

ACCOUNTANT

Wage Information

Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield *	Y	\$17,903		8		N	N	N	N	N		N		N	N
Bernardston		18,903		9	2005	N	N	N	N	N		N		N	
Bernardston - Data Entry Clerk			\$12.50	8	2005	N	N	N	N	N		N		N	
Buckland	Y	15,600		12	8/05	N	N	N	N	N		N		N	N
Charlemont *	Y	19,400		varies	8/06	N	N	N	N	N		N		N	N
Colrain	N	12,699	29.95	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	26,754	\$28.58	19	12/8/03	N	N	N	N	N		N		N	N
Erving	N	20,745		16	2004	N	N	N	N	N		N		N	N
Gill*	Y	17,903		6	5/2009	N	N	N	N	N		N		N	N
Greenfield	Y	66,040	\$33.87	37.5	1/7/85	Y	Y	Y	N	Y	80%	Y	60%	Y	Y
Hawley	N/A														
Heath - Accountant	Y	11,226		8-12	11/04	N	N	N	N	N		N		N	N
Heath - Asst. Accountant		298	\$12.21												
Leverett - Accountant	N	23,961	\$19.20	24	2004	Y	Y	Y		Y	75%	Y	50%	Y	N
Leverett - Acct. Clerk **	N		\$11.07	8	2004	Y	Y	Y		Y	75%	Y	50%	Y	N
Leyden	N	6,516		5	2004	N	N	N	N	N		N		N	N
Monroe	N/A	See Treasurer - Shared Position													
Montague	N	62,038		35	9/13/99	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y
New Salem *	Y			8	2005	N	N	N	N	N		N		N	N
Northfield	N	24,216		20	11/89	Y	Y	Y	N	Y	75%	Y	50%	Y	
Orange	N	45,681		40	2001	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y
Orange - Clerk	N		\$11.44	4	1998	Y	Y	N	N	Y	75%	Y	75%	Y	Y
Rowe	Combined with Town Coordinator Position														
Shelburne - Fiscal Officer	Y	13,076		8		N	N	N	N	N		N		N	N
Shutesbury	N	12,505		15		N	N	N	Y	N		N		Y	1000 Cert
Sunderland	Y					N	N	N	N	N		N		N	N
Warwick	N	11,409		7	2007	N	N	N	N	N		N		N	N
Wendell *	Y			8	2005	N	N	N	N	N		N		N	N
Whately *	Y	13,428		6	2005	N	N	N	N	N		N		N	N

* Contracted through the FRCOG.

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

ANIMAL CONTROL

	Animal Control Officer					Dog Officer					Animal Inspector				
	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement	Elected/Appointed	Annual Salary	Hours per week	Benefits	Retirement
Ashfield	A	\$1,729		N	N						A	\$350		N	N
Bernardston *	A	\$8/hr	varies	N	N	A		varies	N	N	A		varies	N	N
Buckland	A	2,400									A	600		N	N
Charlemont	A	500	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	varies			A	767	varies	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	1,062	varies	N	N	A	100	varies	N	N
Leyden	A	Police	A	N	N						A	55		N	N
Monroe											A	50	N/A		
Montague	Position Cut											1,339	varies	N	N
New Salem						A	950	varies	N	N	A	190			
Northfield						A	3,000		N	N	A	1,850		N	N
Orange						A	6,612		N	N	A	500		N	N
Rowe						A	618		N	N	A	515		N	N
Shelburne	A	3,231	as needed	N	N						A	500		N	N
Shutesbury						A	2,426		N	Y	A	453		N	Y
Sunderland	A	1,200	as needed	N	N						A	100			
Warwick***	A	1,530	as needed	N	N										
Wendell	A	800	3	N	N						A	215		N	N
Whately	A	1,912		N	N						A	338		N	N

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

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

** Deerfield - Position shared with 3 towns. PO's Assistant Dog Officers.

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

ASSESSORS STAFF

	Title	Wage Information						Benefits Eligibility (Y/N)										
		Elected/Appointed	Annual Salary	Hourly Rate	Hours Per Week	Date Of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N	
Ashfield	Admin. Assistant	A		\$18.00	8	4/09	N	N	N	N	N	N		N		N	N	N
Bernardston	Assistant Assessor	A	27,682		30	6/03	Y	Y	Y	Y	Y	75%		Y		Y		N
Buckland	Admin. Assistant	A		\$16.01	20	2005	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	Y	N
Charlemont **	Assessor Clerk	A	20,000		varies	2008	N	Y	N		Y	85%	Y	50%	Y	N	N	N
Colrain	Assessor Clerk	A	19,068	\$14.13	20	6/03	Y	Y	Y	N	Y	80%	Y	50%	Y	N	N	N
Conway	Assessor Clerk	A		\$10.91	12		N	N	N	N	N		N		Y	N	N	N
Conway	Admin. Assistant			\$15.91	15	2003	Y	Y	N	N	Y	70%	Y		Y	N	N	N
Deerfield	Assessor Clerk	A	38,641	\$19.99	37.5	6/16/98	Y	Y	Y	N	Y	65%	Y	50%	Y	Y	Y	N
Erving	Assistant Assessor	A	25,717	\$18.84	25	1/99	Y	Y	Y	Y	Y	86%	Y	79%	Y	Y	Y	N
Gill	Assessor Clerk	A	15,446		20	7/05	Y	Y	Y	Y	Y	75%	N		Y	Y	Y	N
Greenfield	Administrative Asst.	A	Vacant		37.5		Y	Y	Y	N	Y	80%	Y	60%	Y	Y	Y	Y
Hawley	Administrative Asst.	A		\$17.91	7	1/02	Y	Y	N	N	Y	75%	N		Y	N	N	N
Heath	Assessor Clerk	A		\$12.00	8	7/06	N	N	N	N	N		N		N	N	N	N
Leverett	Admin. Assessor	A	26,576	\$25.55	20	10/01/99	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	Y	N
Leyden	Assessor Clerk	A	4,831		6		N	N	N	N	N							N
Monroe	N/A																	
Montague	Dir. of Assessing	A	52,922		35+	7/08	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y	Y	Y
Montague	Sr. Admin. Clerk	A	34,235		35	11/7/00	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y	Y	Y
Montague	Assessor Clerk	A	26,740		35	7/05	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y	Y	Y
New Salem	Assistant Assessor	A		\$17.88	10	2005	N	N	N	N	N							
New Salem	Assessor Clerk	A		\$12.61			N	N	N	N	N							
Northfield	Assessor Clerk	A	33,659		36	1995	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N	N
Orange	Clerk	A		\$16.96	37	2002	Y	Y	Y	Y	Y	75%	Y	75%	Y	Y	Y	N
Rowe	Assessor Clerk *	A		\$16.00	10	7/5/96	Y	Y	Y	Y	Y	85%	Y	85%	Y			N
Shelburne	Assistant Assessor	A	20,446	\$19.66	20		Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	Y	N
Shutesbury	Admin. Assessor		16,424		20	4/01	Y	Y	Y	Y	N		N		Y	1000 Cert	N	N
Shutesbury	Assessor Clerk	A	10,124		15	8/14/01	N	N	N	Y	N		N		Y			N
Sunderland	Assessor Clerk	A	10,566		10		N	N	N	N	N		N		Y	N	N	N
Warwick	Clerk	A		\$14.06	10	2002	N	N	N	N	N		N		N	N	N	N
Wendell	Assistant Assessor	A		\$16.40	10	2006	N	N	N	N	N		N		N	N	N	N
Wendell	Assistant Clerk	A		\$11.90	20	2005	Y	Y	N	N	N	75%	Y	50%	Y	N	N	N
Whately	Assistant Assessor	A		\$17.14	18		Y	Y	Y	N	N		Y	50%	Y			N

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

** Contracted

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	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												
Buckland	E	3	1,500	1,200		N	N	N	N	N		N		N		N
Charlemont	E	3	1,372	1,372	varies	N	N	N	N	N		N		N	N	N
Colrain	E	3	2,788	2,788		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	2,500	2,250	varies	N	N	N	N	N		N		N	N	N
Erving	E	3	3,342	3,179	3-4	N	N	N	N	N		N		Y	Y	N
Gill	E	3	2,867	2,606	varies	N	N	N	N	N		N		Y	Y	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	929	656		N	N	N	N							
Montague	E	3	1,000	1,000	2-4	N	N	N	N	N		N		Y	N	N
New Salem	E	3	1,545	1,288	4	N	N	N	N	N		N		N	N	N
Northfield	E	3	1,712	1,586		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	2,310	1,954		N	N	N	N	N		N		Y	N/A	N
Shutesbury	A	3	1,638	1,638		N	N	N	N	N		Y	100%	Y	N	N
Sunderland	E	3	2,700	2,700		N	N	N	N	N		N		N	N/A	N
Warwick	E	3	500	500	0.5	N	N	N	N	N		N		Y	N	N
Wendell	E	3	2,000	2,000	2	N	N	N	N	N		N		N		N
Whately	E	3	1,642	1,508		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.

BOARD OF HEALTH STAFF

	Title	Wage Information						Benefits Eligibility (Y/N)									
		Elected/Appointed	Annual Salary	Hourly Rate	Hours Per Week	Date Of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	Health Agent *	A	\$15,852														
Bernardston		A		\$12.50	varies	2005	N	N	N	N	N		N		N	N	N
Buckland																	
Charlemont	Secretary ****	A			varies	2004	N	N	N	N	N		N		N	N	N
Colrain	See Municipal/Town Clerk Page																
Conway	Clerk	A		\$13.50	12	1979	N	N	N	N	N		N		Y	N	N
Deerfield	Health Agent	A	22,866	\$20.79	20+	2001	Y	Y	Y		Y	65%	Y	50%	Y	Y	N
Erving	Health Agent	A	15,530		varies		N	N	N	N	N		N		N	N	N
Gill	**		4,982														
Greenfield	Health Dir./Agent	A	56,072		37.5	3/05	Y	Y	Y	N	Y	80%	Y	60%	Y	Y	Y
Hawley	Select Board																
Heath	Clerk			\$12.00	4.5												
Leverett	Health Agent	A		\$33.94	varies	9/05	N	N	N	N	N		N		N	N	N
Leverett	Clerk	A		\$11.38	varies	2008	N	N	N	N	N		N		N	Y	N
Leyden	N/A																
Monroe	N/A																
Montague	Health Director	A	61,065		35+	4/18/00	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y	Y
Montague	Clerk	A		\$14.34	17.5	1/2/07	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y	Y
New Salem	Clerk			\$11.06	3												
Northfield	Clerk			\$14.12		4/06	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		\$12.70	5		N	N	N	N	N		N		N	N	N
Shelburne	Clerk	A		\$14.35	as needed		N	N	N	N	N		N		N	N	N
Shutesbury	Clerk ***	A		\$14.81	14.5	5/03	N	N	N	N	N		N		N	N	N
Sunderland	Clerk	A	1,499	\$14.41	2	8/00											
Warwick	Clerk			\$13.34	5		N	N	N	N	N		N		N	N	N
Wendell	Clerk			\$11.33	2		N	N	N	N	N		N		N	N	N
Whately	Agent - Shared		13,476														

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

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

*** Shares Health Agent.

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

Leverett - Current BOH Clerk holds other positions; receives benefits.

BOARD OF HEALTH

Wage Information

	<i>Elected/Appointed</i>	<i># of Members on Board</i>	<i>District</i>	<i>Annual Salary Chair</i>	<i>Annual Salary Members</i>	<i>Benefits</i>	<i>Health Ins. Eligible</i>	<i>Retirement System</i>	<i>Other Benefits</i>	<i>Solid Waste</i>
Ashfield	E	3	Foot Hills Health Dist.	\$450	\$450	Paid by District				
Bernardston	E	3	N	1,200	1,000	Fees	Y	Y	Fees	
Buckland	E	3	N	550	400					N
Charlemont	E	4	N	800	800	N	N	N	N	N
Colrain	A	5	N	0	0	N				
Conway	E	5		2,280	900	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	1,273	1,166	N	N	Y (1)	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	200	150	N	Y	Y	N	Y
Monroe				260	260					
Montague	E	3		1,000	1,000	N	N	Y	N	N
New Salem	E	3		585	585		N	N	N	Y
Northfield	E	5	Eastern Franklin	447	447		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 \$25 each	Y
Shelburne	A	3		817	817	N	N	N	Perc Test Fees	Inspection Fees
Shutesbury	E	5	Eastern Franklin	0	0	N	N	N		N
Sunderland	E	3	N	0	0		N	N		N
Warwick	E	3		500	500	N	N	N	N	
Wendell	E	3		1,300	1,150		N	N		**
Whately	E	3	Foothills	781	646		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	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield		\$11.63	4	2005	N	N	N	N		N		N	N
Bernardston	N/A	\$10.51	10	2006	N	N	N	N					
Buckland	\$2,345		4		N	N	N	N		N		N	N
Charlemont		\$12.54	varies	2008	N	N	N	N		N		N	N
Colrain		\$10.46	5	4/02	N	N	N	N		N		N	N
Conway		\$12.38	20		N	N	N	N		N		N	N
Deerfield	N/A												
Erving		\$16.92	40	7/03	Y	Y	Y	Y	86%	Y	79%	Y	Y
Gill		\$11.82	3		N	N	N	N		N		N	N
Greenfield	32,635	\$15.69	40		Y	Y	Y	Y	80%	Y	60%	Y	Y
Hawley	N/A												
Heath		\$11.16	10	2/05	N	N	N	N		N		N	N
Leverett	15,069	\$15.80	19		N	N	N	N		N		N	N
Leyden	1,220		varies		N	N	N	N		N		N	N
Monroe													
Montague		\$15.08	40	7/04	Y	Y	Y	Y	80%	Y	80%	Y	Y
New Salem		\$10.82	7	1998	N	N	N	N		N		N	N
Northfield		\$12.84	15	6/05	N	N	N	N		N		N	N
Orange	N/A												
Rowe		\$15.10	Up to 15	5/27/2007	N	N	N	N		N		N	N
Shelburne	No longer have position												
Shutesbury		\$11.60	10	3/28/00	N	N	N	N		N		Y	N
Sunderland	Position eliminated 10/08												
Warwick	2,739		6		N	N	N	N		N		Y	N
Wendell		\$11.67	19	1998	N	N	N	N		N		N	N
Whately	Part of Highway Dept.	\$15.83	2-3	1999	N	N	N	N		N		Y	N

EMERGENCY MANAGEMENT DIRECTOR

Wage Information

Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield		\$3,900			7/1/2007	N	N	N	N	N	N	N	N	N	N
Bernardston		2,500													
Buckland	No	700			Appointed yearly					N		N		N	
Charlemont	Non paid position														
Colrain	Receives Stipend from Entergy (Vt. Yankee) of \$1,020.														
Conway		2,000													
Deerfield	Under the Select Board														
Erving - Fire Department	N	2,300		varies	2/03	N	N	N	N	N	N	N	N	Y	N
Gill	Volunteer	1,000		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.		11.38	2	7/06	N	N	N	N	N	N	N	N		N
Leyden *	N	1,603		varies		N	N	N	N	N		N		N	N
Monroe	Selectboard Chair					N	N	N	N	Y		N		Y	N
Montague		5,490				N	N	N	N	N		N		N	N
New Salem															
Northfield	Appointed - \$2,500/yr - Assistant EMD \$1,250/yr.														
Orange	1,000	Comes under the Police Department													
Rowe	See Fire Chief, Part of His Duties														
Shelburne		74		As needed											
Shutesbury	Paid	Comes under the Fire Department													
Sunderland	See Fire Chief, Part of His Duties														
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	Lieutenant (2)	Engineer (3)	Firefighters (15)
Annual Salary if paid by salary	\$2,594.00					
Hourly Rate if paid hourly		\$10.17	\$10.17	\$10.17	\$10.17	\$10.17
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other						
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

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

TOWN OF BERNARDSTON

Fire Department	Other Firefighters/Professional Staff						
	Chief	Assistant Chief	Captain	Lieutenant	Officers	Firefighters	Clerk
Annual Salary if paid by salary	\$3,700.00	\$1,800.00	\$400.00	\$300.00			\$475.00
Hourly Rate if paid hourly					\$13.00	\$11.00	
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	N
Vacation							
Sick							
Personal							
Longevity							
Other							
Health Insurance Eligible?							
What Percent does Town Pay?							
Retiree Health Insurance Eligible?							
What Percent does Town Pay?							
Retirement System Eligible?							
Other Benefits (ie. Deferred Comp, 401K)							
Union Employees (Y or N)							

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

BUCKLAND FIRE DISTRICT

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		
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

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

Volunteer - all different rates of pay by fire.

TOWN OF COLRAIN

Fire Department	Other Firefighters/Professional Staff				
	Chief	Deputy Chief (2)	Captain	Lieutenant	Firefighters
Annual Salary if paid by salary (Stipends, No Benefits)	\$1,350.00	\$603.00	\$495.00	\$398.00	
Hourly Rate if paid hourly					\$11.88
Hours per Week (average)	On Call	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation					
Sick					
Personal					
Longevity					
Other					
Health Insurance Eligible?					
What Percent does Town Pay?					
Retiree Health Insurance Eligible?					
What Percent does Town Pay?					
Retirement System Eligible?					
Other Benefits (ie. Deferred Comp, 401K)					
Union Employees (Y or N)					

TOWN OF CONWAY

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$6,000.00	
Hourly Rate if paid hourly		\$12.00
Hours per Week (average)		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N
Date Hire (regular staff)	N	N
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Clerk at \$12.73/hour.

TOWN OF DEERFIELD

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

* Fire Chief and full time fireman same person.

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

TOWN OF DEERFIELD

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

* Fire Chief and full time fireman same person.

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

TOWN OF ERVING

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$12,142.00	
Hourly Rate if paid hourly		\$14.16
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
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	Engineers	Firefighters	Inspector
Annual Salary if paid by salary	\$12,809.00			\$1,423.00
Hourly Rate if paid hourly		\$14.85 - \$18.07	\$11.89 - \$14.47	
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
Sick	N	N	N	N
Personal	N	N	N	N
Longevity	N/A	N/A	N/A	N/A
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y	Y	Some	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	*	
Union Employees (Y or 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	\$70,000.00	\$53,300.00	\$68,536.00	\$53,300.00		
Hourly Rate if paid hourly					Basic 3% EMT 1-6% Paramedic 9%	\$3.21
Hours per Week (average)	42	42	42	42	42	42
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	Y	Y	Y	Y	Y	Y
Vacation	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y
Longevity						
Other	Y	Y	Y	Y		
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	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	
Personal	
Longevity	
Other	
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	N
Union Employees (Y or N)	

TOWN OF HEATH

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

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

TOWN OF LEVERETT

Fire Department	Other Firefighters/Professional Staff			
	Chief	Deputy Chief	Captain (3)	Firefighters
Annual Salary if paid by salary	\$18,613.00	\$3,431.00	\$1,664.00	
Hourly Rate if paid hourly		\$15.73	\$15.73	\$15.73
Hours per Week (average)				
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Plus fees	\$15.73	\$15.73	\$15.73
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N			
Vacation				
Sick				
Personal				
Longevity				
Other				
Health Insurance Eligible?	N			
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N			
What Percent does Town Pay?				
Retirement System Eligible?	Y			
Other Benefits (ie. Deferred Comp, 401K)	N			
Union Employees (Y or N)	N	N	N	N

TOWN OF LEYDEN

Other Firefighters/Professional Staff

Fire Department	Chief	Assistant Chief	Captain	Lientenant
Annual Salary if paid by salary	\$800.00	\$600.00	\$200.00	\$180.00
Hourly Rate if paid hourly				
Hours per Week (average)	5	5	5	5
Hourly Rate Other Than Base Pay for Training or Responding to Fire				
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation	N	N	N	N
Sick	N	N	N	N
Personal	N	N	N	N
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N
Union Employees (Y or N)	N	N	N	N

Clerk at \$7.00/hour.

TOWN OF MONROE

Fire Department	Chief
Annual Salary if paid by salary	\$208.08
Hourly Rate if paid hourly	
Hours per Week (average)	
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N
Date Hire (regular staff)	
Benefit Eligibility (Y or N):	N
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	N
Union Employees (Y or N)	N

TOWN OF NEW SALEM

Fire Department	Chief	Firefighters
Annual Salary	\$13,750.00	
Hourly Rate if paid hourly	\$22.47	\$11.32 - \$12.65
Hours per Week (average)	10	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire	same	same
Date Hire (regular staff)	1987	ranges
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

TOWN OF NORTHFIELD

Fire Department	Other Firefighters/Professional Staff				
	Chief	Assistant Chief	Firefighters	Captain	Lieutenant
Annual Salary if paid by salary	\$2,573.00	\$524.00		\$262.00	\$131.33
Hourly Rate if paid hourly			\$13.85		
Hours per Week (average)	varies	varies	varies	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$15.54	\$14.82		\$13.85	\$13.85
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	Y	Y	Some	Y	Y
Other Benefits (ie. Deferred Comp, 401K)					
Union Employees (Y or N)	N	N	N	N	N

TOWN OF ORANGE

Fire Department	Other Firefighters/Professional Staff								
	Chief	Deputy Chief	Captain	District Deputy	Lieutenant	Driver	Firefighters	Call Firefighters	EMS Coordinator
Annual Salary if paid by salary	\$74,951.24	\$55,189.68	\$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	40	2	10	2		56		
Hourly Rate Other Than Base Pay for Training or Responding to Fire									
Date Hire (regular staff)									
Benefit Eligibility (Y or N):									
Vacation	Y	Y	N		N		Y		
Sick	Y	Y	N		N		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%					75%		
Retiree Health Insurance Eligible?	Y	Y	N		N		Y		
What Percent does Town Pay?	75%	75%							
Retirement System Eligible?	Y	Y	N		N		Y		
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	N		N		Y		
Union Employees (Y or N)	N	N	N		N		Y		

TOWN OF ROWE

Fire Department	Other Firefighters/Professional Staff					
	Chief	Deputy Chief (2)	Captain (2)	Lieutenant (2)	First Responders (9)	FireFighters (13)
Annual Salary if paid by stipend	\$6,910.00	\$1,080.00	\$1,080.00	\$1,080.00	\$200.00	\$580.00
Hourly Rate if paid hourly						
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other	N	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

SHELBURNE FALLS FIRE DISTRICT

Fire Department	Other Firefighters/Professional Staff					
	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineer (3)	Firefighters (15)
Annual Salary if paid by salary *	\$7,452.00					
Hourly Rate if paid hourly *		\$10.04	\$10.04	\$10.04		\$10.04
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff) Administrator	40hrs/wk @ \$34,155 annually					
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N		N
Sick	N	N	N	N		N
Personal	N	N	N	N		N
Longevity	N	N	N	N		N
Other						
Health Insurance Eligible?	N	N	N	N		N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	N	N	N	N		N
What Percent does Town Pay?						
Retirement System Eligible?	Y	Y	Y	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):							
Vacation	N	N	N	N	N	N	N
Sick	N	N	N	N	N	N	N
Personal	N	N	N	N	N	N	N
Longevity	N	N	N	N	N	N	N
Other							
Health Insurance Eligible?	N	N	N	N	N	N	N
What Percent does Town Pay?							
Retiree Health Insurance Eligible?	N	N	N	N	N	N	N
What Percent does Town Pay?							
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N	N

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

TOWN OF SHUTESBURY

Fire Department	Other Firefighters/Professional Staff							
	Chief	Fireman	Fireman	Fireman	Fireman	Fireman	Fireman	Fireman
Annual Salary if paid by salary	\$45,687	\$1,002	\$1,002		\$726	\$726	\$726	\$726
Hourly Rate if paid hourly				\$13.83				
Hours per Week (average)								
Hourly Rate Other Than Base Pay for Training or Responding to Fire		\$15.37	\$15.37	\$15.37	\$15.37	\$15.37	\$15.37	\$15.37
Date Hire (regular staff)								
Benefit Eligibility (Y or N):	Y	N	N	N	N	N	N	N
Vacation	Y	N	N	N	N	N	N	N
Sick	Y	N	N	N	N	N	N	N
Personal	Y	N	N	N	N	N	N	N
Longevity	Y							
Other								
Health Insurance Eligible?	Y	N	N	N	N	N	N	N
What Percent does Town Pay?	75%							
Retiree Health Insurance Eligible?	N	N	N	N	N	N	N	N
What Percent does Town Pay?								
Retirement System Eligible?	Y	Y	Y	Y	Y	Y		Y
Other Benefits (ie. Deferred Comp, 401K)								
Union Employees (Y or N)								
Union Employees (Y or N)	N	N	N	N	N	N	N	N

TOWN OF SUNDERLAND

Fire Department	Other Firefighters/Professional Staff				
	Chief	Deputy Chief (2)	Full Time Fireman	Call Fireman	EMT Directors (1)
Annual Salary if paid by salary	\$9,776.00	\$5,174.00	\$35,544.00		\$2,215.00
Hourly Rate if paid hourly			\$17.09	\$15.81	
Hours per Week (average)				on call	
Hourly Rate Other Than Base Pay for Training or Responding to Fire		*			
Date Hire (regular staff)			2/97	7/1 & 1/1	
Benefit Eligibility (Y or N):		N			
Vacation		N	Y	N	N
Sick		N	Y	N	N
Personal		N	Y	N	N
Longevity	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A
Health Insurance Eligible?		N	Y	N	N
What Percent does Town Pay?			55%	N	N
Retiree Health Insurance Eligible?		N	Cobra		
What Percent does Town Pay?			55%		
Retirement System Eligible?	Y		Y		N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp			N
Union Employees (Y or N)	N/A	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
Personal	N	N	N	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N

TOWN OF WENDELL

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

TOWN OF WHATELY

Other Firefighters/Professional Staff

Fire Department	Chief	EMT Director	Firefighter	EMT's
Annual Salary if paid by salary	\$6,273.00	\$3,321.70		
Hourly Rate if paid hourly			\$12.81	\$12.81
Hours per Week (average)	Variable	Variable	Variable	Variable
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$12.81	\$12.81		
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation				
Sick				
Personal				
Longevity				
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y		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	\$50,515				\$300.00
Hourly Rate if paid hourly		\$17.82	\$21.62	\$16.95 (average of 3)	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	Y	N
Date of Hire					
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	Y	Y	Y	Y	N
Other					
Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50%	50%	N
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp. - Employee pays				
Union Employees (Y or N)	N	N	N	N	N

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

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

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

TOWN OF BERNARDSTON

Highway Department	Additional Staff			
	Superintendent	Foreman	Laboror	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$49,379.38			
Hourly Rate if paid hourly		\$16.86	\$15.81	\$21
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?				
Date of Hire	2006	1987	2005	2006
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	N
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?	N	N	N	N
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N	N
Union Employees (Y or N)		N	N	N

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

How many regular part time employees? 0

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

TOWN OF BUCKLAND

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

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

TOWN OF CHARLEMONT

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

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

TOWN OF COLRAIN

Highway Department	Additional Staff				
	Superintendent	Laborer/ Equipment Operator/ Mechanic	Laborer/ Equipment Operator	Laborer/ Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1	2	1
Annual Salary if paid by salary	\$48,712.00				\$44.45
Hourly Rate if paid hourly		\$20.46	\$17.50	\$17.50	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	Y	N
Date of Hire	7/1/77	4/8/1985	9/7/1993	1/14/1988	
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	N	N	N	N	N
Other	N	N	N	N	N
Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	75%	N
Retiree Health Insurance Eligible?	Y	Y	Y	Y	N
What Percent does Town Pay? *	50%	50%	50%	50%	N
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

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

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

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

* Annual Stipend.

TOWN OF CONWAY

Highway Department	Superintendent	Laborer
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$23.28	\$17.13
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity		
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	70%	70%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

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

How many regular part time employees?

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

TOWN OF DEERFIELD

Highway Department	Additional Staff				
	Superintendent	Foreman	Mechanic	Equipment Operator	Tree Warden
Number of Employees Holding this Position	1	1	1	4	1
Annual Salary if paid by salary	\$71,451.00	\$44,142.00	\$47,863.00	\$37,800 - \$41,732	\$1,000.00
Hourly Rate if paid hourly	\$32.36	\$20.88	\$22.60	\$18.10 - \$19.99	
Hours per Week (average)	40	40	40	40	40
Overtime in Addition to Salary?	N	Y	Y	Y	
Date of Hire	6/73	8/03	10/86		
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	N
Sick	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N	N

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

How many regular part time employees?

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

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

TOWN OF ERVING

Highway Department	Superintendent	Equipment
	Working Foreman	Operator Laborer
Number of Employees Holding this Position	1	2
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$27.18	\$18.26 - \$19.82
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire	5/75	3/08 & 8/86
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	86%	86%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	79%	79%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

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

How many regular part time employees? 0

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

TOWN OF GILL

Additional Staff

Highway Department	Superintendent	Working Foreman	Operator	Operator Part Time	Tree Warden
Number of Employees Holding this Position		1	1	0	1
Annual Salary if paid by salary	\$29,405.00				
Hourly Rate if paid hourly		\$20.96	\$15.45	varies	
Hours per Week (average)	40	40	40	as needed	as needed
Overtime in Addition to Salary?	Y	Y	Y		
Date of Hire	10/25/2004	8/1980	1/2005	2/1994	
Benefit Eligibility (Y or N):	Y	Y	Y	N	N
Vacation	Y	Y	Y	N	N
Sick	Y	Y	Y	N	N
Personal	Y	Y	Y	N	N
Longevity	Y	Y	Y	N	N
Other					
Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	75%	75%	75%		
Retiree Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	75%	75%	75%		
Retirement System Eligible?	Y	Y	Y	N	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp + voluntary				
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? 2

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

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

TOWN OF GREENFIELD

Additional Staff

Highway Department	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	\$80,808.00	\$54,759.00		
Hourly Rate if paid hourly			\$19.92	\$13.71
Hours per Week (average)	37.5	37.5	40	40
Overtime in Addition to Salary?	N	N	N	Y
Date of Hire		5/75		11/85 & 8/86
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	80% HMO	80% HMO	80% HMO	80% HMO
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	60%	60%	60%	60%
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	N

Including the Superintendent, how many regular full time employees? 56

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

Additional Staff

Highway Department	Superintendent	Laborer	Tree Warden
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary			-0-
Hourly Rate if paid hourly	\$20.70	\$16.45	-0-
Hours per Week (average)	40	40	
Overtime in Addition to Salary?	Y	Y	
Date of Hire		9/08	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	
Sick	Y	Y	
Personal			
Longevity			
Other Holiday	Y	Y	
Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	N	N	
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	
Union Employees (Y or N)	N	N	

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

How many regular part time employees? 0

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

All private septic.

TOWN OF HEATH

Additional Staff

Highway Department	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	\$20.61	\$14.19	\$15.15	\$16.56
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
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
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$56,691.00	\$39,185.00	\$34,264.00	\$32,802.00
Hourly Rate if paid hourly	\$27.15	\$18.77	\$16.41	\$15.71
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	Y	Y	Y	Y
Date of Hire	11/1987	2003	7/2007	7/2008
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	N	N	N	N
Other	Y	Y	Y	Y
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)				
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? 0

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

TOWN OF LEYDEN

Highway Department	Additional Staff		
	Superintendent	Truck Driver	Tree Warden
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary			\$800.00
Hourly Rate if paid hourly	\$23.65	\$15.50	
Hours per Week (average)	40	40	varies
Overtime in Addition to Salary?	Y	Y	
Date of Hire	5/30/03	10/9/2008	N
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

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

How many regular part time employees? None

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

TOWN OF MONROE

Highway Department	Superintendent	Mechanic
Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$35,448.00	\$32,757.00
Hourly Rate if paid hourly		
Hours per Week (average)	varies	varies
Overtime in Addition to Salary?	N	N
Date of Hire	11/91	3/27/95
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	80%	80%
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	N	N
Union Employees (Y or N)	N	N

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

How many regular part time employees? 0

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

TOWN OF MONTAGUE

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	\$69,498.00	\$43,077.00						
Hourly Rate if paid hourly			\$25.30	\$20.09 - \$21.31	\$15.32 - \$18.64	\$19.76	\$14.72	\$25.30
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			5/84	8/08	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
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	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	\$22.84	\$18.20	\$17.40
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Eligible	Y	Y
Union Employees (Y or N)	N	N	N

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

How many regular part time employees? None

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

TOWN OF NORTHFIELD

Highway Department	Additional Staff			
	Superintendent	Foreman	Driver/Laborer	Tree Warden
Number of Employees Holding this Position	1	1	3	*
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$25.04	\$18.70	\$16.09 - \$17.59	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire	10/02	4/04	varies	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Personal	Y	Y	Y	
Longevity	N	N	N	
Other				
Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp.	Deferred Comp.	Deferred Comp.	
Union Employees (Y or N)	N	N	N	

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

How many regular part time employees? 0

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

Sewer lines are maintained by the Sewer Commission.

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

TOWN OF ORANGE

Highway Department	Additional Staff			Secretary
	Superintendent	Driver/Operator	Foreman	1
Number of Employees Holding this Position	1	4	2	
Annual Salary if paid by salary	\$60,660.00			\$15.83
Hourly Rate if paid hourly		\$16.18 - \$18.19	18.46 - \$19.05	10+
Hours per Week (average)	40	40+OT	40+OT	
Overtime in Addition to Salary?	N	Y	Y	Y
Date of Hire	7/1/1996			9/9/1996
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	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)	Deferred Comp. - Employee pays			N
Union Employees (Y or N)	N	Y	Y	Y

Including the Superintendent, how many regular full time employees? 6

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	Assistant Superintendent	Heavy Equipment Operator
	Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$76,206.00		
Hourly Rate if paid hourly		\$22.79	\$21.79
Hours per Week (average)	45+	45+	45+
Overtime in Addition to Salary?	N	Y	Y
Date of Hire	1972	1998	2002, 2007
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	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?	85%	85%	85%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	85%	85%	85%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 457B)	Y	Y	Y
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

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

TOWN OF SHELBURNE

Highway Department	Superintendent	Laborers
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary	\$55,924.00	
Hourly Rate if paid hourly		\$16.69 - \$17.97
Hours per Week (average)	40+	40+
Overtime in Addition to Salary?	N	Y
Date of Hire		
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	75%	75%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

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

How many regular part time employees? 0

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

TOWN OF SHUTESBURY

Highway Department	Superintendent
Number of Employees Holding this Position	1
Annual Salary if paid by salary	\$49,686.00
Hourly Rate if paid hourly	\$23.82
Hours per Week (average)	40
Overtime in Addition to Salary?	\$35.75
Date of Hire	9/99
Benefit Eligibility (Y or N):	
Vacation	Y
Sick	Y
Personal	Y
Longevity	Y
Other	N
Health Insurance Eligible?	Y
What Percent does Town Pay?	75%
Retiree Health Insurance Eligible?	Y
What Percent does Town Pay?	50%
Retirement System Eligible?	Y
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

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

How many regular part time employees? 0

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

TOWN OF SUNDERLAND

Highway Department	Additional Staff			
	Superintendent	Laborer/Truck Driver	Laborer/Truck Driver	Tree Warden
Number of Employees Holding this Position	Vacant	1*	1	Vacant
Annual Salary if paid by salary	\$42,076.00		\$36,640.50	N
Hourly Rate if paid hourly	\$23.93	*\$20.00	\$16.67	N
Hours per Week (average)	40	36	36	10
Overtime in Addition to Salary?	Snow Only	Y		N
Date of Hire	8/3/92	2007	2007	
Benefit Eligibility (Y or N):				N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	55%	55%	55%	N
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	55%	55%	55%	N
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp.	Deferred Comp.	Deferred Comp.	N
Union Employees (Y or N)	N	N	N	N

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

How many regular part time employees? 0

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

* Acting Superintendent until Superintendent position is filled.

TOWN OF WARWICK

Highway Department	Additional Staff				
	Superintendent	Foreman & Grader Operator	Truck Driver & Loader Operator	Truck Driver & Loader Operator	Tree Warden
Number of Employees Holding this Position	1	1	1	1	1
Annual Salary if paid by salary					\$500.00
Hourly Rate if paid hourly	\$22.43	\$17.76	\$15.85	\$14.75	
Hours per Week (average)	40	40	40	40	
Overtime in Addition to Salary?	1.5	1.5	1.5	1.5	
Date of Hire	2006	1999	2006	2007	
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	
Sick	Y	Y	Y	Y	
Personal	Y	Y	Y	Y	
Longevity	N	N	N	N	
Other					
Health Insurance Eligible?	Y	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	75%	
Retiree Health Insurance Eligible?	N	N	N	N	
What Percent does Town Pay?					
Retirement System Eligible?	Y	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	
Union Employees (Y or N)	N	N	N	N	

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

How many regular part time employees? None

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

TOWN OF WENDELL

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

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

How many regular part time employees? 0

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

TOWN OF WHATELY

Highway Department	Additional Staff		
	Superintendent	Foreman	Operator Laborer
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary	\$51,128.09		
Hourly Rate if paid hourly		\$18.34	\$15.83 - \$16.40
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	N	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity			
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	80%		
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%
Retirement System Eligible?	Y		Y
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

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

How many regular part time employees? 0

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

INSPECTION SERVICES

Benefits Eligibility (Y/N)

	<i>Building Inspector</i>	<i>Plumbing Inspector</i>	<i>Wiring Inspector</i>	<i>Gas Inspector</i>	<i>Other Staff</i>	<i>Budget/Salary</i>	<i>FCCIP Program</i>	<i>Benefits</i>	<i>Retirement</i>	<i>Other Benefits</i>	<i>Union</i>
Ashfield	FCCIP	FCCIP	FCCIP	FCCIP		33,808	Y				
Bernardston	FCCIP	FCCIP	FCCIP	FCCIP		36,109	Y				
Buckland	FCCIP	FCCIP	FCCIP	FCCIP		35,670	Y				
Charlemont	FCCIP	FCCIP	FCCIP	FCCIP		17,965	Y				
Colrain	\$7,285	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	54,193	Y	N	N	N	N
Greenfield	\$61,353	Fees	Fees	N	Y	36,221	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		41,123	Y				
Leyden	FCCIP	FCCIP	\$1,000	FCCIP							
Monroe	Contracted by Job						N				
Montague	\$57,959	\$27.06/Insp	\$27.06/Insp	\$27.06/Insp	Sr. Clerk	34,136	N	Y	Y	Y	Y
New Salem	\$8,000	Fees	Fees	Fees			N	N	N	N	N
Northfield	\$23,349	Fees	Fees	Fees			N	N	N	N	N
Orange	Y	Y	Y	Y	Y	79,904	N	Y	Y	Y	N
Rowe	\$30/Insp *	FCCIP	FCCIP	Plumbing Insp. Does			N	N	N	N	N
Shelburne	FCCIP	Y	Y	Y			Y				
Shutesbury	FCCIP	Fees	Fees	Fees		19,500	Y				
Sunderland	\$21,669	Revolving Funds					N	N	N	N	N
Warwick	\$9,400	Fees	Fees	Fees			N	N	N	Y	N
Wendell	\$8,400	Fees	Fees	Fees			N	N	N	N	N
Whately	FCCIP	FCCIP	FCCIP	FCCIP		44,623	Y				

* Colrain - Fees vary according to complexity of inspection.

*** 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 \$130 for large building permits.

TOWN OF ASHFIELD

LIBRARY	Additional Staff		
	Trustee E	Librarian A	Assistant A
Elected or Appointed (E or A)	5		
Number of Members on Board			
Annual Salary if paid by salary			
Hourly Rate if paid hourly		\$16.29	\$9.89
Hours per Week (average)		20	10-12
Date of Hire			
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity			
Other			
Health Insurance Eligible?		Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?		Y	N
What Percent does Town Pay?		50%	
Retirement System Eligible?		Y	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	
Union Employees (Y or N)		N	N

TOWN OF BERNARDSTON

LIBRARY	Additional Staff						
	Librarian	Assistant Librarian	Library Aides	Summer Aides	Custodian	Substitutes	Trustees
Elected or Appointed (E or A)	A						
Number of Members on Board	12						
Annual Salary if paid by salary							Hired
Hourly Rate if paid hourly	\$15.00	\$11.25	\$8.60	\$8.60	\$11.00	\$8.40	
Hours per Week (average)	23	10					
Date of Hire	2004						
Benefit Eligibility (Y or N):							
Vacation	Y						
Sick	Y						
Personal	Y						
Longevity							
Other							
Health Insurance Eligible?	Y						
What Percent does Town Pay?	75%						
Retiree Health Insurance Eligible?	Y						
What Percent does Town Pay?	50%						
Retirement System Eligible?	Y						
Other Benefits (ie. Deferred Comp, 401K)							
Union Employees (Y or N)	N						

TOWN OF BUCKLAND

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

TOWN OF CHARLEMONT

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		10,955
Hourly Rate if paid hourly		
Hours per Week (average)		12
Date of Hire		8/95
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K)		
Union Employees (Y or N)	N	N

TOWN OF COLRAIN

LIBRARY	Additional Staff		
	Trustee	Librarian	Assistant Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6	1	1
Annual Salary if paid by salary		20,934	
Hourly Rate if paid hourly			\$11.12
Hours per Week (average)		26	8.75
Date of Hire		3/93	10/93
Benefit Eligibility (Y or N):			
Vacation	N	Y	N
Sick	N	Y	N
Personal	N	Y	N
Longevity			
Other			
Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		50%	
Retirement System Eligible?	N	Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N
Union Employees (Y or N)	N	N	N

TOWN OF DEERFIELD

LIBRARY	Additional Staff		
	Director	Children's Librarian	Assistants
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	2-3
Annual Salary if paid by salary	\$45,646	\$15,265	
Hourly Rate if paid hourly	\$25.08	\$15.45	\$11.79
Hours per Week (average)	35	19	varies
Date of Hire	1999		
Benefit Eligibility (Y or N):			
Vacation	Y	N	N
Sick	Y	N	N
Personal	Y	N	N
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	N	N
What Percent does Town Pay?	65%		
Retiree Health Insurance Eligible?	Y	N	N
What Percent does Town Pay?	50%		
Retirement System Eligible?	Y	N	N
Other Benefits (ie. Deferred Comp, 401K)	Y	N	N
Union Employees (Y or N)	N	N	N

TOWN OF ERVING

LIBRARY	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		\$17,510	\$5,785
Hourly Rate if paid hourly			
Hours per Week (average)	1	17	12
Date of Hire			
Benefit Eligibility (Y or N):	N	N	N
Vacation			
Sick			
Personal			
Longevity			
Other			
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

TOWN OF GILL

LIBRARY	Trustee	Library Director	Librarian	Custodian
Elected or Appointed (E or A)	E			
Number of Members on Board	3	1	1	1
Annual Salary if paid by salary		\$9,767		
Hourly Rate if paid hourly	Volunteers		\$11.05	\$11.82
Hours per Week (average)		15	varies	4hr/mth
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		N	N	N
Sick		N	N	N
Personal		N	N	N
Longevity		N	N	N
Other		N	N	N
Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retirement System Eligible?		N	N	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.		N
Union Employees (Y or N)		N	N	N

TOWN OF GREENFIELD

LIBRARY	Additional Staff		
	Trustee	Director	Admin. Assistant
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	5		
Annual Salary if paid by salary		\$53,196	
Hourly Rate if paid hourly			\$18.93
Hours per Week (average)		37.5	37.5
Date of Hire			
Benefit Eligibility (Y or N):		Y	Y
Vacation		Y	Y
Sick		Y	Y
Personal		Y	Y
Longevity		N	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)		N	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		\$20,384	\$4,759
Hourly Rate if paid hourly			
Hours per Week (average)		25	8
Date of Hire		2005	2006
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity		N	N
Other			
Health Insurance Eligible?		Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?		N	N
What Percent does Town Pay?			
Retirement System Eligible?		Y	N
Other Benefits (ie. Deferred Comp, 401K)		N	N
Union Employees (Y or N)		N	N

TOWN OF LEVERETT

LIBRARY	Director	Library Assistant
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$37,257	\$11,635
Hourly Rate if paid hourly	\$19.58	\$12.69
Hours per Week (average)	36.65	16.77
Date of Hire	7/1/2003	
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity		N
Other	Y	N
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.
Union Employees (Y or N)	N	N

TOWN OF LEYDEN

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$12,934
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
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		\$58,916	\$41,765	\$33,958	
Hourly Rate if paid hourly					\$12.75 - \$15.86
Hours per Week (average)		35	35	35	9 - 26
Date of Hire		7/2/86	3/31/97	3/13/74	
Benefit Eligibility (Y or N):	N	Y	Y	Y	N
Vacation	N	Y	Y	Y	N
Sick	N	Y	Y	Y	N
Personal	N	Y	Y	Y	N
Longevity	N	Y	Y	Y	N
Other					
Health Insurance Eligible?	N	Y	Y	Y	N
What Percent does Town Pay?		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		\$14.50	\$10.87	\$8.71	
Hours per Week (average)		18	2	5	Varies
Date of Hire		1998			
Benefit Eligibility (Y or N):	N	N	N	N	N
Vacation					
Sick					
Personal					
Longevity					
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

TOWN OF NORTHFIELD

Additional Staff (please list titles)

LIBRARY	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		\$47,244				
Hourly Rate if paid hourly			\$13.81	\$14.76	\$10.94	\$11.49
Hours per Week (average)		40	15	19	varies	
Date of Hire			10/07	11/02		
Benefit Eligibility (Y or N):						
Vacation	N	Y	Y	N	N	N
Sick	N	Y	Y	N	N	N
Personal	N	Y	Y	N	N	N
Longevity						
Other						
Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		75%	75%			
Retiree Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		50%	50%			
Retirement System Eligible?	N	Y	Y	N		
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.			N	N
Union Employees (Y or N)	N	N	N	N	N	N

TOWN OF ORANGE

Additional Staff

LIBRARY	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	\$44,467	
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	
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	\$23.05	\$12.99	\$12.18
Hours per Week (average)		18	8 - 10 each	1 - 3
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		Y	N	
Sick		Y	N	
Personal		Y	N	
Longevity		N	N	
Other		N	N	
Health Insurance Eligible?		N	N	
What Percent does Town Pay?				
Retiree Health Insurance Eligible?		N	N	
What Percent does Town Pay?				
Retirement System Eligible?		N	N	
Other Benefits (ie. Deferred Comp, 401K)		N	N	
Union Employees (Y or N)		N	N	

TOWN OF SHELBURNE

LIBRARY	Director
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	
Hourly Rate if paid hourly	\$20.15
Hours per Week (average)	
Date of Hire	
Benefit Eligibility (Y or N):	
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

TOWN OF SHUTESBURY

LIBRARY	Librarian
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$24,638
Hourly Rate if paid hourly	15.73
Hours per Week (average)	30
Date of Hire	7/21/2004
Benefit Eligibility (Y or N):	
Vacation	Y
Sick	Y
Personal	Y
Longevity	Y
Other	
Health Insurance Eligible?	Y
What Percent does Town Pay?	75%
Retiree Health Insurance Eligible?	Y
What Percent does Town Pay?	50%
Retirement System Eligible?	Y
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	

TOWN OF SUNDERLAND

		Additional Staff		
LIBRARY	Trustee	Director	Senior Library Assistant	Children's Services Assistant
Elected or Appointed (E or A)	E	A	A	A
Number of Members on Board	9			
Annual Salary if paid by salary		\$42,865		
Hourly Rate if paid hourly			\$13.22	\$12.43
Hours per Week (average)		37.5	8.5	25
Date of Hire		2009	1991	10/98
Benefit Eligibility (Y or N):				
Vacation		Y	N	Y
Sick		Y	N	Y
Personal		Y	N	Y
Longevity		N	N	Y
Other				
Health Insurance Eligible?		Y	N	Y
What Percent does Town Pay?		55%		55%
Retiree Health Insurance Eligible?		Y	N	Y
What Percent does Town Pay?		55%		55%
Retirement System Eligible?		Y	N	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	N	N
Union Employees (Y or N)		N	N	N

TOWN OF WARWICK

LIBRARY	Additional Staff		
	Trustee	Librarian	Substitute Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6		
Annual Salary if paid by salary		\$18,028	\$400
Hourly Rate if paid hourly			
Hours per Week (average)		22	
Date of Hire		1984	
Benefit Eligibility (Y or N):			
Vacation		Y	N
Sick		Y	N
Personal		Y	N
Longevity			
Other			
Health Insurance Eligible?	N	Y	N
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	Y	N
Union Employees (Y or N)	N	N	N

TOWN OF WENDELL

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

TOWN OF WHATELY

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		\$17,757		
Hourly Rate if paid hourly			\$9.69	\$12.56
Hours per Week (average)		20		
Date of Hire				
Benefit Eligibility (Y or N):		Y	N	N
Vacation		Y	N	N
Sick		Y	N	N
Personal		Y	N	N
Longevity				
Other				
Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		80%		
Retiree Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		50%		
Retirement System Eligible?		Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)				
Union Employees (Y or N)		Y	Y	Y

MUNICIPAL/TOWN CLERK

Wage Information

Benefits Eligibility (Y/N)

	<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>Retiree Health Ins.</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>
Ashfield	A		\$7,628		15	6/02	Y	Y	Y	Y	Y		Y	50%	Y	N
Bernardston	E		10,433		10		N	N	N	N	Y	75%	Y	50%	Y	Fees
Buckland	E	\$1,500	18,286		25		Y	Y	Y	Y	Y	75%	Y	50%	Y	Y
Charlmont	A		9,294		varies		N	N	N	N	N		N		Y	N
Colrain	E		15,953		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		17,447		25	11/79	N	N	N	N	N		N		Y	N
Deerfield	See Treasurer/Tax Collector															
Erving	E		8,065		varies		N	N	N	N	N		N		N	N
Erving - Asst Clerk		602			varies		N	N	N	N	N		N		N	N
Gill ***	E		11,150		varies		N	N	N	N	Y	75%	N		Y	Y
Greenfield	A		64,193		37.5	1/3/89	Y	Y	Y	Y	Y	80%	Y	60%	Y	Y
Greenfield - Asst Clerk	A		49,913		37.5	4/6/90	Y	Y	Y	Y	Y	80%	Y	60%	Y	Y
Hawley	E		4,000		5-Mar		N	N	N	N	N		N		N	N
Heath	E		7,764		8		N	N	N	N	N		N		N	N
Leverett **	E		14,302		varies	1997	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Leyden	E		5,040		8		N	N	N	N	N		N	N	N	N
Monroe	E		1,482		5											
Montague	E		56,166		35	12/97	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y
Montague - Asst. Clerk	A		31,046		35	7/01	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y
New Salem	E	2,000	6,304		8		N	N	N	N	N		N		N	N
Northfield	E	2,011	25,180		24		N	N	N	N	Y	75%	Y	50%	Y	
Orange	E		42,314		35	2000	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Rowe	E	375	6,910		3		N	N	N	N	N		N		N	N
Shelburne	E		18,368		20		N	N	N	N	Y	75%	Y	50%	Y	Fees
Shutesbury	A		17,950		20		Y	Y	Y	Y	Y	75%	Y	50%	Y	1000 Cert
Sunderland	E	N/A	36,050		34	1999	N	N	N	N	Y	55%	Y	55%	Y	Y
Warwick	E	500-700	5,712		8-10	1999	N	N	N	N	N		N	N	Y	Y
Wendell	E		4,000		8		N	N	N	N	N		N		N	
Whately	E		14,763		15	3/1/99	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	5
Annual Salary if paid by salary	\$48,315.00	\$39,000.00	
Hourly Rate if paid hourly			\$12.89
Hours per Week (average)	35	35	10
Hourly Rate Outside of Regular Duties	\$37.00	\$37.00	\$37.00
Date of Hire (staff only)	5/05		
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	Y	Y	
Other			
Health Insurance Eligible?	Y	Y	N
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	0%
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn	Deferred Comp.	Employee pays	
Union Employees (Y or N)	N	N	

TOWN OF BERNARDSTON

Police Department	Other Staff			
	Chief	Sargeant	Full Time	Part Time
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1			10
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$24.28	\$20.50	\$19.94	\$13.92
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)	2009	2005	2006	2006
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	N	N
Sick	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, 401K, Quinn	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	\$46,573.00		
Hourly Rate if paid hourly		\$17.00	\$14.31
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	1983	2007	varies
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	Y	Y	N
Other	Y	Y	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Deferred Comp. & Quinn Bill		N
Union Employees (Y or N)	N	N	N

TOWN OF CHARLEMONT

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

TOWN OF COLRAIN

Police Department	Chief	Part Time	Sergeant
Elected or Appointed (E or A)	A	A	A
Number of Members in Department		4	
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$18.00	\$14.00	\$15.50
Hours per Week (average)	10-15	19	20+
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)			
Benefit Eligibility (Y or N):			
Vacation	N	N	Y
Sick	N	N	Y
Personal	N	N	Y
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	N	N	Y
What Percent does Town Pay?			75%
Retiree Health Insurance Eligible?	N	N	Y
What Percent does Town Pay?			50%
Retirement System Eligible?	N	N	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N	N
Union Employees (Y or N)	N	N	N

TOWN OF CONWAY

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

TOWN OF DEERFIELD

Other Officers/Professional Staff (Please list titles)

Police Department	Chief	Patrolman 1	Patrolman 2	Patrolman 3	Patrolman 4	Patrolman 5	Parolman 6	Patrolman 7	Clerk/Matron
Elected or Appointed (E or A)	A	A	A	A	A	A	A	A	A
Number of Members on Board	1	1	1	1	1	1	1	1	1
Annual Salary if paid by salary	\$71,451.00	\$47,857.00	\$47,857.00	\$42,857.00	\$44,537.00	\$41,634.00	\$40,799.00	\$40,027.00	\$36,915.00
Hourly Rate if paid hourly	\$34.22	\$22.92	\$22.92	\$22.92	\$21.33	\$19.94	\$19.54	\$19.15	\$16.68
Hours per Week (average)	40	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	\$37.00
Date of Hire (staff only)	7/84	1/81	2/93	5/94	1/97	5/97	10/06	2009	7/88
Benefit Eligibility (Y or N):									
Vacation	Y	Y	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y	Y	Y
Longevity	N	N	N	N	N	N	N	N	N
Other									
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%	65%	65%	65%	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N	N	N	N	N	N

TOWN OF ERVING

Other Staff

Police Department	Chief	Full Time	Reserve
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	3	7
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$26.86	\$16.68 + \$19.44	\$14.44
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)		10/00 & 5/02	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Personal	Y	Y	N
Longevity	Y	Y	N
Other	Y	Y	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	86%	86%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	79%	79%	
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn)	Quinn Bill	Quinn Bill	N
Union Employees (Y or N)	N	N	N

TOWN OF GILL

Police Department	Other Officers/Professional Staff			
	Chief	Sergeant	Part Time Officers	Officer
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board		1	7	0
Annual Salary if paid by salary	\$59,707.00	\$51,472.00		
Hourly Rate if paid hourly			\$14.85 - \$18.07	
Hours per Week (average)	40+OT	40+OT	P/T	40+OT
Hourly Rate Outside of Regular Duties	OT Rate	OT Rate		
Date of Hire (staff only)	7/94	7/92		7/04
Benefit Eligibility (Y or N):				
Vacation	Y	Y	N	Y
Sick	Y	Y	N	Y
Personal	Y	Y	N	Y
Longevity	Y	Y		Y
Other				
Health Insurance Eligible?	Y	Y	N	Y
What Percent does Town Pay?	75%	75%		75%
Retiree Health Insurance Eligible?	Y	Y	N	Y
What Percent does Town Pay?	75%	75%		75%
Retirement System Eligible?	Y	Y	N	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Deferred Comp is voluntary for all not on it. Quinn not accepted.			
Union Employees (Y or N)	N	N	N	N

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

TOWN OF GREENFIELD

Police Department	Other Officers/Professional Staff			
	Chief	Lieutenant	Sargeant	Patrol
Elected or Appointed (E or A)				
Number of Members on Board				
Annual Salary if paid by salary	\$73,060.00	\$61,940 - \$63,724	\$54,538 - \$56,115	\$33,542 - \$45,294
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
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, 401K, Quinn Bill)	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y

TOWN OF HAWLEY

Police Department	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/month
Hourly Rate Outside of Regular Duties	\$24.00
Date of Hire (staff only)	
Benefit Eligibility (Y or N):	N
Vacation	
Sick	
Personal	
Longevity	
Other	
Health Insurance Eligible?	
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	
What Percent does Town Pay?	
Retirement System Eligible?	
Other Benefits (ie. Deferred Comp, 401K, Quinn Union Employees (Y or N)	

TOWN OF HEATH

Police Department	Other Officers/Professional Staff		
	Chief	Officer	Officer
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$17.18	\$13.52	\$13.52
Hours per Week (average)	5	as needed	as needed
Hourly Rate Outside of Regular Duties	\$31.00	\$31.00	\$31.00
Date of Hire (staff only)	1995	2005	2005
Benefit Eligibility (Y or N):	N	N	N
Vacation	N	N	N
Sick	N	N	N
Personal	N	N	N
Longevity			
Other			
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N	N
Union Employees (Y or N)	N	N	N

TOWN OF LEVERETT

Police Department	Other Officers/Professional Staff		
	Chief	Patrol Officer	Full Time Officer
Elected or Appointed (E or A)	A	A	A
Number of Members	1	6	1
Annual Salary if paid by salary	\$59,745.00		\$40,884.00
Hourly Rate if paid hourly		\$15.73	\$20.12
Hours per Week (average)	40	20	40
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	9/05	varies	12/06
Benefit Eligibility (Y or N):			
Vacation	Y	N	Y
Sick	Y	N	Y
Personal	Y	N	Y
Longevity		N	
Other	Y	N	Y
Health Insurance Eligible?	Y	N	Y
What Percent does Town Pay?	75%		75%
Retiree Health Insurance Eligible?	Y	N	Y
What Percent does Town Pay?	50%		50%
Retirement System Eligible?	Y		Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Quinn		Quinn
Union Employees (Y or N)	N	Y	Y

TOWN OF LEYDEN

Police Department	Chief
Elected or Appointed (E or A)	A
Number of Members on Board	
Annual Salary if paid by salary	\$6,201.00
Hourly Rate if paid hourly	
Hours per Week (average)	15
Hourly Rate Outside of Regular Duties	
Date of Hire (staff only)	10/98
Benefit Eligibility (Y or N):	N
Vacation	N
Sick	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N
Union Employees (Y or N)	N

TOWN OF MONTAGUE

Police Department	Other Officers/Professional Staff							
	Chief	Sergeants	Detectives	Patrolman	Secretary	Head Dispatcher	Dispatchers	Special Officers
Elected or Appointed (E or A)	A	A	A	A	A	A	A	A
Number of Members on Board	1	4	2	7	1	1	5 (3 F/T)	3
Annual Salary if paid by salary	\$73,701.00				\$36,590.00			
Hourly Rate if paid hourly		\$23.69 - \$29.52	\$24.31 - \$25.30	\$16.61 - \$22.35		\$17.01	\$14.34 - \$15.22	\$14.62
Hours per Week (average)	40	37.69	37.69	37.69	35	40	varies	varies
Hourly Rate Outside of Regular Duties		\$44.00	\$44.00	\$44.00				\$44.00
Date of Hire (staff only)	10/30/2004				2/9/79	7/11/2005		
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y	Y (F/T)	N
Sick	Y	Y	Y	Y	Y	Y	Y	N
Personal	Y	Y	Y	Y	Y	Y	Y	N
Longevity	N	Y	Y	Y	Y	Y	Y	N
Other	Y	Y	Y	Y	Y	Y	Y	N
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y (F/T)	N
What Percent does Town Pay?	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

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$23,491.00	
Hourly Rate if paid hourly (also C.P. Grant)		\$13.58
Hours per Week (average)	19	3
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)	1998	varies
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N
Union Employees (Y or N)	N	N

TOWN OF NORTHFIELD

Police Department	Other Officers/Professional Staff			
	Acting Chief	Sergeant	Reserve Officer	Secretary
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	10	1
Annual Salary if paid by salary	\$64,480.00	\$54,478.00		
Hourly Rate if paid hourly			\$13.85	\$13.53
Hours per Week (average)	40	40	varies	15-17
Hourly Rate Outside of Regular Duties	\$40.00	\$40.00	\$40.00	
Date of Hire (staff only)	8/93	9/87		9/03
Benefit Eligibility (Y or N):				
Vacation	Y	Y	N	N
Sick	Y	Y	N	N
Personal	Y	Y	N	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	Y	Y	N	N
What Percent does Town Pay?	75%	75%	N	N
Retiree Health Insurance Eligible?	Y	Y	N	N
What Percent does Town Pay?	50%	50%	N	N
Retirement System Eligible?	Y	Y	some	
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Deferred Comp. 20% & Quinn Bill 10% included in above salary rates		N	N
Union Employees (Y or N)	N	N	N	N

TOWN OF ORANGE

Police Department	Other Officers/Professional Staff			
	Chief	Sargeant	Sargeant	Administrative Assistant
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board		1	1	
Annual Salary if paid by salary	\$84,175.00	\$58,455.00	\$58,455.00	
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	9/16/1985	1/1/2006	3/31/1986
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other - Quinn	Y	Y	Y	N
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%	75%
Retirement System Eligible?	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Quinn Bill	Y	Y	N
Union Employees (Y or N)	N	N	N	Y

TOWN OF ROWE

Police Department	Chief	Special Police Officer
Elected or Appointed (E or A)	A	A
Number of Members on Board		1
Annual Salary if paid by salary	\$9,789.00	
Hourly Rate if paid hourly		\$18.43
Hours per Week (average)	10	3-8
Hourly Rate Outside of Regular Duties		\$38.00
Date of Hire (staff only)		
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Personal	N	N
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	N	N
Union Employees (Y or N)	N	N

TOWN OF SHELBURNE

Police Department	Chief	Other Staff	
		Patrolman	Reserve Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$55,785.00	\$36,255.00	
Hourly Rate if paid hourly	\$26.81	\$17.43	\$15.78
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)			
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
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	N
What Percent does Town Pay?	50%	50%	N
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)	Y	Y	N
Union Employees (Y or N)	N	N	N

TOWN OF SHUTESBURY

Police Department	Other Officers/Professional Staff				
	Chief	Officer	Officers	Officer	Sergeant
Elected or Appointed (E or A)					
Number of Members on Board					
Annual Salary if paid by salary	\$58,350.00				
Hourly Rate if paid hourly			\$16.77	\$16.77 - \$16.29	\$19.79
Hours per Week (average)	40		20	as needed	40
Hourly Rate Outside of Regular Duties					
Date of Hire (staff only)					
Benefit Eligibility (Y or N):	Y	Y	N		Y
Vacation	Y	Y			Y
Sick	Y	Y			Y
Personal	Y	Y			Y
Longevity	Y	Y			Y
Other	N	N			
Health Insurance Eligible?	Y	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	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)					Y Quinn
Union Employees (Y or N)		Y	Y	Y	Y

TOWN OF SUNDERLAND

Police Department	Other Officers/Professional Staff				
	Chief	Sergeant	Full Time Officers	Part Time	Police Clerk
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	4	12	1
Annual Salary if paid by salary	\$59,894.00				\$15,330.00
Hourly Rate if paid hourly		\$21.71	\$19.75	\$15.29	\$11.33
Hours per Week (average)	40+	40	40	varies	26
Hourly Rate Outside of Regular Duties			1-5 time		
Date of Hire (staff only)	2004		7/96	varies	2002
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	Y
Sick	Y	Y	Y	N	Y
Personal	Y	Y	Y	N	Y
Longevity					
Other					
Health Insurance Eligible?	Y	Y	Y	some	Y
What Percent does Town Pay?	55%	55%	55%	N/A	55%
Retiree Health Insurance Eligible?	Y	Y	Y		Y
What Percent does Town Pay?	55%	55%	55%		55%
Retirement System Eligible?	Y	Y	Y	N	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

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

TOWN OF WENDELL

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

TOWN OF WHATELY

Police Department	Other Staff		
	Chief	Full Time Officer	Part Time Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary	\$53,652.26	\$37,018.53	
Hourly Rate if paid hourly			\$13.32
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties		\$13.32	
Date of Hire (staff only)	7/1/02	10/15/99	
Benefit Eligibility (Y or N):		Y	N
Vacation		Y	
Sick		Y	
Personal		Y	
Longevity			
Other			
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	80%	80%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K, Quinn Bill)		Quinn Bill	
Union Employees (Y or N)	N	N	N

RECREATION COMMISSION

	Wage Information					Benefits Eligibility (Y/N)			
	Elected/Appointed	Number of Members	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits
Ashfield	A	5	Volunteers						
Bernardston	E	5		\$12.30					
Buckland	E	5	Volunteers						
Charlemont	E	5	0.00	\$0.00	varies		N	N	N
Colrain	A	5	Volunteers						
Conway		5	Volunteers						
Deerfield	A	1	31,120.00	\$20.82	32+	2001	Y	Y	Y
Erving	E	5	773/each		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	9,507.00		12	2002	N	N	N
Warwick	All volunteer								
Wendell	A		Unpaid						
Whately	A	7	Unpaid						

RECREATION COMMISSION STAFF

	Title	Wage Information			Benefits Eligibility (Y/N)				
		Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union
Ashfield	Position No Longer Funded								
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		40**	Summer	N	N	N	N
Deerfield	Recreation Director	\$35,681.00	\$20.99	35		Y	Y	Y	Y
Erving	Summer Park Director	\$3,571.00			Summer	N	N	N	N
Gill	Summer Program Cancelled								
Greenfield	Recreation Director	\$55,062.00		\$37.50	2/20/07				
Montague	Director	\$53,660.00		37.5	10/01	Y	Y	Y	Y
Montague	Secretary	\$16,989.00	\$16.51	20	3/01	Y	Y	Y	Y
Montague	Swim Team Coach		\$14.00	varies		N	N	N	N
Montague	Summer Supervisor		\$12.00	varies	6/1/06	N	N	N	N
Northfield	Program Director		\$15.09	varies	5/2/02	N	N	N	N
Northfield	Summer Park Director	\$4,200.00		varies		N	N	N	N
Rowe	Park Manager	\$41,737.00		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	\$1,254.00		varies		N	N	N	N

** This is a 8 weeks only summer program.

SELECTBOARD

Wage Information

Benefits Eligibility (Y/N)

	Elected/Appointed	# of Members on Board	Annual Salary Chair	Annual Salary Members	Hours per week	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	E	3	\$1,500	\$1,250	-											
Bernardston	E	3	2,050	2,000												
Buckland	E	3	2,000	2,000	10-15	N	N	N	N	N		N		N	N	N
Charlemont	E	3	1,624	1,624	varies	N	N	N	N	N		N		Y	N	N
Colrain	E	3	2,928	2,928	--	N	N	N	N	Y	75%	Y	50%	Y	N	N
Conway	E	3	1,800	1,800	--					Y				Y	N	N
Deerfield	E	3	2,500	2,250	varies	N	N	N	N	N		N		N	N	N
Erving	E	3	3,405	3,405	varies	N	N	N	N	N	86%	Y	79%	Y	N	N
Gill	E	3	2,361	2,146	varies	N	N	N	N	N	75%	N	75%	N	Y	N
Greenfield	E	Mayor	70,000			Y	Y	Y		Y	80%	Y	60%	Y	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		N	N	N
Leyden	E	3	900	850		N	N	N	N	N		N		Y	N	N
Monroe	E		728	728	4											
Montague	E	3	1,000	1,000		N	N	N	N	N		N		Y	N	N
New Salem	E	3	1,558	1,221						N		N		N	N	N
Northfield	E	3	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	1,971	1,971		N	N	N	N	N		N		Y	N	N
Sunderland	E	3	3,150	2,700		N	N	N		N				Y	N	N
Warwick	E	3	400	400	varies	N	N	N	N	N		N		Y	Y	N
Wendell	E	3	3,200	3,200						N		N		N		
Whately	E	3	1,642	1,508		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	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	Town Administrator	A	\$27,816		25	2/08	Y	Y	Y	Y	Y	75%	Y	50%	Y	DC	N
Bernardston	Admin. Assistant	A	43,076		35	8/04	Y	Y	Y		Y	75%	Y	50%	Y		N
Buckland	Town Administrator	A	50,807		40	1/4/99	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Buckland	Admin. Assistant	A		\$15.33	40	8/01	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y	N
Charlemont	Admin. Assistant	A		\$19.61	40	7/01	Y	Y	Y		Y	85%	Y	50%	Y	N	N
Colrain	Town Coordinator	A	27,674	\$17.80	20	7/30/2007	Y	Y	Y	N	Y	75%	Y	50%	Y	N	N
Conway	Admin. Assistant	A	26,764	\$17.14	30	6/05	Y	Y	Y	N	Y	70%	Y	50%	Y	Y	N
Deerfield	Town Administrator	A	65,959	\$29.87	40	12/05	Y	Y	Y	N	Y	65%	Y	50%	Y	Y	N
Deerfield *****	Admin. Assistant	A	36,596	\$18.70	37.5	1/99											
Deerfield	Secretary	A	15,675	\$15.87	19	7/02	N	N	N	N	N		N		N	N	N
Erving	Admin. Coordinator	A	53,950		40	7/03	Y	Y	Y	Y	Y	86%	Y	79%	Y	Y	N
Gill	Town Administrator	A	42,861	\$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		\$17.91	15	1991	Y	Y	N	N	Y	75%	N		Y	N	N
Heath	Town Coordinator	A	30,501	\$18.33	32	7/05	Y	Y	Y		Y	75%			Y	Y	N
Leverett	Executive Admin.	A	49,149	\$26.41	36	1/03	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Leverett	Clerk	A	13,290	\$12.72	20	6/99	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Leyden	Municipal Assistant	A	33,171		32	7/01	Y	Y	Y		Y	50%			Y	N	N
Monroe	Admin. Assistant	A	2,965		10												
Montague	Town Administrator	A	83,252		35+	12/1/97	Y	Y	Y	N	Y	80%	Y	80%	Y	Y	N
Montague	Admin. Secretary	A		\$21.55	25	10/14/97	Y	Y	Y	N	Y	80%	Y	80%	Y	Y	N
New Salem	Town Coordinator	A	21,608		20	9/03	Y	Y	Y		Y	75%	Y	75%	Y	Y	N
Northfield	Admin. Assistant	A	53,033		40	12/97	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N
Northfield	Town Secretary	A		\$16.09	40	5/06	Y	Y	Y	N	Y	75%	Y	50%	Y	DC	N
Orange	Town Administrator	A	70,560		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	57,697		45+	1/1/04	Y	Y	Y	N	Y	85%	Y	85%	Y	Y	N
Shelburne	Exec. Secretary	A	50,794	\$24.42	37.5	9/11/89	Y	Y	Y	N	Y	75%	Y	50%	Y	Y	N
Shutesbury	Town Administrator	A	48,212		40	12/1/2005	Y	Y	Y	Y	Y	75%	Y	50%	Y		N
Shutesbury	Secretary	A	16,224	\$15.54	20	7/1/95	Y	Y	Y	Y	Y	75%	Y	50%	Y		N
Sunderland	Town Administrator	A	49,534		36	2005	Y	Y	Y	N/A	Y	55%	Y	55%	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	33,952		30	2007	Y	Y	N	N	Y	75%	N		Y	N	N
Warwick	Town Secretary	A		\$12.67		11/03	N	N	N	N	N		N		N	N	N
Wendell*	Town Coordinator	A	21,528		20	9/03	Y*	Y	Y		Y	75%	Y	75%	Y	Y	N
Whately	Town Administrator	A	37,712		30	8/9/05	Y	Y	Y		Y	80%	Y	50%	Y		N
Whately	Muni. Secretary	A		\$15.84	22	9/1/05	Y	Y	Y		Y	80%	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.

* Wendell benefits paid through New Salem.

SOLID WASTE

		Benefits Eligibility (Y/N)									
	Titles	Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Full-Time Employees	Part-Time Employees	Oversight
Ashfield	Transfer Station Attend.		\$11.81	13		N	N	N		1	Highway
Bernardston	FCSWD Member & 2 Transfer Station Attendants		\$9.46 & \$10.51	16		Y	Y	N	N	2	Select Board Highway
Buckland	Transfer Station Attend.		\$11.96	19	1999	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)		\$10.28	9.5	3/19/04	N	N	N	N		Highway
Colrain	Transfer Station Attend. (Recycling)		\$10.28	9.5	9/09	N	N	N	N		Highway
Conway	Transfer Station Attend.		\$12.36, \$12.62 & \$12.88	12/12		N	N	N	N	4	BOH
Deerfield	Landfill Operator		\$16.00	8-16		N	N	N	0	2	Highway
Erving	FCSWD Member				12/89						
Gill	FCSWD Member										Highway
Greenfield	Assistant Forman		\$19.35	40	11/94	Y	Y	Y	1		
Hawley	FCSWD and Town of Ashfield										
Heath	Transfer Station Attend.		\$11.16	14	1990	N	N	N	N	2*	Highway
Leverett	Solid Waste Admin.	\$9,349.00	\$18.55	10		N	N	N			
Leverett	Supervisor		\$14.16	8		N	N	N			
Leverett	Attendant		\$13.02			N	N	N			
Leyden	FCSWD Member										
Monroe	N/A										
Montague	Recycle Center		\$21.73	12.5		Y	Y	Y			Highway
New Salem	Transfer Station Attend.		\$10.57	10	1966	N	N	N		1	BOH
Northfield			\$13.81 - \$14.12	29	2005	N	N			3	BOH
Orange	Transfer Station Mgr.	\$42,973.00		40	1998	Y	Y	Y	2	2	Select Board
Rowe	Transfer Station Attend.		\$17.40	16	1998	N	N			1	BOH
Shelburne	Transfer Station Attend.		\$15.87	15	1999	N	N	N	0	0	Highway
Shutesbury	Recycling Coordinator	\$1,880.00	Stipend		2009						
Sunderland											
Warwick	Transfer Station Attend.		\$11.09	8	2007	N	N	N	0	1	BOH
Wendell	Transfer Station Attend.		\$11.14	14		N	N			2	Highway
Whately	Transfer Station Attend.		\$13.63	16		N	N	N		1	Highway

* Heath - Only 1 attendant works at a time.

TAX COLLECTOR

Wage Information

Benefits Eligibility (Y/N)

	Elected/Appointed	Annual Salary	Hourly Rate	Hours per week	Vacation	Sick	Personal	Longevity	Health Insurance Eligibl.	Percent Town Pays	Retiree Health Insuranc.	Percent Town Pays	Retirement System	Other Benefits
Ashfield	A	\$16,754		20	Y	Y	Y	Y	Y	75%	Y	50%	Y	
Bernardston	E	9,647		10	N	N	N	N	N	75%	Y		Y	Fees
Buckland*	A	39,132		40	Y	Y	Y	Y	Y	75%	Y	50%	Y	Y
Charlemont	A	13,403		varies	N	N	N	N	N		N		Y	N
Colrain	A	15,148	\$19.04	20	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Conway	A	Combined with Treasurer								70%	Y	50%	Y	Y
Deerfield**	A	69,644	\$32.87	40+	Y	Y	N	N	Y	65%	Y	50%	Y	Y
Erving	E	8,000		10	N	N	N	N	Y	86%	Y	79%	Y	Y
Gill**	E	17,381		20	N	N	N	N	N		N		N	N
Greenfield**	A	66,513		38	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	9,447		8	N	N	N	N	N		N		N	N
Leverett	A	19,699	\$19.94	19	Y	Y	Y		Y	75%	Y	50%	Y	N
Leyden	E	5,186		8	N	N	N	N	N		N			N
Monroe	A	3,024		varies										
Montague*	E	58,434		35	Y	Y	Y	Y	Y	80%	Y	80%	Y	Y
			Fees 4,000											Cert. Fees 1,000
New Salem	E	9,515		15	N	N	N	N	N		N		N	
Northfield*	E	22,156		14	N	N	N	N	Y	75%	Y	50%	Y	Fees
Orange	E	42,314		35	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Rowe	E	6,910		3-6	N	N	N	N	N		N		N	Y
Shelburne	E	24,540		varies	N	N	N	Y	Y	75%	Y	50%	Y	Y
Shutesbury	A	13,865		15	N	N	N	Y	N		N		N	N
Sunderland*	A	44,424		34	Y	Y	Y	Y	Y	55%	Y	55%	Y	Y
Warwick	A	15,056		20	Y	Y	N	N	Y	75%	N		Y	Y
Wendell	E	8,400		16	N	N	N	N	N		N		N	
Whately*	A	25,818		25	Y	Y	Y		Y	80%	Y	50%	Y	

* Collector/Treasurer

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

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

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

TOWN COUNSEL

	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Annual Budget</i>	<i>Hours Per Week</i>	<i>Date of Hire</i>
Ashfield		100	\$3,000		
Bernardston			15,000		7/1/97
Buckland			8,000		
Charlemont		150	20,000	varies	
Colrain		150	8,000		
Conway			10,000		
Deerfield				as needed	
Erving		100	10,000	as needed	
Gill		100	5,000	as needed	
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	5,000	as needed	1997
Northfield			10,000	varies	
Orange			10,000		1980
Rowe			15,000	varies	6/1/2004
Shelburne		as needed	5,000		
Shutesbury		100	9,000		
Sunderland			12,600		2001
Warwick	2,800		7,800	as needed	
Wendell			10,000	varies	
Whately		170			

TOWN NURSE

Wage Information

Benefits Eligibility (Y/N)

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits
Ashfield	No														
Bernardston	No														
Buckland	No														
Charlemont *			18.00	varies		N	N	N	N	N	N	N	N	N	N
Colrain	Through the Community Health Center of Franklin County														
Conway	Through FRCOG														
Deerfield	Through FRCOG														
Erving	Eastern Franklin District														
Gill	No														
Greenfield	None														
Hawley	No														
Heath *	No		\$20.00	7		N	N	N	N	N		N		N	N
Leverett	Volunteer at mealsite														
Leyden	Through the Community Health Center of Franklin County														
Monroe	None														
Montague	Part of the Board of Health														
New Salem	No														
Northfield	No														
Orange	No														
Rowe *			32.47	16	7/6/2007	N	N	N	N	N		N		N	N
Shelburne	No														
Shutesbury	No														
Sunderland	N/A														
Warwick	No														
Wendell	No														
Whately	N/A														

TREASURER

Wage Information

Benefits Eligibility (Y/N)

	<i>Elected/Appointed</i>	<i>Annual Salary</i>	<i>Hours per week</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Ins. Eligible</i>	<i>Percent Town Pays</i>	<i>Retiree Health Ins.</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>
Ashfield *****	A	\$12,509	15	N	N	N	N	N		N		N	
Bernardston	E	19,385	15	N	N	N	N	Y		N	50%	Y	N
Buckland	SEE TAX COLLECTOR - Combined position												
Charlemont	A	14,765	varies	N	N	N	N	N		N		Y	N
Colrain ****	A	11,361	15	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Conway	A	36,260	30+	Y	Y	Y	N	Y	70%	Y	50%	Y	N
Conway ****	A	16,258	18	N	N	N	N	N		N		N	N
Deerfield	SEE TAX COLLECTOR - Combined position												
Deerfield *	A	37,045		Y	Y	Y	N	Y	65%	Y	65%	Y	
Erving **	E	38,615	30	N	N	N	N	Y	86%	Y	79%	Y	Y
Gill ***	E	13,990	20	N	N	N	N	N		N		Y	
Greenfield	SEE TAX COLLECTOR - Combined position												
Hawley	A	6,500	varies	N	N	N	N	N		N			N
Heath	A	8,496	11	N	N	N	N	N		N		N	N
Leverett *****	A	13,479	13	Y	Y	Y	N	Y	75%	Y	50%	Y	N
Leyden	E	5,248	7	N	N	N	N	N		N			N
Monroe	A	10,404	varies	N	N	N	N	Y	100%	N		Y	N
Montague	SEE TAX COLLECTOR												
New Salem	A	13,950	20	N	N	N	N	N		N		N	Cert. 1,000
Northfield	SEE TAX COLLECTOR												
Orange	E	44,997	35	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Rowe	E	7,576	3	N	N	N	N	N		N		N	Y
Shelburne	A	13,845	15	N	N	N	N	N		N		N	N
Shutesbury	A	20,802	22.5	Y	Y	Y	Y	Y	75%	Y	50%	Y	N
Sunderland	SEE TAX COLLECTOR												
Warwick	E	17,045	20	Y	N	N	N	Y	75%	N		Y	Y
Wendell	E	8,400	16	N	N	N	N	N		N		N	
Whately	SEE TAX COLLECTOR - Combined position												

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

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

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

* Deerfield - Assistant Treasurer position has been added.

** Erving - Two positions: Assistant Treasurer at \$13.06/hr for 6-8 hrs/wk. Clerical Treasurer at \$10.11/hr for 6-8 hrs/wk.

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

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

TOWN OF ASHFIELD

Waste Water Treatment Facility	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	\$42,384	
Hourly Rate if paid hourly		\$17.26
Hours per Week (average)	38	12
Date of Hire	9/18/00	9/00
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Personal	Y	N
Longevity		
Other		
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp - Employees pay	
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 0

How many regular part time employees? 2

* Sewer Commission - no compensation.

TOWN OF BUCKLAND

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

Including superintendent, how many regular full time employees? 2

How many regular part time employees? 0

TOWN OF DEERFIELD

Waste Water Treatment Facility	Additional Staff		
	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	\$54,789	\$41,927 - \$45,393
Hourly Rate if paid hourly		\$26.24	\$20.08-\$21.74
Hours per Week (average)	varies	40+	40+
Date of Hire	6/73	11/90	12/00 & 1/03
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	N	N	N
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y
Union Employees (Y or N)	N	N	N

Including superintendent, how many regular full time employees? 3

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

TOWN OF ERVING

Waste Water Treatment Facility	Chief Operator/Operations Supervisor	Assistant Chief/ Co Treatment Plant Operator	Operator
	Elected or Appointed (E or A)	A	A
Number of Members on Board	1	1	1
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$25.34	\$22.50	\$18.46
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
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	\$55,463	\$51,755
Hourly Rate if paid hourly		
Hours per Week (average)	37.5	37.5
Date of Hire	9/6/1988	7/28/1996
Benefit Eligibility (Y or N):	Y	Y
Vacation	Y	Y
Sick	Y	Y
Personal	Y	Y
Longevity		
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	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? 7
 How many regular part time employees? 0

TOWN OF MONTAGUE

Waste Water Treatment Facility	Additional Staff (please list titles)					
	Superintendent	Operator #1	Operator #2	Operator in Training	Laborer	Secretary
Elected or Appointed (E or A)	A	A	A	A	A	A
Number of Members on Board	1	1	1	1		1
Annual Salary if paid by salary	\$74,810					\$35,305
Hourly Rate if paid hourly		\$19.32	\$16.83	\$16.52	\$16.20	
Hours per Week (average)	40	40	40	40	40	35
Date of Hire	9/93	11/98	3/09	8/06	10/07	7/87
Benefit Eligibility (Y or N):						
Vacation	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y
Longevity	N	Y	Y	Y	Y	Y
Other	Y	Y	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	Y	Y	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
Personal	Y	N
Longevity	N	N
Other		
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	75%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	
Union Employees (Y or N)	N	N

Including superintendent, how many regular full time employees? 1

How many regular part time employees? 2

TOWN OF ORANGE

PUBLIC WORKS

Additional Staff (please list titles)

Waste Water Treatment Facility	Chief Operator	Assistant Operator	Operator
Elected or Appointed (E or A)	A		
Number of Members on Board			
Annual Salary if paid by salary	\$55,652		
Hourly Rate if paid hourly	Salary	\$20.74	\$15.38
Hours per Week (average)	40+	40+OT	40+OT
Date of Hire	7/19/1983	7/12/1982	7/30/2007
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	75%	75%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	Y	Y

Including superintendent, how many regular full time employees? 3

How many regular part time employees? 0

WATER DEPARTMENT

	Wage Information				Benefits Eligibility (Y/N)						
	Number of Members	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union	Full-Time Employees	Part-Time Employees
Ashfield	Water district is not a town department										
Bernardston	Water district is not a town department										
Buckland	Water district is not a town department										
Charlemont	N/A										
Colrain	Water district is not a town department										
Conway	N/A										
Deerfield	Town has two water districts - not town departments										
Erving **	Operator	\$5,902.00		5		N	N	N	N		2
Erving	Back-up Operator	\$3,090.00		3							
Erving	Meter Reader	\$2,090.00		2							
Erving	Rates Collector	\$5,704.00		5							
Erving	Clerk	\$600.00									
Gill	Water district is not a town department										
Greenfield	7		\$17.09-\$19.35	40		Y	Y	Y	Y	Y	
Hawley	N/A										
Heath	N/A										
Leverett	N/A										
Leyden	N/A										
Monroe	District										
Montague	District										
New Salem											
Northfield	Town has two water districts - not town departments										
Orange	4	65,000	\$17.16 - \$20.74	40 +		Y	Y	Y	Y	4	2
Rowe	N/A										
Shelburne	District										
Shutesbury											
Sunderland	Separate district										
Warwick	N/A										
Wendell	N/A										
Whately***	3	\$21,337.63		20		Y	Y				1

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

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