northfield	E	5	Eastern Franklin	456	456	N	N	N	Y	N	Y
Orange	E	3		100		N	N		N	N	N
Rowe	E	3		1,545	1,545	N	N		Y*	Perc Test & Insp. Fees	Y
Shelburne	A	3		825	825	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	N	N	N
Warwick	E	3		500	500	N	N		N	N	
Wendell	E	3		1,300	1,150		N	N	N		**
Whately	E	3	Foothills	788	652		N		N		

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

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

# 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	Dental Plan	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield		\$11.04	4	2005	N	N	N	N				N		N	N
Bernardston	N/A	\$10.78	10	2006	N	N	N	N		Y	0%			N	
Buckland	\$2,888		4		N	N	N	N		N				N	N
Charlemont	Vacant				N	N	N	N						N	N
Colrain		\$10.46	5	4/02	N	N	N	N						N	N
Conway		\$12.63	17		N	N	N	N						N	N
Deerfield	N/A														
Erving & Facilities Maintenance		\$17.26	40	7/03	Y	Y	Y	Y	86%			Y	79%	Y	Y
Gill		\$12.21	3.5	1988	N	N	N	N				N		N	DC
Greenfield	33,945	\$16.32	40	1/05	Y	Y	Y	Y	80%			Y	60%	Y	Y
Hawley	N/A														
Heath		\$11.49	10	2/05	N	N	N	N				N		N	N
Leverett	14,174	\$15.96	19		N	N	N	N				N		N	N
Leyden	1,244		varies		N	N	N	N				N		N	N
Monroe															
Montague		\$14.02	40	7/04	Y	Y	Y	Y	80%			Y	80%	Y	Y
New Salem		\$12.16	7	1998	N	N	N	N		N		N		N	N
Northfield		\$13.39	19	6/05	N	N	N	N		N		N		N	N
Orange	N/A														
Rowe		\$13.95	15	5/27/2007	N	N	N	N				N		N	N
Shelburne	No longer have position														
Shutesbury		\$11.10	10	3/28/00	N	N	N	N				N		Y	N
Sunderland	Position Eliminated														
Warwick	2,739		6		N	N	N	N				N		Y	N
Wendell		\$12.26	19	2007	N	N	N	N		N		N		N	N
Whately	Part of Highway Dept.	\$15.99	2-3	1999	N	N	N	N		N	0%	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			7/1/2007	N	N	N	N	N	N	N	N	N	N
Bernardston		5,075													
Buckland	No	No pay			Appointed yearly	N	N	N	N	N		N		N	
Charlemont	Non paid position														
Colrain	Receives Stipend from Entergy (Vt. Yankee)														
Conway		2,000													
Deerfield	Under the Select Board														
Erving - Fire Department	N	2,346		varies	2/03	N	N	N	N	N	N	N	N	Y	N
Gill	Volunteer	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.		11.84	2	7/06	N	N	N	N	N	N	N	N		N
Leyden *	N	1,635		varies		N	N	N	N	N		N		N	N
Monroe				3	11/98	N	N	N	N	Y		N		Y	N
Montague		5,490				N	N	N	N	N		N		N	N
New Salem		1,250			2008										
Northfield	Appointed	2,500		varies		N	N	N	N	N		N		N	N
Orange		1,000	Emergency Management Director												
Rowe	See Fire Chief, Part of His Duties														
Shelburne		259		As needed		N	N	N	N	N		N	N	N	N
Shutesbury	Paid		Comes under the Fire Department												
Sunderland	Under Fire Department														
Warwick	Volunteers														
Wendell	Under the Fire Department			No pay											
Whately	Under the Select Board			No pay											

\* Part of Police Chief Responsibilities.

**TOWN OF ASHFIELD**

Fire Department	Other Firefighters/Professional Staff					
	Chief	Assistant Chief	Deputy Chief	Lieutenants (2)	Engineers (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
Dental						
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**

Fire Department	Other Firefighters/Professional Staff					
	Chief	Assistant Chief	Captain	Lieutenant	Firefighters	Clerk
Annual Salary if paid by salary			2	2		
Hourly Rate if paid hourly	\$3,895.00	\$1,845.00	\$410.00	\$205.00	\$11.33	\$475.00
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						
Dental						
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)						

\* \$13.39/hr. for Officers & \$11.33/hr for Firefighters for fire calls and \$8.24/hr for training.

**BUCKLAND FIRE DISTRICT**

Fire Department	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		
Dental		
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
Dental		
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**

<b>Fire Department</b>	<b>Other Firefighters/Professional Staff</b>				
	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					
Dental					
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**

<b>Fire Department</b>	Chief	Firefighters
Annual Salary if paid by salary	\$6,120.00	
Hourly Rate if paid hourly		\$12.24
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
Dental		
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				
Dental					
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)		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 (29)
Annual Salary if paid by salary *	\$11,200.00	\$41,750.00	\$2,500.00			\$10.00 to \$15.50
Hourly Rate if paid hourly *				\$16.00	\$16.00	
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				
Dental						
Personal	N	Y				
Longevity	N	N				
Other	N	N				
Health Insurance Eligible?	N	Y				
What Percent does Town Pay?						
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**

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$12,385.00	
Hourly Rate if paid hourly		\$14.44
Hours per Week (average)	variable	variable
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Y	Y
Date Hire (regular staff)	1/09	
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Dental		
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**

**Fire Department (On Call)**

**Other Firefighters/Professional Staff**

	Chief	Deputy Chief (2) & Captains (2)	Lieutenant (3)	Firefighters	Inspector
Annual Salary if paid by salary	\$13,194.00				\$1,466.00
Hourly Rate if paid hourly		\$15.30 - \$18.61	\$15.30 - \$18.61	\$12.25 - \$14.90	
Hours per Week (average)	9				
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
Dental	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	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	Deferred Comp.	Deferred Comp.	Deferred Comp.	
Union Employees (Y or N)	N	N	N	N	

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

**TOWN OF GREENFIELD**

**Fire Department**

**Other Firefighters/Professional Staff**

	Chief	Captain	Deputy Chief (3)	Fire Alarm Prevention	EMT	Officer in Charge
Annual Salary if paid by salary		\$52,888.00	\$74,672.00	\$55,557.00		\$45,084.00
Hourly Rate if paid hourly					Basic 3% EMT 1-6% Paramedic 9%	
Hours per Week (average)	40	42	40	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
Dental						
Longevity						
Other	Y	Y	Y	Y		
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%
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**

**Fire Department**

	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	
Dental	
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	Firefighters (18)	
	Chief	Incentive
Annual Salary if paid by salary	\$4,266.00	\$6,000.00
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
Dental		
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	\$18,799.00	\$3,465.00	\$1,681.00	
Hourly Rate if paid hourly				
Hours per Week (average)				
Hourly Rate Other Than Base Pay for Training or Responding to Fire		\$15.89	\$15.89	\$15.89
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N			
Vacation				
Sick				
Dental				
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	\$816.00	\$612.00	\$204.00	\$184.00
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
Dental				
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 NEW SALEM**

<b>Fire Department</b>	Chief	Firefighters
Annual Salary if paid by salary - Stipend	\$13,750	
Hourly Rate if paid hourly		\$11.66 - \$13.60
Hours per Week (average)	10	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire	same	same
Date Hire (regular staff)	2008	ranges
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Dental		
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**

<b>Fire Department</b>	<b>Other Firefighters/Professional Staff</b>				
	Chief	Assistant Chief	Firefighters	Captain	Lieutenant
Annual Salary if paid by salary	\$2,624.00	\$534.00		\$267.00	\$402.00
Hourly Rate if paid hourly					
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
Dental	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N	N	N	N	N
Other	N	N	N	N	N
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)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

**TOWN OF ORANGE**

<b>Fire Department</b>	<b>Other Firefighters/Professional Staff</b>								
	Chief	Deputy Chief	Call Captain	Call District Deputy	Call Lieutenant	Call Driver	Full Time Firefighters	Call Firefighters	EMS Coordinator
Annual Salary if paid by salary	\$74,951.24	\$60,708.44	\$1,098.80	\$1,549.29	\$1,014.09	\$985.93	\$41,591.16 - \$50,172.20	\$927.59	\$1,000.00
Hourly Rate if paid hourly									
Hours per Week (average)	50	20	2	10	2		56		
Hourly Rate Other Than Base Pay for Training or Responding to Fire									
Date Hire (regular staff)	9/92								
Benefit Eligibility (Y or N):									
Vacation	Y	Y	N		N		Y		
Sick	Y	Y	N		N		Y		
Dental	Y	Y					Y		
Personal	Y	Y	N		N		Y		
Longevity	Y	Y	N		N		Y		
Other									
Health Insurance Eligible?	Y	Y	N		N		Y		
What Percent does Town Pay?	75%						75%		
Retiree Health Insurance Eligible?	Y	Y	N	N	N		Y		
What Percent does Town Pay?									
Retirement System Eligible?	Y	Y	N	N	N		Y		
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	N		N		Y		
Union Employees (Y or N)	N	Y	N		N		Y		

**TOWN OF ROWE**

Fire Department	Other Firefighters/Professional Staff					FireFighters (13)
	Chief	Deputy Chief (2)	Captain (2)	Lieutenant (2)	First Responders (9)	
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):	N	N	N	N	N	N
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Dental						
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)	Engineers (3)	
Annual Salary if paid by salary *	\$7,200.00					
Hourly Rate if paid hourly *		\$10.04	\$9.01	\$8.00		\$7.98
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff) Administrator	40hrs/wk @ \$34,153 annually					
Benefit Eligibility (Y or N):	N	N	N	N		N
Vacation	N	N	N	N		N
Sick	N	N	N	N		N
Dental						
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	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

\* 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):	N	N	N	N	N	N	N
Vacation	N	N	N	N	N	N	N
Sick	N	N	N	N	N	N	N
Dental							
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
Dental								
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	Y
Other Benefits (ie. Deferred Comp, 401K)								
Union Employees (Y or N)	N	N	N	N	N	N	N	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	\$11,076.00	\$25,174.00	\$35,684.00		\$2,215.00
Hourly Rate if paid hourly				\$14.07	
Hours per Week (average)			40		
Hourly Rate Other Than Base Pay for Training or Responding to Fire		*			
Date Hire (regular staff)					
Benefit Eligibility (Y or N):		N			
Vacation		N	Y	N	N
Sick		N	Y	N	N
Dental					
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	N	N	N	N

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

**TOWN OF WARWICK**

Fire Department	Other Firefighters/Professional Staff			
	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
Dental				
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 pays \$500 stipend to each of twelve firefighters in addition to above salary.

**TOWN OF WENDELL**

<b>Fire Department</b>	Chief	Firefighters
Annual Salary if paid by salary	\$5,000.00	
Hourly Rate if paid hourly		\$14.49
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		
Dental		
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**

**Other Firefighters/Professional Staff**

<b>Fire Department</b>	Chief	EMT Director	Firefighter	EMT's
Annual Salary if paid by salary	\$6,336.00	\$3,355.00		
Hourly Rate if paid hourly			\$12.94	\$12.94
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				
Dental				
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	N	N	N
Other Benefits (ie. Deferred Comp, 401K)				
Union Employees (Y or N)	N	N	N	N

**TOWN OF ASHFIELD**

Highway Department	Additional Staff				
	Superintendent	Foreman	Mechanic	Equipment Operator Worker	Tree Warden (is Superintendent)
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
Dental					
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					Tree Warden
	Superintendent	Laboror	Laboror	Substitute Laborer	Assistants	
Number of Employees Holding this Position	1	1	1	1		1
Annual Salary if paid by salary	\$50,861.00					
Hourly Rate if paid hourly		\$17.28	\$16.21	\$15.76	\$15.00	\$21.54
Hours per Week (average)	40	40	40			
Overtime in Addition to Salary?						
Date of Hire	2006	1987	2005			2006
Benefit Eligibility (Y or N):	Y	Y	Y	N	N	N
Vacation	Y	Y	Y	N	N	N
Sick	Y	Y	Y	N	N	N
Dental						
Personal	Y	Y	Y	N	N	N
Longevity	N	N	N	N	N	N
Other						
Health Insurance Eligible?	Y	Y	Y	N	N	N
What Percent does Town Pay?	75%	75%	75%	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?	Y	Y	Y	N	N	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? 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	\$41,828.49	Vacant F08			\$1,200.00
Hourly Rate if paid hourly			\$15.16	\$15.00	
Hours per Week (average)		40	40	40	
Overtime in Addition to Salary?	Winter Stipend	Y	Y	Y	
Date of Hire	1997		2004	2009	2003
Benefit Eligibility (Y or N):	Y	Y	Y	Y	N
Vacation	Y	Y	Y	Y	
Sick	Y	Y	Y	Y	
Dental - 0% Town	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	\$24.23	\$18.19	\$16.80	\$16.11	
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	
Dental					
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?	75%	75%	75%	75%	
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 Centre

**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
Dental					
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? Nc  
 \* 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	\$23.75	\$17.47
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
Dental		
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? 5  
 How many regular part time employees? 2  
 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	\$71,953.00	\$45,163.00	\$40,152.00	\$36,811 - \$41,823	\$1,000.00
Hourly Rate if paid hourly	\$34.46	\$21.63	\$19.23	\$17.63 - \$20.03	
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
Dental					
Personal	Y	Y	Y	Y	N
Date of Hire					
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 Working Foreman	Equipment 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
Dental		
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**

**Highway Department**

**Additional Staff**

	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	\$25.12	\$21.59	\$18.46	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		
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	
Sick	Y	Y	Y	N	
Dental	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?

Highway Department. Riverside Sewer District has a pump station that sends solid waste to Montague's Wastewater Treatment Facility

**TOWN OF GREENFIELD**

Highway Department	Additional Staff			
	Director of Public Works	Operations Supervisor	Equipment/ Vehicle Maintenance Supervisor	Public Works Inspector
Number of Employees Holding this Position	1	1	1	2
Annual Salary if paid by salary	\$86,569.00	\$56,409.00		
Hourly Rate if paid hourly			\$20.06	
Hours per Week (average)	37.5	37.5	40	40
Overtime in Addition to Salary?	N	N	N	Y
Date of Hire				11/85 & 8/86
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental				
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	80% HMO	80% HMO	80% HMO	80% HMO
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	60%	60%	60%	60%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	Y	Y	Y	N

Including the Superintendent, how many regular full time employees? Highway, Traffic & Vehicle Maintenance  
 How many regular part time employees? N/A  
 Are Sewer lines maintained by the Highway Department or another Department? Sewer Division of DPW

**TOWN OF HAWLEY**

Highway Department	Additional Staff		
	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	\$21.53	\$17.70	-0-
Hours per Week (average)	40	40	
Overtime in Addition to Salary?	Y	Y	
Date of Hire		10/08	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	
Sick	Y	Y	
Dental			
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**

Highway Department	Additional Staff			
	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	\$21.23	\$14.62	\$15.60	\$17.06
Hours per Week (average)	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
Dental				
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					
Hourly Rate if paid hourly	\$27.42	\$18.96	\$16.57	\$15.88	\$11.84
Hours per Week (average)	40	40	40	40	12
Overtime in Addition to Salary?	Y	Y	Y	Y	
Date of Hire	11/1987	2003	6/1994	7/2007	7/2005
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Dental					
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? Nc

**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			\$5,100.00
Hourly Rate if paid hourly	\$19.97	\$15.76	
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
Dental			
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 Sewe

**TOWN OF MONROE**

**Highway Department**

	Superintendent	Mechanic
Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$36,488.00	\$33,797.00
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
Dental		
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**

**Highway Department**

Highway Department	Additional Staff							
	Superintendent	Office Manager	Working Foreman	Equipment Operator	Truck Driver	Grounds Keeper	Building Maintenance	Shop Foreman
Number of Employees Holding this Position	1	1	1	2	6	1	1	1
Annual Salary if paid by salary	\$70,912.00	\$43,938.00	\$51,458.00					\$52,877.00
Hourly Rate if paid hourly	\$34.00	\$21.00	\$25.00	\$21.00 - \$22.00	\$15.00 - \$19.00	\$20.00	\$14.00	\$25.00
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				8/10	2/90
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y	Y
Dental								
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?	80%	80%	80%	80%	80%	80%	80%	80%
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**

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	\$23.54	\$20.06	\$19.60
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
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? 5

How many regular part time employees? None

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

**TOWN OF NORTHFIELD**

**Highway Department**

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	\$26.12	\$19.50	\$15.35 - \$18.34	
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	
Dental	Y	Y	Y	
Personal	Y	Y	Y	
Longevity	N	N	N	
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)	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			
	Superintendent	Laboror/Driver	Foreman	Secretary
Number of Employees Holding this Position	1	3	2	
Annual Salary if paid by salary	\$60,660.00			\$15.38
Hourly Rate if paid hourly		\$16.18 - \$18.19	\$18.46 - \$19.05	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
Dental				
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? 5  
 How many regular part time employees? 0  
 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	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
Dental		
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? Nc  
 1 Part-Time person is hired to help with snow plowing approximately December through Marct

**TOWN OF SHELBURNE**

Highway Department	Superintendent	Laborers
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary	\$56,483.00	
Hourly Rate if paid hourly		\$17.10 - \$18.15
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
Dental		
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? Nc

**TOWN OF SHUTESBURY**

Highway Department	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
Dental	
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? Nc

**TOWN OF SUNDERLAND**

Highway Department	Superintendent	Additional Staff		
		Laborer/Truck Driver	Laborer/Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$48,181.00	\$32,663.00	\$32,663.00	
Hourly Rate if paid hourly				N
Hours per Week (average)	37.5	37.5	37.5	10
Overtime in Addition to Salary?	Snow Only	Y	Y	N
Date of Hire	10/2009	2007	2007	10/2009
Benefit Eligibility (Y or N):				N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental				
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 Departmen

**TOWN OF WARWICK**

Highway Department	Superintendent	Additional Staff	
		Foreman & Grader Operator	Laborer
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary	\$44,197.00		
Hourly Rate if paid hourly		\$16.82	\$15.00
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	*	1.5	1.5
Date of Hire	2006	1999	2006
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
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?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	Y
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? 4  
 How many regular part time employees? None  
 Are Sewer lines maintained by the Highway Department or another Department? No Sewer  
 \* Snow removal only O.T. for Supervisor.

**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	\$20.85	\$16.16
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire	2007	varies
Benefit Eligibility (Y or N):	Y	Y
Vacation	Y	Y
Sick	Y	Y
Dental	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	2
Annual Salary if paid by salary	\$51,639.00		
Hourly Rate if paid hourly		\$18.52	\$15.99 - \$16.56
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
Dental			
Personal	Y	Y	Y
Longevity			
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	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	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		33,808	Y				
Bernardston	FCCIP	FCCIP	FCCIP	FCCIP		36,152	Y				
Buckland	FCCIP	FCCIP	FCCIP	FCCIP		35,670	Y				
Charlemont	FCCIP	FCCIP	FCCIP	FCCIP		17,965	Y				
Colrain	\$6,938	Revolving Funds		Fire Chief			N	N	N	N	N
Conway	FCCIP	FCCIP	FCCIP	FCCIP		29,983	Y				
Deerfield*	Y	Y	Y	Y			N				
Erving	FCCIP	FCCIP	FCCIP	FCCIP		varies	Y				
Gill***	FCCIP	FCCIP	FCCIP	FCCIP	No	58,860	Y	N	N	N	N
Greenfield	Y	Y	Y	N		33,537	N	Y*	Y*	Y*	Y*
Hawley	FCCIP	FCCIP	FCCIP	FCCIP		6,166	Y				
Heath	FCCIP	FCCIP	FCCIP	FCCIP		8,730	Y				
Leverett	FCCIP	FCCIP	FCCIP	FCCIP			Y				
Leyden	FCCIP	FCCIP	\$1,000	FCCIP							
Monroe	Contracted by Job						N				
Montague	\$59,101	\$27.06/Insp	\$27.06/Insp	\$27.06/Insp	Sr. Clerk	34,577	N	Y	Y	Y	Y
New Salem	\$8,000	Fees	Fees	Fees			N	N	N	N	N
Northfield	\$23,816	Fees	Fees	Fees	Y*	2,317	N	N	Y	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		33,240	Y				
Shutesbury	FCCIP	Fees	Fees	Fees		18,494	Y				
Sunderland	\$21,773	Revolving Funds				22,523	N	Y	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		53,949	Y				

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

\* Deerfield - Fee for service. Two Inspectors: Building Commissioner (Commerical/Zoning) & Building Inspector (Residential).

\*\*\* 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.

\* Northfield - Part of Town Secretary's duties to act as clerk.

**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
Dental			
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	15.38	\$11.53	\$8.82	\$8.61	\$8.71	\$8.61	
Hours per Week (average)	23	10					
Date of Hire	2004						
Benefit Eligibility (Y or N):							
Vacation	Y						
Sick	Y						
Dental	Y	N	N	N	N	N	
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**

LIBRARY	Additional Staff	
	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		\$13.00
Hours per Week (average)		20
Date of Hire		2008
Benefit Eligibility (Y or N):	N	Y
Vacation	N	Y
Sick	N	Y
Dental - Town pays 0%		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		\$11,228.00
Hourly Rate if paid hourly		
Hours per Week (average)		12
Date of Hire		8/95
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick		
Dental		
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**

<b>LIBRARY</b>	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
Dental			
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**

<b>LIBRARY</b>	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
Dental			
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**

LIBRARY	Additional Staff		
	Trustee	Library Director	Assistant Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	3		
Annual Salary if paid by salary		\$17,860.00	
Hourly Rate if paid hourly			\$9.18
Hours per Week (average)	1	17	12
Date of Hire			
Benefit Eligibility (Y or N):	N	N	N
Vacation			
Sick			
Dental			
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)			
Union Employees (Y or N)	N	N	N

**TOWN OF GILL**

LIBRARY	Additional Staff			
	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	\$13.91	\$11.97	\$12.21
Hours per Week (average)		15	varies	4hr/mth
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		N	N	N
Sick		N	N	N
Dental		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		\$55,345	
Hourly Rate if paid hourly			\$19.69
Hours per Week (average)		37.5	37.5
Date of Hire			
Benefit Eligibility (Y or N):		Y	Y
Vacation		Y	Y
Sick		Y	Y
Dental			
Personal		Y	Y
Longevity		Y	Y
Other		Y	Y
Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		80%	80%
Retiree Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		60%	60%
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		\$21,044.23	\$4,901.81
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
Dental			
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	Assistant Director	
	Director	Assistant Director
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$37,630.00	\$11,751.00
Hourly Rate if paid hourly	\$19.78	\$12.82
Hours per Week (average)	36	12
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Dental		
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	Librarian	
	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$13,025.00
Hourly Rate if paid hourly		
Hours per Week (average)		17.5
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick	N	N
Dental		
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		\$60,067.00	\$41,765.00	\$34,631.00	
Hourly Rate if paid hourly					\$12.51 - \$16.19
Hours per Week (average)		35	35	35	10 - 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
Dental					
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?		80%	80%	80%	
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		\$14.94	\$10.94	\$8.98	
Hours per Week (average)		18	2	5	Varies
Date of Hire		1998			
Benefit Eligibility (Y or N):	N	N	N	N	N
Vacation					
Sick					
Dental					
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**

LIBRARY	Additional Staff (please list titles)					
	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		\$48,374.00				
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
Dental	N	Y	Y	N	N	N
Personal	N	Y	Y	N	N	N
Longevity	N	N	N	N	N	N
Other	N	Y	Y	N	N	N
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)	N	Deferred Comp.			N	N
Union Employees (Y or N)	N	N	N	N	N	N

**TOWN OF ORANGE**

LIBRARY	Additional Staff		
	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	\$54,427	\$42,851	
Hourly Rate if paid hourly			\$8.24 - \$17.73
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	
Dental			
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**

LIBRARY	Additional Staff			
	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	
Dental				
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**

LIBRARY	Director
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$14,816
Hourly Rate if paid hourly	
Hours per Week (average)	
Date of Hire	
Benefit Eligibility (Y or N):	
Vacation	N
Sick	N
Dental	
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
Dental	
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		\$42,865.00		
Hourly Rate if paid hourly			\$12.85	\$12.08
Hours per Week (average)		37.5	17	28
Date of Hire		2009	1991	2009
Benefit Eligibility (Y or N):				
Vacation		Y	N	
Sick		Y	N	
Dental				
Personal		Y	N	
Longevity		N	N	
Other				
Health Insurance Eligible?		Y	N	
What Percent does Town Pay?		55%		
Retiree Health Insurance Eligible?		Y	N	
What Percent does Town Pay?				
Retirement System Eligible?		Y	N	
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	N	N
Union Employees (Y or N)		N	N	N

**TOWN OF WARWICK**

<b>LIBRARY</b>	<b>Additional Staff</b>		
	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		\$17,995.00	\$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
Dental			
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		\$15.60	\$11.70
Hours per Week (average)	1/4	12	
Date of Hire		1987	varies
Benefit Eligibility (Y or N):	N	N	N
Vacation			
Sick			
Dental			
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**

LIBRARY	Additional Staff			
	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		\$17,934.00		
Hourly Rate if paid hourly			\$10.10	\$12.69
Hours per Week (average)		20	6	2
Date of Hire				
Benefit Eligibility (Y or N):		Y	N	N
Vacation		Y	N	N
Sick		Y	N	N
Dental		Y	N	N
Personal		Y	N	N
Longevity				
Other				
Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		75%		
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)		N	N	N

**MUNICIPAL/TOWN CLERK**

**Wage Information**

**Benefits Eligibility (Y/N)**

	<i>Elected/Appointed</i>	<i>Sum of Fees</i>	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Hours Per Week</i>	<i>Date of Hire</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Ins. Eligible</i>	<i>Percent Town Pays</i>	<i>Dental Plan</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		\$30,594		35	6/02	Y	Y	Y	Y	Y			Y	50%	Y	N	
Bernardston	E		10,433		10		N	N	N	N	Y	75%	Y	75%	Y	50%	Y	Fees
Buckland	E	\$1,500	28,818		32		Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y
Charlemont	E		8,974		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		16,445		25	11/79	N	N	N	N	N			N			Y	N
Deerfield	See Treasurer/Tax Collector																	
Erving	E		7,639		varies		N	N	N	N	N			N			N	N
Erving - Asst Clerk		584			varies		N	N	N	N	N			N			N	N
Gill ***	E		10,706		varies		N	N	N	N	Y	75%		N			Y	Y
Greenfield	A		63,552		37.5	1/3/89	Y	Y	Y	Y	Y	90%		Y	90%	Y	Y	
Greenfield - Asst Clerk	A		44,665		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		4,371		8		N	N	N	N	N			N	N	N	N	
Monroe	E		1,483		5		N	N	N	N	N		N	N	N	N	N	
Montague	E		52,709		35	12/97	Y	Y	Y	Y	Y	90%		Y	80%	Y	Y	
Montague - Asst. Clerk	A		29,124		35	7/01	Y	Y	Y	Y	Y	90%		Y	80%	Y	Y	
New Salem	E	2,000	6,180		8		N	N	N	N	N			N			N	N
Northfield	E	2,070	23,600		24		N	N	N	N	Y	75%		Y	50%	Y		
Orange	E		40,177		35	2000	Y	Y	Y	Y	Y	75%		Y	50%	Y	N	
Rowe	E	375	6,384		3		N	N	N	N	N			N			N	N
Shelburne	E		18,552		20		N	N	N	N	Y	75%		Y	50%	Y	Fees	
Shutesbury	A		17,349		20		Y	Y	Y	Y	Y	75%		Y	50%	Y	N	
Sunderland	E	N/A	38,804		38		N	N	N	N	Y	55%		Y	55%	Y	Y	
Warwick	E	500-700	5,700		8-10	1999	N	N	N	N	N			N	N	Y	Y	
Wendell	E		6,500		8		N	N	N	N	N		N	N			N	
Whately	E		14,910		15	3/1/99	N	N	N	N	N		N	N			Y	N

\* 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**

Police Department	Other Staff		
	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
Dental			
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,	Deferred Comp. Employee pays		
Union Employees (Y or N)	N	N	

**TOWN OF BERNARDSTON**

Police Department	Other Staff			Officers
	Chief	Sargeant	Officers Full Time	Part Time
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1		10	10
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$25.01	\$21.01	\$18.39	\$14.27
Hours per Week (average)	40	40	varies	varies
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00	\$37.00
Date of Hire (staff only)	2007	2005		
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	N	N
Sick	Y	Y	N	N
Dental	Y	Y	N	N
Personal	Y	Y	N	N
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	Y	Y	N	N
What Percent does Town Pay?	75%	75%		
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?	50%	50%		
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp,	N	N	N	N
Union Employees (Y or N)	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	\$48,941.88		
Hourly Rate if paid hourly		\$17.51	\$14.74
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
Dental - Town pays 0%	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,	Deferred Comp. & Quinn Bill		N
Union Employees (Y or N)	N	N	N

**TOWN OF CHARLEMONT**

**Other Officers/Professional Staff**

<b>Police Department</b>	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	\$15.86	\$14.82
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
Dental		
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 Bill)	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
Dental		
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	\$57,333.00	
Hourly Rate if paid hourly		\$15.76
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
Dental		
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	Patrolman 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
Dental								
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, Union Employees (Y or N)	N	N	N	N	N	N	N	N

**TOWN OF ERVING**

**Other Staff**

<b>Police Department</b>	Chief	Sargeant	Full Time	Reserve	Clerk/Matron
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	7	7	
Annual Salary if paid by salary	\$61,096.00				
Hourly Rate if paid hourly		\$21.58	\$17.54	\$13.68	\$17.02
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):	Y		Y	N	
Vacation	Y		Y	N	
Sick	Y		Y	N	
Dental					
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, Union Employees (Y or N)	Quinn Bill		Quinn Bill	N	
	N		N	N	

**TOWN OF GILL**

**Other Officers/Professional Staff**

<b>Police Department</b>	Chief	Sergeant	Part Time Officers	Officer
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board		1	7	
Annual Salary if paid by salary	\$60,984.00	\$54,873.00		
Hourly Rate if paid hourly	\$29.04	\$26.13	\$15.30 - \$18.61	\$17.75 - \$21.59
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		
Benefit Eligibility (Y or N):				
Vacation	Y	Y	N	Y
Sick	Y	Y	N	Y
Dental	Y	Y	Y	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**

**Other Officers/Professional Staff**

<b>Police Department</b>	Chief	Lieutenant	Sargeant	Patrol
Elected or Appointed (E or A)				
Number of Members on Board				
Annual Salary if paid by salary		\$64,417 - \$66,273	\$56,719 - \$58,360	\$36,250 - \$49,017
Hourly Rate if paid hourly				
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	7/12/1977			
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental				
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?	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	60%	60%	60%	60%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, Union Employees (Y or N)	Y	Y	Y	Y
	N	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	\$1,000.00
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	
Dental	
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, Union Employees (Y or N)	

**TOWN OF HEATH**

**Other Officers/Professional Staff**

<b>Police Department</b>	Chief	Officer	Officer
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$4,602.00		
Hourly Rate if paid hourly		\$13.92	\$13.92
Hours per Week (average)		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
Dental			
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**

**Other Officers/Professional Staff**

<b>Police Department</b>	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	\$60,342.00		\$42,429.00
Hourly Rate if paid hourly		\$15.89	\$20.32
Hours per Week (average)	40	varies	40
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	9/05		
Benefit Eligibility (Y or N):			
Vacation	Y	N	Y
Sick	Y	N	Y
Dental			
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**

<b>Police Department</b>	Chief
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$6,325.00
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
Dental	
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,	N
Union Employees (Y or N)	N

**TOWN OF MONTAGUE**

**Other Officers/Professional Staff**

<b>Police Department</b>	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	6	1	1	9 (2 F/T)	7
Annual Salary if paid by salary	\$75,163.00				\$36,570.00			
Hourly Rate if paid hourly		\$24.18 - \$30.12	\$23.37 - \$25.40	\$16.66 - \$22.95		\$17.34	\$13.78 - \$15.52	\$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
Dental								
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?	80%	80%	80%	80%	80%	80%	80%	
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**

<b>Police Department</b>	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$23,198.00	
Hourly Rate if paid hourly (also C.P. Grant)		\$12.40 - \$14.82
Hours per Week (average)	19	3
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)	1998	varies
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Dental		
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**

<b>Police Department</b>	<b>Other Officers/Professional Staff</b>				
	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	\$64,694.00	\$54,696.00			
Hourly Rate if paid hourly			\$16.74 - \$19.99	\$14.12	\$15.91
Hours per Week (average)	40	40	40	varies	8
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00	\$37.00	
Date of Hire (staff only)	1/10	9/87			9/03
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	N
Sick	Y	Y	Y	N	N
Dental	Y	Y	Y	N	N
Personal	Y	Y	Y	N	N
Longevity	N	N	N	N	N
Other	Y	Y	Y	N	N
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	N
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**

<b>Police Department</b>	<b>Other Officers/Professional Staff</b>			
	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	\$84,174.64	\$58,454.61	\$58,454.61	
Hourly Rate if paid hourly				\$17.73
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties	N/A	\$42.00	\$42.00	\$26.60
Date of Hire (staff only)	9/10/1990	8/26/1981	2/4/2002	3/31/1986
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental				
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			
401K, Quinn Bill	Y	N	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
Dental		
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>	<b>Other Staff</b>		
	Chief	Patrolman	Reserve Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$57,180.00	\$37,162.00	
Hourly Rate if paid hourly	\$27.48	\$17.87	\$15.94
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	2006	2008	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Dental			
Personal	Y	Y	N
Longevity	Y	Y	N
Other			
Health Insurance Eligible?	Y	Y	N
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	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Y	Y	N
Union Employees (Y or N)	N	N	N

**TOWN OF SHUTESBURY**

<b>Police Department</b>	<b>Other Officers/Professional Staff</b>				
	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
Dental					
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**

**Other Officers/Professional Staff**

<b>Police Department</b>	Chief	Sergeant	Full Time Officers	Part Time	Police Clerk
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	3	6	1
Annual Salary if paid by salary	\$59,894.00				\$16,613.00
Hourly Rate if paid hourly		\$20.47			
Hours per Week (average)	40	40	40	varies	27.5
Hourly Rate Outside of Regular Duties			1-5 time		
Date of Hire (staff only)	2004			varies	2002
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	Y
Sick	Y	Y	Y	N	Y
Dental					
Personal	Y	Y	Y	N	Y
Longevity					
Other					
Health Insurance Eligible?	Y	Y	Y		Y
What Percent does Town Pay?	55%	55%	55%		55%
Retiree Health Insurance Eligible?	Y	Y	Y		
What Percent does Town Pay?	50%	50%	50%	50%	50%
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**

**Other Staff**

<b>Police Department</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
Dental			
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,	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		4
Annual Salary if paid by salary	\$5,000.00	
Hourly Rate if paid hourly		\$14.49
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		
Dental		
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**

**Other Staff**

<b>Police Department</b>	<b>Chief</b>	<b>Full Time Officer</b>	<b>Part Time Officers</b>
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$54,188.79	\$37,388.71	
Hourly Rate if paid hourly			\$13.45
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	7/1/02	10/15/99	
Benefit Eligibility (Y or N):		Y	N
Vacation		Y	
Sick		Y	
Dental		Y	
Personal		Y	
Longevity			
Other			
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	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	12.60						
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	31,120.00	\$20.82	32+	2001	Y	Y	Y
Erving	E	5	3,750.00		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	13,859.00		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	Youth Commission Director	\$2,500.00				N	N	N	N
Ashfield	Instructor		\$12.00		Summer				
Bernardston	Director	\$2,700.00			Summer				
Bernardston	Co-Director	\$1,600.00			Summer				
Bernardston	Staff (9)		\$7.60	25/hrs/wk	Summer				
Buckland	Recreation Area Supervisor	\$5,000.00		varies	Summer				
Erving	Summer Park Director	\$3,467.00			Summer	N	N	N	N
Gill	Summer Program Director		\$12.30	5 weeks	Summer	N	N	N	N
Gill	Recreation Aides (2)		\$9.23	5 weeks	Summer				
Gill	CIT		Minimum Wage						
Greenfield	Recreation Director	\$46,482.00			5/27/03	Y	Y	Y	Y
Montague	Director	\$50,426.00		37.5	10/01	Y	Y	Y	Y
Montague	Secretary	\$15,941.00	\$15.50	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		\$14.15	varies	5/2/02	N	N	N	N
Rowe	Park Manager	\$38,563.00		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	\$3,360.00		varies		N	N	N	N

\*\* This is a 8 weeks only summer program.

# 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.		\$11.21	20		N	N	N		2	Highway
Bernardston	FCSWD Member & Transfer Station Attend.		\$9.70 - \$10.77	16		Y	Y	N	N	2	Select Board Highway
Buckland	Transfer Station Attend.		\$12.57	19	2010	N	N	N	N	1	Highway
Charlemont	Transfer Station Attend.		\$11.73	8/8	99/03	N	N	N		2	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.		\$10.50 & \$11.00	12/12		N	N	N	N	2	BOH
Deerfield	Landfill Operator		\$16.00	8-16		N	N	N	0	2	Highway
Erving	FCSWD Member	\$10,000.00			12/89						
Gill											Highway
Greenfield	Assistant Forman	\$35,516.00		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.		\$10.57	10	1966	N	N	N		1	BOH
Northfield			\$13.23	14-15	2005	N	N			2	BOH
Orange	Transfer Station Mgr.	\$40,803.00		40	1998	Y	Y	Y	2	2	Select Board
Rowe	Transfer Station Attend.		\$16.08	16	1998	N	N			1	BOH
Shelburne	Transfer Station Attend.		\$17.10	15	2007	N	N	N	0	0	Highway
Shutesbury	Recycling Coordinator	\$1,798.00	Stipend								
Sunderland											
Warwick	Transfer Station Attend.		\$12.00	8	2010	N	N	N	0	1	BOH
Wendell	Transfer Station Attend.		\$11.70	14		N	N			2	Highway
Whately	Transfer Station Attend.		\$13.77	16		N	N	N		2	BOH

\* 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>Dental Plan</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	\$15,916		20	Y	Y	Y	Y	Y	75%			Y	50%	Y	
Bernardston	E	9,889		10	N	N	N	N	N	75%	Y	75%	Y		Y	Fees
Buckland*	A	41,104		40	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y
Charlemont	A	14,152		varies	N	N	N	N	N	75%			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	70,261	\$33.65	40+	Y	Y	N	N	Y	65%			Y	50%	Y	Y
Erving	E	8,446		8-10	N	N	N	N	Y	86%			Y	79%	Y	Y
Gill**	E	20,057		19	N	N	N	N	Y	75%	Y	0%	Y	75%	N	DC
Greenfield**	A	74,000		37.5	Y	Y	Y	Y	Y	80%			Y	60%	Y	Y
Hawley	A	5,000		varies	N	N	N	N	N				N		N	N
Heath	A	9,731		8	N	N	N	N	N				N		N	N
Leverett	A	20,493		19	Y	Y	Y		Y	75%			Y	50%	Y	N
Leyden	E	5,290		8	N	N	N	N	N				N			N
Monroe	A	3,025		20	N	N	N	N	N		N		N		N	N
Montague*	E	59,591	\$32.59	35	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y
			Fees													Cert. Fees 1,000
New Salem	E	9,515	4,000	15	N	N	N	N	N		N		N		N	
Northfield*	E	22,600		14	N	N	N	N	Y	75%	Y	0%	Y	50%	Y	Y
Orange	E	42,314		35	Y	Y	Y	Y	Y	75%			Y	75%	Y	N
Rowe	E	6,384		3-6	N	N	N	N	N				N		N	Y
			Fees													Cert. Fees 1,000
Shelburne	E	24,786		varies	N	N	N	N	Y	75%			Y	50%	Y	
Shutesbury	A	13,264		15	N	N	N	Y	N				N		N	N
Sunderland*	A	45,086		37	Y	Y	Y	Y	Y	55%			Y	55%	Y	Y
Warwick	A	16,056		20	N	N	N	N	Y	75%			N		Y	Y
Wendell	E	9,400		16	N	N	N	N	N		N		N		N	N
Whately*	A	27,270	\$20.17	26	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	

\* Collector/Treasurer

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

\*\* Gill - Includes Sewer Salary. No fees reflected. Same people hold Treasurer & Tax Collector positions, which is why position is eligible for Health Insurance.

\*\* 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			10,000	as needed	
Charlemont		150	15,000	varies	
Colrain		150	8,000		
Conway			8,000		
Deerfield			20,000	varies	
Erving		100	10,000	as needed	
Gill		100	5,000	as needed	1980
Greenfield			\$35,000		
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	7,500	as needed	1997
Northfield		175	9,000	varies	
Orange			20,000		1980
Rowe			8,000	varies	6/1/2004
Shelburne		as needed	5,000		
Shutesbury		125	9,800		
Sunderland			15,000		
Warwick	2,800		7,800	as needed	
Wendell			8,500	varies	
Whately		155	7,400	as needed	

# 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	Dental Plan	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 *		25,819	24.73	20	8/17/98	Y	Y	Y	Y	Y	90%			Y	80%	Y	Y
New Salem	No																
Northfield	No																
Orange	No																
Rowe *			30.00	8	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

# 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											
Deerfield	Town has two water districts - not town departments										
Erving **	Operator	\$5,588.00				N	N	N	N		2
Erving	Back-up Operator	\$4,526.00									
Erving	Meter Reader	\$600.00									
Erving	Collector Rates	\$5,400.00									
Erving	Clerk	\$568.00									
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											
Northfield	Town has two water districts - not town departments										
Orange	3	65,000	\$17.16 - \$20.74	40 +		Y	Y	Y	Y	4	1
Rowe	N/A										
Shelburne	District										
Shutesbury											
Sunderland	Separate district										
Warwick	N/A										
Wendell	N/A										
Whately***	3	\$21,551.00		20	1987	Y	Y		N		1

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

\*\*\* Whately - Commissioners paid \$618/yr, information above is for Superintendent. Their water district is separate from the water department.

**TOWN OF ASHFIELD**

<b>Waste Water Treatment Facility</b>	Chief Operator	Assistant Operator
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
Dental		
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>	Chief Operator	Assistant Operator
Elected or Appointed (E or A)	A	A
Number of Members on Commission		
Annual Salary if paid by salary	\$45,023.13	\$33,927.08
Hourly Rate if paid hourly		
Hours per Week (average)	40	40
Date of Hire	1983	2005
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Dental - Town pays 0%	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	\$55,875.00	\$41,823 - \$46,354
Hourly Rate if paid hourly		\$26.76	\$20.83-\$22.20
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
Dental			
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>	<b>Additional Staff</b>		
	Chief Operator/Operations Supervisor	Assistant Chief/ Co Treatment Plant Operator	Operator
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	1
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$25.86	\$22.96	\$19.84
Hours per Week (average)	40	40	40
Date of Hire	10/07	2/03	2/08
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other - Clothing \$200 each	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	86%	86%	86%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	79%	79%	79%
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? 0

**TOWN OF GREENFIELD**

**Waste Water Treatment Facility**

	Plant Manager	Management Assistant
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$60,580.00	\$56,565.00
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
Dental		
Personal	Y	Y
Longevity		
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	80%	80%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	60%	60%
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**

Waste Water Treatment Facility	Additional Staff (please list titles)		
	Superintendent	Operator	Secretary
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	4	1
Annual Salary if paid by salary	\$76,319.00		\$35,358.00
Hourly Rate if paid hourly		\$16.51 - \$19.69	
Hours per Week (average)	40	40	35
Date of Hire	9/93		7/87
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
Personal	Y	Y	Y
Longevity	N	Y	Y
Other	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y
Union Employees (Y or N)	N	Y	Y

Including superintendent, how many regular full time employees? 6

How many regular part time employees? 0

**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	\$23.22	\$16.41 & \$16.78
Hours per Week (average)	40	varies
Date of Hire	12/02	varies
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Dental		
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**

<b>Waste Water Treatment Facility</b>	<b>Additional Staff (please list titles)</b>		
	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
Dental			
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