

ACCOUNTANT

Wage Information

Benefits Eligibility (Y/N)

| | Contracted | Annual Salary/Contract | Hourly Rate | Hours per week | Date of Hire | Vacation | Sick | Personal | Longevity | Health Insurance Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits |
|-----------------------|---|---------------------------------|-------------|----------------|--------------|----------|------|----------|-----------|---------------------------|-------------------|-------------|-------------------|--------------------------|-------------------|-------------------|----------------|
| Ashfield * | Y | \$17,152 | | 8 | | N | N | N | N | N | | | | N | | N | N |
| Bernardston * | Y | 18,423 | | | | N | N | N | N | N | | N | | N | | N | |
| Buckland * | Y | 16,806 | | 12 | 8/05 | N | N | N | N | N | | | | N | | N | N |
| Charlemont | Y | 14,026 | | 8 | 8/06 | N | N | N | N | N | | | | N | | N | N |
| Colrain | N | 13,212 | | 12 +/- | 5/01 | N | N | N | N | N | | | | N | | Y | N |
| Conway | Y | 18,000 | | | 03/07 | N | N | N | N | N | | | | N | | N | N |
| Deerfield | N | 27,663 | \$29.42 | 19 | 12/8/03 | Y | Y | Y | N | Y | 65% | | | Y | 50% | Y | Y |
| Erving | N | 21,264 | | 20 | 2004 | N | N | N | N | N | | | | N | | N | N |
| Gill* | Y | 17,367 | | 8 | 2009 | N | N | N | N | N | | | | N | | N | N |
| Greenfield | N | 69,032 | | 37.5 | 1/7/85 | Y | Y | Y | Y | Y | 90% | | | Y | 90% | Y | Y |
| Hawley | N/A | | | | | | | | | | | | | | | | |
| Heath - Accountant | N | 11,564 | | 10 | 11/04 | N | N | N | N | N | | | | N | | N | N |
| Leverett - Accountant | N | 26,009 | | 24 | 2004 | Y | Y | Y | | Y | 75% | | | Y | 50% | Y | N |
| Leyden | N | 6,779 | | 5 | 2006 | N | N | N | N | N | | | | N | | N | N |
| Monroe | N/A | See Treasurer - Shared Position | | | | | | | | | | | | | | | |
| Montague | N | 61,716 | | 35 | 9/13/99 | Y | Y | Y | Y | Y | 80% | Y | 0% | Y | 80% | Y | Y |
| New Salem * | Y | 16,795 | | 8 | 2005 | N | N | N | N | N | | | | N | | N | N |
| Northfield | N | 25,761 | | 20 | 11/89 | Y | Y | Y | N | Y | 75% | Y | 0% | Y | 50% | Y | |
| Orange | N | 45,681 | | 40 | 2001 | Y | Y | Y | Y | Y | 70% | | | Y | 70% | Y | Y |
| Orange - Clerk | N | | \$11.44 | 4 | 1998 | Y | Y | N | N | Y | 70% | | | Y | 70% | Y | Y |
| Rowe | Combined with Town Coordinator Position | | | | | | | | | | | | | | | | |
| Shelburne * | Y | 14,026 | | 8 | | N | N | N | N | N | | N | | N | | N | N |
| Shutesbury | N | 13,462 | | 15 | | N | N | N | Y | N | | | | N | | Y | 1000 Cert |
| Sunderland * | Y | 21,709 | | 10 | 2008 | N | N | N | N | N | | N | | N | | N | N |
| Warwick | N | 12,584 | | 9 | 2007 | N | N | N | N | N | | | | N | | N | N |
| Wendell * | Y | 15,245 | | 8 | 2005 | N | N | N | N | N | | | | N | | N | N |
| Whately * | Y | 13,321 | | 8 | 2005 | N | N | N | N | N | | N | | | | N | |

* Contracted through the FRCOG.

ANIMAL CONTROL

| | Animal Control Officer | | | | | Dog Officer | | | | | Animal Inspector | | | | |
|--------------|------------------------|---------------|----------------|----------|------------|-------------------|---------------|----------------|----------|------------|-------------------|---------------|----------------|----------|------------|
| | Elected/Appointed | Annual Salary | Hours per week | Benefits | Retirement | Elected/Appointed | Annual Salary | Hours per week | Benefits | Retirement | Elected/Appointed | Annual Salary | Hours per week | Benefits | Retirement |
| Ashfield | A | \$1,700 | | N | N | | | | | | A | \$350 | | N | N |
| Bernardston | A | 6,750 | varies | N | N | A | | varies | N | N | A | | varies | N | N |
| Buckland | A | 2,400 | as needed | N | N | A | ACO | as needed | N | N | A | 600 | as needed | N | N |
| Charlemont | A | 1,000 | varies | N | N | | | | | | A | 568 | varies | N | N |
| Colrain | | | | | | A | | | N | N | A | 354 | | N | N |
| Conway | A | 526 | | N | N | A | \$422 | | N | N | A | 526 | | N | N |
| Deerfield ** | A | 18,196 | 15 | Y | Y | | | | | | A | 1,500 | varies | N | N |
| Erving | A | Police | as needed | N | N | A | Police | varies | N | N | A | 0 | | N | N |
| Gill | A | Police | as needed | N | N | | | | | | A | 800 | | 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 | 1,089 | varies | N | N | A | 100 | | N | N |
| Leyden * | A | 500 | A | N | N | | | | | | A | 55 | | N | N |
| Monroe | A | | | | | | | | | | A | 50 | N/A | | |
| Montague | | | | | | | | | | | | 1,339 | varies | N | N |
| New Salem | | | | | | A | 1,500 | varies | N | N | A | 300 | | | |
| Northfield | | | | | | A | 3,121 | | N | N | A | 1,887 | | N | N |
| Orange | | | | | | A | 6,720 | | N | N | A | 500 | | N | N |
| Rowe | | | | | | A | 618 | | N | N | A | 515 | | N | N |
| Shelburne | A | 3,328 | as needed | N | N | | | | | | A | 500 | | N | N |
| Shutesbury | A | 2,320 | | | | A | 2,122 | | N | Y | A | 2,499 | | N | N |
| Sunderland | A | 1,200 | as needed | N | N | | | | | | A | 100 | varies | N | N |
| Warwick*** | A | 1,530 | as needed | N | N | | | | | | | | | | |
| Wendell | | | | | | A | 800 | varies | N | N | A | 500 | varies | N | N |
| Whately | A | 1,950 | as needed | N | N | | | | | | A | 345 | | N | N |

** Deerfield - Position shared with Montague.

* Leyden - Included with Police Salaries.

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

ASSESSORS

Wage Information

Benefits Eligibility (Y/N)

| | Elected/Appointed | # of Members on Board | Annual Salary Chair | Annual Salary Members | Hours per week | Vacation | Sick | Personal | Longevity | Health Insurance Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits | Union Y/N |
|-------------|-------------------|-----------------------|---------------------|-----------------------|----------------|----------|------|----------|-----------|---------------------------|-------------------|-------------|-------------------|--------------------------|-------------------|-------------------|----------------|-----------|
| Ashfield | E | 3 | \$1,500 | \$1,250 | | | | | | | | | | | | | | |
| Bernardston | E | 3 | 1,050 | 1,000 | | | | | | | | Y | 0% | | | | | |
| Buckland | E | 3 | 1,500 | 1,200 | | N | N | N | N | N | | N | | N | | N | | N |
| Charlemont | E | 3 | 1,461 | 1,461 | varies | N | N | N | N | N | | | | N | | N | N | N |
| Colrain | E | 3 | 2,901 | 2,901 | | N | N | N | N | N | | | | N | | N | N | N |
| Conway | E | 3 | 1,200 | 1,200 | varies | N | N | N | N | ** | | | | ** | | Y | N | N |
| Deerfield | E | 3 | 2,500 | 2,000 | varies | N | N | N | N | Y | 65% | | | Y | 50% | N | N | N |
| Erving | E | 3 | 3,232 | 3,232 | 3-4 | N | N | N | N | N | | | | N | | Y | Y | N |
| Gill | E | 3 | 2,991 | 2,719 | | N | N | N | N | N | | | | N | | Y | Y | N |
| Greenfield | E | 3 | 3,000 | 2,400 | | N | N | N | N | Y | 90% | | | Y | | Y | N | N |
| Hawley | E | 3 | 1,300 | 1,100 | varies | N | N | N | N | N | | | | N | | | N | N |
| Heath | E | 3 | 2,500 | 2,000 | 2-4 | N | N | N | N | N | | | | N | | N | N | N |
| Leverett | E | 3 | 1,000 | 950 | | N | N | N | N | N | | | | N | | Y* | N | N |
| Leyden | E | 3 | 2,528 | 4,000 | | N | N | N | N | N | | | | N | | | | N |
| Monroe | E | 3 | 928 | 655 | | N | N | N | N | | | | | | | | | |
| Montague | E | 3 | 1,000 | 1,000 | 2-4 | N | N | N | N | N | | N | | N | | Y | N | N |
| New Salem | E | 3 | 1,664 | 1,386 | 4 | N | N | N | N | N | | | | N | | N | N | N |
| Northfield | E | 3 | 1,781 | 1,650 | | N | N | N | N | N | | N | | N | | N | N | N |
| Orange | E | 3 | 0 | 0 | 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 | | N | N | N |
| Shelburne | E | 3 | 2,380 | 2,014 | | N | N | N | N | N | | | | N | | Y | N/A | N |
| Shutesbury | A | 3 | 1,688 | 1,688 | | N | N | N | N | N | | | | Y | 50% | Y | N | N |
| Sunderland | E | 3 | 2,700 | 2,700 | | N | N | N | N | N | | | | Y | 55% | Y | N/A | N |
| Warwick | E | 3 | 500 | 500 | 0.5 | N | N | N | N | N | | | | N | | Y | N | N |
| Wendell | E | 3 | 2,000 | 2,000 | varies | N | N | N | N | N | | | | N | | N | | N |
| Whately | E | 3 | 1,675 | 1,538 | | 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.

ASSESSORS STAFF

Wage Information

Benefits Eligibility (Y/N)

| | Title | Elected/Appointed | Annual Salary | Hourly Rate | Hours Per Week | Date Of Hire | Vacation | Sick | Personal | Longevity | Health Insurance Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits | Union Y/N |
|--------------|--------------------|-------------------|---------------|-------------|----------------|--------------|----------|------|----------|-----------|---------------------------|-------------------|-------------|-------------------|--------------------------|-------------------|-------------------|----------------|-----------|
| Ashfield | Admin. Assistant | A | | \$11.75 | 19 | 5/07 | N | N | N | N | N | | | | N | | N | N | N |
| Bernardston | Assistant Assessor | A | 27,682 | | 30 | 6/03 | Y | Y | Y | | Y | 75% | Y | 75% | | | Y | | N |
| Buckland | Admin. Assistant | A | 17,892 | \$17.16 | 20 | 2005 | Y | Y | Y | Y | Y | 75% | Y | 0% | Y | 50% | Y | Y | N |
| Charlemont * | Assessor Clerk | A | | \$15.38 | 25 | 2010 | Y | Y | Y | | Y | 75% | | | Y | 50% | Y | N | N |
| Colrain | Assessor Clerk | A | 22,646 | | 26 | 6/03 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N | N |
| Conway | Assessor Clerk | A | | \$11.42 | 14 | 2005 | Y | N | N | N | Y | 70% | | | N | | Y | N | N |
| Conway | Admin. Assistant | A | | \$16.64 | 24 | 2003 | N | N | N | N | Y | 70% | Y | 0% | Y | | Y | N | N |
| Deerfield | Assessor Clerk | A | 43,494 | \$20.83 | 35 | 6/16/98 | Y | Y | Y | N | Y | 65% | | | Y | 50% | Y | Y | N |
| Erving | Assistant Assessor | A | 27,872 | \$21.44 | 25 | 1/99 | Y | Y | Y | N | Y | 86% | | | Y | 79% | Y | Y | N |
| Gill | Assessor Clerk | A | | \$16.75 | 20 | 7/05 | N | N | N | N | Y | 75% | Y | 0% | Y | 75% | N | DC | N |
| Greenfield | Admin. Assistant | A | 29,075 | \$14.91 | 37.5 | 1/26/98 | Y | Y | Y | N | Y | 90% | | | Y | 90% | Y | Y | Y |
| Hawley | Admin. Assistant | A | | \$19.28 | 22 | 1/02 | Y | Y | N | N | Y | 75% | | | N | | Y | N | N |
| Heath | Assessor Clerk | A | | \$12.00 | 8 | 7/06 | N | N | N | N | N | | | | N | | N | N | N |
| Leverett | Admin. Assessor | A | 27,245 | | 20 | 10/1/1999 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N | N |
| Leyden | Assessor Clerk | A | 5,027 | | 6 | | N | N | N | N | N | | | | | | | | N |
| Monroe | N/A | | | | | | | | | | | | | | | | | | |
| Montague | Dir. of Assessing | A | 54,818 | | 35+ | 7/08 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y | Y |
| Montague | Sr. Admin. Clerk | A | 35,433 | | 35 | 11/7/00 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y | Y |
| Montague | Assessor Clerk | A | 27,674 | | 35 | 7/05 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y | Y |
| New Salem | Assessor Clerk | A | | \$18.70 | 12 | 2005 | N | N | N | N | N | | | | | | | | |
| Northfield | Assessor Clerk | A | 35,811 | | 36 | 1995 | Y | Y | Y | N | Y | 75% | Y | 0% | Y | 50% | Y | DC | N |
| Orange | Clerk | A | | \$17.73 | 37 | 2002 | Y | Y | Y | Y | Y | 70% | | | Y | 70% | Y | Y | N |
| Rowe * | Assessor Clerk | A | | \$16.93 | 10 | 7/5/96 | Y | Y | Y | Y | Y | 85% | | | Y | 85% | Y | | N |
| Shelburne | Assistant Assessor | A | 21,070 | \$20.26 | 20 | | Y | Y | Y | Y | Y | 75% | | | Y | 50% | Y | Y | N |
| Shutesbury | Admin. Assessor | | 16,926 | | 20 | 4/01 | Y | Y | Y | Y | N | | | | N | | Y | 1000 Cert | N |
| Shutesbury | Assessor Clerk | A | | \$13.32 | 15 | 8/14/01 | N | N | N | Y | N | | | | N | | Y | N | N |
| Sunderland | Admin. Assistant | A | 12,506 | \$17.18 | 14 | 3/2011 | N | N | N | N | N | | | | N | | Y | | N |
| Warwick | Clerk | A | 7,387 | | 10 | 2002 | N | N | N | N | N | | | | N | | N | N | N |
| Wendell | Assistant Assessor | A | | \$16.22 | 24 | 2005 | Y | Y | N | N | Y | 75% | Y | 75% | Y | 50% | Y | N | N |
| Whately | Assistant Assessor | A | 18,208 | | 20 | 1993 | Y | Y | Y | N | Y | 75% | Y | 0% | Y | 50% | Y | | N |

* Charlemont - Also Secretary to town boards.

BOARD OF HEALTH

Wage Information

| | <i>Elected/Appointed</i> | <i># of Members on Board</i> | <i>District</i> | <i>Annual Salary Chair</i> | <i>Annual Salary Members</i> | <i>Benefits</i> | <i>Health Ins. Eligible</i> | <i>Dental Plan</i> | <i>Retirement System</i> | <i>Other Benefits</i> | <i>Solid Waste</i> |
|-------------|---------------------------------|------------------------------|-------------------------|----------------------------|------------------------------|------------------|-----------------------------|--------------------|--------------------------|------------------------|--------------------|
| Ashfield | E | 3 | Foot Hills Health Dist. | \$450 | \$450 | Paid by District | | | | | |
| Bernardston | E | 3 | N | 1,200 | 1,000 | Fees | Y | Y | Y | Fees | |
| Buckland | E | 3 | N | 550 | 400 | N | N | N | N | N | N |
| Charlemont | E | 5 | N | 630 | 630 | N | N | | N | N | N |
| Colrain | A | 5 | N | 0 | 0 | N | N | | N | N | N |
| Conway | E | 5 | | 1,234 | 941 | 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 | 1,329 | 1,217 | N | N | N | N | DC | Y |
| Greenfield | A | 3 | | | | N | N | | N | N | |
| Hawley | Select Board is Board of Health | | | | | | | | | | N |
| Heath | A | 5 | | 844 | 422 | N | N | | N | N | |
| Leverett | E | 5 | N | 400 | 200 | N | N | | Y* | N | N |
| Leyden | E | 3 | N | 200 | 300 | N | Y | | Y | N | Y |
| Monroe | | | | 260 | 260 | | | | | | |
| Montague | E | 3 | | 1,000 | 1,000 | | | | Y | | N |
| New Salem | E | 3 | | 628 | 628 | | N | | N | N | Y |
| Northfield | E | 5 | Eastern Franklin | 466 | 466 | N | N | N | Y | | |
| Orange | E | 3 | | 0 | | N | N | | N | N | N |
| Rowe | E | 3 | | 1,545 | 1,545 | N | N | | N | Perc Test & Insp. Fees | Y |
| Shelburne | A | 3 | | 846 | 846 | N | N | | N | Perc Test Fees | Inspection Fees |
| Shutesbury | E | 5 | Eastern Franklin | 0 | 0 | N | N | | N | | N |
| Sunderland | E | 3 | N | 0 | 0 | N | N | N | N | N | N |
| Warwick | E | 3 | | 500 | 500 | N | N | | N | N | |
| Wendell | E | 3 | | 1,300 | 1,150 | | N | N | N | | ** |
| Whately | E | 3 | Foothills | 796 | 659 | N | N | | N | | |

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

BOARD OF HEALTH STAFF

| | | Wage Information | | | | | | | | | Benefits Eligibility (Y/N) | | | | | | | | | |
|----------------|-------------------------------|------------------|-------------|----------------|--------------|----------|------|----------|-----------|----------------------|----------------------------|-------------|-------------------|---------------------|-------------------|-------------------|----------------|-----------|--|--|
| Title | Elected/Appointed | Annual Salary | Hourly Rate | Hours Per Week | Date Of Hire | Vacation | Sick | Personal | Longevity | Health Ins. Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Ins. | Percent Town Pays | Retirement System | Other Benefits | Union Y/N | | |
| Ashfield ** | Health Agent | \$7,412 | | | | | | | | | | | | | | | | | | |
| Bernardston ** | Health Agent | \$6,432 | | | | | | | | | | | | | | | | | | |
| Bernardston | Clerk | A | \$14.00 | varies | 2/10 | N | N | N | N | N | | Y | 0% | N | | N | N | N | | |
| Buckland ** | Health Agent | \$8,152 | | | | | | | | | | | | | | | | | | |
| Charlemont ** | Health Agent | \$13,590 | | | | | | | | | | | | | | | | | | |
| Charlemont | Secretary | A | \$15.38 | varies | 7/5/2010 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N | N | | |
| Colrain | See Municipal/Town Clerk Page | | | | | | | | | | | | | | | | | | | |
| Conway | Clerk | A | \$14.11 | 12 | 1979 | N | N | N | N | N | | | | N | | Y | N | N | | |
| Deerfield | Health Agent | A | \$22,903 | \$29.31 | 20+ | 2001 | Y | Y | Y | Y | 65% | | | Y | 50% | Y | Y | N | | |
| Erving * | Health Agent | A | \$16,000 | | varies | | N | N | N | N | | | | N | | N | N | N | | |
| Gill ** | Health Agent** | A | \$7,494 | | | | | | | | | | | | | | | | | |
| Greenfield | Health Dir./Agent | A | \$61,290 | | 37.5 | 11/89 | Y | Y | Y | N | Y | 80% | | Y | 60% | Y | Y | Y | | |
| Hawley ** | Health Agent | | \$2,245 | | | | | | | | | | | | | | | | | |
| Heath ** | Health Agent | | \$9,962 | | | | | | | | | | | | | | | | | |
| Heath | Clerk | A | \$3,000 | | 4.5 | | N | N | N | N | | | | N | | N | N | N | | |
| Leverett | Health Agent | A | \$34.79 | varies | 9/05 | N | N | N | N | N | | | | N | | N | | N | | |
| Leverett | Clerk | A | \$12.99 | varies | | Y | Y | Y | Y | Y | | | | Y | | Y | | N | | |
| Leyden | N/A | | \$50.00 | | | | | | | | | | | | | | | | | |
| Monroe ** | Health Agent | | \$468 | | | | | | | | | | | | | | | | | |
| Montague | Health Director | A | \$61,716 | | 35+ | 4/18/00 | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y | Y | | |
| Montague | Clerk | A | \$13.78 | 17.5 | 1/11 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y | Y | | |
| New Salem | Clerk | | \$14.32 | 5 | | | N | N | N | N | | N | | N | | N | N | N | | |
| Northfield | Clerk | | \$15.02 | | 4/06 | | N | N | N | N | | N | | N | | N | N | N | | |
| Orange | Clerk | A | \$15.83 | 28 | | | Y | Y | Y | Y | 70% | | | Y | 70% | Y | Y | N | | |
| Rowe | Clerk | A | \$12.70 | 10 | 12/20/10 | | N | N | N | N | | | | N | | N | N | N | | |
| Shelburne | Clerk | A | \$14.78 | varies | 2009 | | N | N | N | N | | | | N | | N | N | N | | |
| Shutesbury | Clerk *** | A | \$15.26 | | 5/03 | | N | N | N | N | | | | N | | N | N | N | | |
| Sunderland | Clerk | A | \$1,572 | \$15.03 | 2 | 8/2000 | | | | | | | | | | | | | | |
| Warwick | Clerk | | \$4,968 | | 6 | | N | N | N | N | | | | N | | N | N | N | | |
| Wendell | Clerk | A | \$11.78 | 2 | | | N | N | N | N | | N | | N | | N | N | N | | |
| Whately * | Agent - Shared | A | \$14,388 | | | | | | | | | | | | | | | | | |

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

** Gill - Annual assessment for Health Agent services with the FRCOG plus \$1,290 for clerical support.

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

*** Shares Health Agent.

CUSTODIAN

| | Wage Information | | | | | | | Benefits Eligibility (Y/N) | | | | | | | |
|---------------------------------|-------------------------|-------------|----------------|--------------|----------|------|----------|----------------------------|-------------------|-------------|-------------------|---------------------|-------------------|-------------------|----------------|
| | Annual Salary | Hourly Rate | Hours per week | Date of Hire | Vacation | Sick | Personal | Health Ins. Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Ins. | Percent Town Pays | Retirement System | Other Benefits |
| Ashfield | | \$11.04 | 4 | 2005 | N | N | N | N | | | | N | | N | N |
| Bernardston | N/A | \$10.78 | 10 | 2006 | N | N | N | N | | Y | 0% | | | | |
| Buckland | \$2,990 | | 4 | | N | N | N | N | | N | | N | | N | N |
| Charlemont | | \$14.37 | varies | 2010 | N | N | N | N | | | | N | | N | N |
| Colrain | | \$11.10 | 5 | 7/11 | N | N | N | N | | | | N | | N | N |
| Conway | | \$12.95 | 17 | | N | N | N | N | | | | N | | N | N |
| Deerfield | N/A | | | | | | | | | | | | | | |
| Erving & Facilities Maintenance | | \$15.18 | 40 | 7/03 | Y | Y | Y | Y | 86% | | | Y | 79% | Y | Y |
| Gill | | \$12.37 | 3.5 | 1988 | N | N | N | N | | | | N | | N | DC |
| Greenfield | 33,945 | \$16.32 | 40 | 1/05 | Y | Y | Y | Y | 80% | | | Y | 60% | Y | Y |
| Hawley | N/A | | | | | | | | | | | | | | |
| Heath | 6,224 | \$11.97 | 10 | 2/05 | N | N | N | N | | | | N | | N | N |
| Leverett - Custodian | 14,599 | \$14.72 | 19 | | N | N | N | N | | | | N | | N | N |
| Leverett - Facilities Manager | 4,060 | | | | N | N | N | N | | | | N | | N | N |
| Leyden | 1,267 | | varies | | N | N | N | N | | | | N | | N | N |
| Monroe | | | | | | | | | | | | | | | |
| Montague | | \$15.68 | 40 | 7/04 | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y |
| New Salem | | \$13.14 | 7 | 2008 | N | N | N | N | | N | | N | | N | N |
| Northfield | | \$13.66 | 19 | 6/05 | N | N | N | N | | N | | N | | N | N |
| Orange | N/A | | | | | | | | | | | | | | |
| Rowe | | \$15.10 | 15 | 5/27/2007 | N | N | N | N | | | | N | | N | N |
| Shelburne | No longer have position | | | | | | | | | | | | | | |
| Shutesbury | | \$10.47 | 10 | 3/28/00 | N | N | N | N | | | | N | | Y | N |
| Sunderland | Eliminated Position | | | | | | | | | | | | | | |
| Warwick | 2,739 | | 6 | | N | N | N | N | | | | N | | Y | N |
| Wendell | | \$12.43 | 19 | 2005 | N | N | N | N | | N | | N | | N | N |
| Whately | Part of Highway Dept. | \$16.40 | 2-3 | 1999 | N | N | N | N | | N | 0% | N | | Y | N |

EMERGENCY MANAGEMENT DIRECTOR

Wage Information

Benefits Eligibility (Y/N)

| | Contracted | Annual Salary/Contract | Hourly Rate | Hours per week | Date of Hire | Vacation | Sick | Personal | Longevity | Health Insurance Eligible | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits |
|--------------------------|---------------------------|------------------------|-------------|---------------------------------|------------------|-------------------------|------|----------|-----------|---------------------------|-------------------|--------------------------|-------------------|-------------------|----------------|
| Ashfield | | \$3,900 | | | 7/1/2007 | N | N | N | N | N | N | N | N | N | N |
| Bernardston | | 5,075 | | | | | | | | | | | | | |
| Buckland | N | No pay | | | Appointed yearly | N | N | N | N | N | | N | | N | |
| Charlemont | Non paid position | | | | | | | | | | | | | | |
| Colrain | N | 1,061 | | | | N | N | N | N | N | | N | | N | N |
| Conway | | 2,000 | | | | | | | | | | | | | |
| Deerfield | Under the Select Board | | | | | | | | | | | | | | |
| Erving - Fire Department | N | 2,416 | | varies | 2/03 | N | N | N | N | N | N | N | N | Y | N |
| Gill | Volunteer | 2,500 | | varies | 12/05 | N | N | N | N | N | N | N | N | Y | N |
| Greenfield | Under the Fire Department | | | | | | | | | | | | | | |
| Hawley | | 1,000 | | varies | | N | N | N | N | N | N | N | N | N | N |
| Heath | N | 1,000 | | varies | | Select Board Supervises | | | | No benefits | | | | | |
| Leverett | N | 25 | | | | N | N | N | N | N | N | N | N | N | N |
| Leyden * | N | 1,500 | | varies | | N | N | N | N | N | | N | | N | N |
| Monroe | | | | 3 | 11/98 | N | N | N | N | Y | | N | | Y | N |
| Montague | | 5,490 | | | | N | N | N | N | N | | N | | N | N |
| New Salem | Under the Fire Department | | | No pay | | | | | | | | | | | |
| Northfield | | 2,500 | | | | N | N | N | N | N | | N | | N | N |
| Northfield Asst. | | 1,250 | | | | N | N | N | N | N | | N | | N | N |
| Orange | Under the Fire Chief | | | | | | | | | | | | | | |
| Rowe | | 3,500 | | | 5/1/1985 | N | N | N | N | N | | N | | N | N |
| Shelburne | | 265 | | As needed | | N | N | N | N | N | | N | N | N | N |
| Shutesbury | Paid | | | Comes under the Fire Department | | | | | | | | | | | |
| Sunderland | | 2,215 | | | | | | | | | | | | | |
| Warwick | Volunteers | | | | | | | | | | | | | | |
| Wendell | Under the Fire Department | | | No pay | | | | | | | | | | | |
| Whately | Under the Select Board | | | No pay | | | | | | | | | | | |

* Part of Police Chief Responsibilities.

TOWN OF ASHFIELD

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

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

TOWN OF BERNARDSTON

| Fire Department | Other Firefighters/Professional Staff | | | | | |
|--|---------------------------------------|-----------------|----------|------------|--------------|----------|
| | Chief | Assistant Chief | Captain | Lieutenant | Firefighters | Clerk |
| Annual Salary if paid by salary | | | | | | |
| Hourly Rate if paid hourly | \$3,895.00 | \$1,845.00 | \$410.00 | \$205.00 | \$11.33 | \$475.00 |
| Hours per Week (average) | 10 - 20 | | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | - | | | | | |
| Date Hire (regular staff) | | | | | | |
| Benefit Eligibility (Y or N): | N | N | N | N | N | N |
| Vacator | | | | | | |
| Sick | | | | | | |
| Dental | | | | | | |
| Persona | | | | | | |
| Longevity | | | | | | |
| Other | | | | | | |
| Health Insurance Eligible? | | | | | | |
| What Percent does Town Pay? | | | | | | |
| Retiree Health Insurance Eligible? | | | | | | |
| What Percent does Town Pay? | | | | | | |
| Retirement System Eligible? | | | | | | |
| Other Benefits (ie. Deferred Comp, 401K) | | | | | | |
| Union Employees (Y or N) | | | | | | |

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

BUCKLAND FIRE DISTRICT

| Fire Department | Chief | All Others |
|--|------------|------------|
| Annual Salary if paid by salary | \$6,000.00 | |
| Hourly Rate if paid hourly | | \$7.80 |
| Hours per Week (average) | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | |
| Date Hire (regular staff) | | |
| Benefit Eligibility (Y or N): | N | N |
| Vacator | | |
| Sick | | |
| Dental | | |
| Persona | | |
| 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 |
| Vacator | N | N |
| Sick | N | N |
| Dental | | |
| Persona | 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 Benefit) | \$1,404.50 | \$627.36 | \$515.34 | \$413.92 | \$13.23 |
| Hourly Rate if paid hourly | | | | | |
| 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): | | | | | |
| Vacator | | | | | |
| Sick | | | | | |
| Dental | | | | | |
| Persona | | | | | |
| 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 | \$6,273.00 | |
| Hourly Rate if paid hourly | | \$12.53 |
| 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 |
| Vacator | N | N |
| Sick | N | N |
| Dental | | |
| Persona | 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 | \$13.80 | \$12.50 | \$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 | | | | |
| Vacator | N | | | | |
| Sick | N | | | | |
| Dental | | | | | |
| Persona | N | | | | |
| Longevity | N | | | | |
| Other | N | | | | |
| Health Insurance Eligible? | N | | | | |
| What Percent does Town Pay? | | | | | |
| Retiree Health Insurance Eligible? | | | | | |
| What Percent does Town Pay? | | | | | |
| Retirement System Eligible? | | | | | N |
| Other Benefits (ie. Deferred Comp, 401K) | | Y | Y | Y | Y |
| Union Employees (Y or N) | | N | N | N | N |

TOWN OF DEERFIELD

South Deerfield Fire District

Other Firefighters/Professional Staff

| | Chief | * Full Time Fireman | Deputy Chief | Lieutenant (2) | Captain (2) | Call Firefighters (29) |
|--|-------------|---------------------|--------------|----------------|-------------|------------------------|
| Annual Salary if paid by salary * | \$11,200.00 | \$41,750.00 | \$2,500.00 | \$16.00 | \$16.00 | \$10.00 to \$15.50 |
| Hourly Rate if paid hourly * | | | | \$16.00 | \$16.00 | |
| Hours per Week (average) | On Call | 40 | On Call | On Call | On Call | On Call |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | | | | | |
| Date Hire (regular staff) | | | | | | |
| Benefit Eligibility (Y or N): | N | Y | | | | |
| Vacator | N | Y | | | | |
| Sick | N | Y | | | | |
| Dental | | | | | | |
| Persona | 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 | \$12,756.00 | |
| Hourly Rate if paid hourly | | \$14.88 |
| Hours per Week (average) | variable | variable |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | Y | Y |
| Date Hire (regular staff) | 2/03 | |
| Benefit Eligibility (Y or N): | N | N |
| Vacator | N | N |
| Sick | N | N |
| Dental | | |
| Persona | N | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y |
| Union Employees (Y or N) | N | N |

TOWN OF GILL

Fire Department (On Call)

| | Other Firefighters/Professional Staff | | | | |
|--|---------------------------------------|------------------------------------|-------------------|-------------------|-----------|
| | Chief | Deputy Chief (2) & Captains (2) | Lieutenant (3) | Firefighters | Inspector |
| Annual Salary if paid by salary | | | | | |
| Hourly Rate if paid hourly | \$29.42 | \$15.50 - \$18.85 | \$15.50 - \$18.85 | \$12.41 - \$15.09 | \$29.42 |
| Hours per Week (average) | 9 | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | | | | |
| Date Hire (regular staff) | | | | | |
| Benefit Eligibility (Y or N): | | | | | |
| Vacator | N | N | N | N | N |
| Sick | N | N | N | N | N |
| Dental | N | N | N | N | N |
| Persona | N | N | N | N | N |
| Longevity | N/A | N/A | N/A | N/A | N/A |
| Other | | | | | |
| Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retirement System Eligible? | Y | N | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | Deferred Comp. | Deferred Comp. | Deferred Comp. | |
| Union Employees (Y or N) | N | N | N | N | |

* Some firefighters are under Deferred Comp. not retirement system

TOWN OF GREENFIELD

Fire Department

| | Other Firefighters/Professional Staff | | | | | |
|--|---------------------------------------|-------------|------------------|-----------------------|--------------------------------|-------------------|
| | Chief | Captain | Deputy Chief (3) | Fire Alarm Prevention | EMT | Officer in Charge |
| Annual Salary if paid by salary | | \$52,888.00 | \$74,672.00 | \$55,557.00 | | \$45,084.00 |
| Hourly Rate if paid hourly | | | | | Basic 3% EMT 1-6% Paramedic 9% | |
| Hours per Week (average) | 40 | 42 | 40 | 42 | 42 | 42 |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | | | | | |
| Date Hire (regular staff) | | | | | | |
| Benefit Eligibility (Y or N): | Y | Y | Y | Y | Y | Y |
| Vacator | Y | Y | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y | Y | Y |
| Persona | Y | Y | Y | Y | Y | Y |
| Dental | | | | | | |
| Longevity | | | | | | |
| Other | Y | Y | Y | Y | | |
| Health Insurance Eligible? | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% |
| Retirement System Eligible? | Y | Y | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y | Y | Y | Y |
| Union Employees (Y or N) | N | Y | N | Y | | |

TOWN OF HAWLEY

Fire Department

| | Chief |
|--|------------|
| Annual Salary if paid by salary | \$2,500.00 |
| Hourly Rate if paid hourly | |
| Hours per Week (average) | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | |
| Date Hire (regular staff) | |
| Benefit Eligibility (Y or N): | N |
| Vacator | |
| Sick | |
| Dental | |
| Persona | |
| 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 |
| Vacator | N | N |
| Sick | N | N |
| Dental | | |
| Persona | 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 | \$19,081.00 | \$3,517.00 | \$1,706.00 | |
| Hourly Rate if paid hourly | | | | |
| Hours per Week (average) | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | \$16.13 | \$16.13 | \$16.13 |
| Date Hire (regular staff) | | | | |
| Benefit Eligibility (Y or N): | N | | | |
| Vacator | | | | |
| Sick | | | | |
| Dental | | | | |
| Persona | | | | |
| Longevity | | | | |
| Other | | | | |
| Health Insurance Eligible? | N | | | |
| What Percent does Town Pay? | | | | |
| Retiree Health Insurance Eligible? | N | | | |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | N | | | |
| Other Benefits (ie. Deferred Comp, 401K) | N | | | |
| Union Employees (Y or N) | N | N | N | N |

TOWN OF LEYDEN

| Fire Department | Other Firefighters/Professional Staff | | | |
|--|---------------------------------------|-----------------|----------|------------|
| | Chief | Assistant Chief | Captain | Lientenant |
| Annual Salary if paid by salary | \$832.00 | \$614.00 | \$208.00 | \$188.00 |
| 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 |
| Vacator | N | N | N | N |
| Sick | N | N | N | N |
| Dental | | | | |
| Persona | N | N | N | N |
| Longevity | N | N | N | N |
| Other | N | N | N | N |
| Health Insurance Eligible? | N | N | N | N |
| What Percent does Town Pay? | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | N | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | N | N | N |
| Union Employees (Y or N) | N | N | N | N |

Clerk at \$7.00/hour.

TOWN OF NEW SALEM

| Fire Department | Chief | Firefighters |
|--|----------|-------------------|
| Annual Salary if paid by salary - Stipend | \$14,375 | |
| Hourly Rate if paid hourly | | \$11.84 - \$13.36 |
| Hours per Week (average) | 15 | 2 |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | same | same |
| Date Hire (regular staff) | 2008 | ranges |
| Benefit Eligibility (Y or N): | N | N |
| Vacator | | |
| Sick | | |
| Dental | | |
| Persona | | |
| 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 | \$2,676.00 | \$534.00 | | \$272.00 | \$137.00 |
| Hourly Rate if paid hourly | | | \$14.41 | | |
| Hours per Week (average) | varies | varies | varies | varies | varies |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | \$16.17 | \$15.42 | | | |
| Date Hire (regular staff) | | | | | |
| Benefit Eligibility (Y or N): | | | | | |
| Vacator | N | N | N | N | N |
| Sick | N | N | N | N | N |
| Dental | N | N | N | N | N |
| Persona | N | N | N | N | N |
| Longevity | N | N | N | N | N |
| Other | N | N | N | N | N |
| Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retirement System Eligible? | Y | 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 ORANGE

| Fire Department | Other Firefighters/Professional Staff | | | | | | | | | | |
|--|---------------------------------------|--------------|-------------------|-------------------|----------------------|-----------------|-------------|------------------------|------------------|-------------------|-----------------|
| | Chief | Deputy Chief | Captain Full Time | Call Captain | Call District Deputy | Call Lieutenant | Call Driver | Full Time Firefighters | Training Officer | Call Firefighters | EMS Coordinator |
| Annual Salary if paid by salary | \$84,309.00 | \$70,528.00 | | \$1,183 - \$1,247 | \$2,426.28 | \$1,166.00 | \$1,100.00 | \$47,063 - \$56,422 | \$2,000.00 | \$1,001.00 | \$1,000.00 |
| Hourly Rate if paid hourly | | | \$25/hr | | | | | | | | |
| 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) | 9/92 | | | | | | | | | | |
| Benefit Eligibility (Y or N): | | | | | | | | | | | |
| Vacator | Y | Y | N | N | N | N | N | Y | N | N | N |
| Sick | Y | Y | N | N | N | N | N | Y | N | N | N |
| Dental | Y | Y | | | | | | Y | | | |
| Persona | Y | Y | N | N | N | N | N | Y | N | N | N |
| Longevity | Y | Y | N | N | N | N | N | Y | N | N | N |
| Other | | | | | | | | | | | |
| Health Insurance Eligible? | Y | Y | N | N | N | N | N | Y | N | N | N |
| What Percent does Town Pay? | 70% | 70% | | | | | | 70% | | | |
| Retiree Health Insurance Eligible? | Y | Y | N | N | N | N | N | Y | N | N | N |
| What Percent does Town Pay? | 70% | 70% | | | | | | 70% | | | |
| Retirement System Eligible? | Y | Y | N | N | N | N | N | Y | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | N | N | N | N | N | Y | N | N | N |
| Union Employees (Y or N) | N | Y | N | N | N | N | N | Y | Y* | N | N |

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

TOWN OF ROWE

| Fire Department | Other Firefighters/Professional Staff | | | | | First Responders (9) | FireFighters (12) |
|--|---------------------------------------|--------------|-------------|----------------|---|----------------------|-------------------|
| | Chief | Deputy Chief | Captain (2) | Lieutenant (2) | | | |
| 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): | | | | | | | |
| Vacator | N | N | N | N | N | N | N |
| Sick | N | N | N | N | N | N | N |
| Dental | | | | | | | |
| Persona | N | N | N | N | N | N | N |
| Longevity | N | N | N | N | N | N | N |
| Other | N | N | N | N | N | N | N |
| Health Insurance Eligible? | N | N | N | N | N | N | N |
| What Percent does Town Pay? | N | N | N | N | N | N | N |
| Retiree Health Insurance Eligible? | N | N | N | N | N | N | N |
| What Percent does Town Pay? | N | N | N | N | N | N | N |
| Retirement System Eligible? | N | N | N | N | N | N | N |
| 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 |

SHELburnE FALLS FIRE DISTRICT

| Fire Department | Other Firefighters/Professional Staff | | | | | Engineers (3) | Firefighters (15) |
|--|---------------------------------------|-----------------|--------------|----------------|--|---------------|-------------------|
| | Chief | Assistant Chief | Deputy Chief | Lieutenant (2) | | | |
| Annual Salary if paid by salary * | \$7,464.12 | | | | | | |
| Hourly Rate if paid hourly * | | \$10.04 | \$9.01 | \$8.00 | | | \$7.98 |
| Hours per Week (average) | | | | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | | | | | | |
| Date Hire (regular staff) Administrator | 40hrs/wk @ \$34,153 annually | | | | | | |
| Benefit Eligibility (Y or N): | | | | | | | |
| Vacator | N | N | N | N | | | N |
| Sick | N | N | N | N | | | N |
| Dental | | | | | | | |
| Persona | N | N | N | N | | | N |
| Longevity | N | N | N | N | | | N |
| Other | | | | | | | |
| Health Insurance Eligible? | N | N | N | N | | | N |
| What Percent does Town Pay? | | | | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N | | | N |
| What Percent does Town Pay? | | | | | | | |
| Retirement System Eligible? | Y | N | N | N | | | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | N | N | N | | | N |
| Union Employees (Y or N) | N | N | N | N | | | N |

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

Shelburne Fire District

| Fire Department | Other Firefighters/Professional Staff | | | | | | |
|--|---------------------------------------|-----------------|----------|------------|--------|---------------|------------|
| | Chief | Assistant Chief | Captain | Lieutenant | EMT | Intermediates | All Others |
| Annual Salary if paid by salary * | \$2,600.00 | \$400.00 | \$200.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Hourly Rate if paid hourly * | | | | | | | |
| Hours per Week (average) | 8 | 2 | 2 | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | | | | | | |
| Date Hire (regular staff) Administrator | 7/1/2011 | | | | | | |
| Benefit Eligibility (Y or N): | | | | | | | |
| Vacator | N | N | N | N | N | N | N |
| Sick | N | N | N | N | N | N | N |
| Dental | N | N | N | N | N | N | N |
| Persona | 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? | N | N | N | N | N | N | N |
| 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 | \$47,068 | \$1,080 | \$1,080 | | \$783 | \$783 | \$783 | \$783 |
| Hourly Rate if paid hourly | | | | | | | | |
| Hours per Week (average) | \$13.83 | \$13.83 | \$13.83 | \$13.83 | \$13.83 | \$13.83 | \$13.83 | \$13.83 |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | \$14.70 | \$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 |
| Vacator | Y | N | N | N | N | N | N | N |
| Sick | Y | N | N | N | N | N | N | N |
| Dental | | | | | | | | |
| Persona | 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 | \$11,298.00 | \$5,174.00 | | | \$2,153.00 |
| Hourly Rate if paid hourly | | | \$17.43 | | |
| Hours per Week (average) | | | | | |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | | * | | \$16.13 | |
| Date Hire (regular staff) | | | | | |
| Benefit Eligibility (Y or N): | | N | | | |
| Vacator | | N | Y | N | N |
| Sick | | N | Y | N | N |
| Dental | | | | | |
| Persona | | N | Y | N | N |
| Longevity | | | | | |
| Other | | | | | |
| Health Insurance Eligible? | | N | Y | N | N |
| What Percent does Town Pay? | | | 55% | N | N |
| Retiree Health Insurance Eligible? | | | Cobra | | |
| What Percent does Town Pay? | | | 55% | | |
| Retirement System Eligible? | Y | Y | Y | | N |
| Other Benefits (ie. Deferred Comp, 401K) | | Deferred Comp | | | N |
| Union Employees (Y or N) | N | N | N | N | N |

* After regular hours it is time and a half.

TOWN OF WARWICK

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

* Town pays \$500 stipend to each of twelve firefighters in addition to above salary.

TOWN OF WENDELL

| Fire Department | Chief | Firefighters |
|--|------------|--------------|
| Annual Salary if paid by salary | \$5,000.00 | |
| Hourly Rate if paid hourly | | \$14.69 |
| 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 |
| Vacator | | |
| Sick | | |
| Dental | | |
| Persona | | |
| 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

| Fire Department | Other Firefighters/Professional Staff | | | |
|--|--|--------------|-------------|----------|
| | Chief | EMT Director | Firefighter | EMT's |
| Annual Salary if paid by salary | \$6,339.00 | \$3,388.00 | | |
| Hourly Rate if paid hourly | | | \$13.33 | \$13.33 |
| Hours per Week (average) | Variable | Variable | Variable | Variable |
| Hourly Rate Other Than Base Pay for Training or Responding to Fire | \$13.33 | \$13.33 | | |
| Date Hire (regular staff) | | | | |
| Benefit Eligibility (Y or N): | N | N | N | N |
| Vacator | | | | |
| Sick | | | | |
| Dental | | | | |
| Persona | | | | |
| Longevity | | | | |
| Other | | | | |
| Health Insurance Eligible? | N | N | N | N |
| What Percent does Town Pay? | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | Y | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | | | | |
| Union Employees (Y or N) | N | N | N | N |

TOWN OF ASHFIELD

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

Including the Superintendent, how many regular full time employees? 5
 How many regular part time employees? ** 3-4 Seasonal - Plow Snow
 Are Sewer lines maintained by the Highway Department or another Department? Sewer Department

TOWN OF BERNARDSTON

| Highway Department | Additional Staff | | | | | |
|---|------------------|---------|---------|--------------------|------------|-------------|
| | Superintendent | Laboror | Laboror | Substitute Laborer | Assistants | Tree Warden |
| Number of Employees Holding this Position | 1 | 1 | 1 | 1 | | 1 |
| Annual Salary if paid by salary | \$50,861.00 | | | | | |
| Hourly Rate if paid hourly | | \$17.28 | \$16.21 | \$15.76 | \$15.00 | \$21.54 |
| Hours per Week (average) | 40 | 40 | 40 | | | |
| Overtime in Addition to Salary? | | | | | | |
| Date of Hire | 2006 | 1987 | 2005 | | | 2006 |
| Benefit Eligibility (Y or N): | Y | Y | Y | N | N | N |
| Vacation | Y | Y | Y | N | N | N |
| Sick | Y | Y | Y | N | N | N |
| Dental | | | | | | |
| Personal | Y | Y | Y | N | N | N |
| Longevity | N | N | N | N | N | N |
| Other | | | | | | |
| Health Insurance Eligible? | Y | Y | Y | N | N | N |
| What Percent does Town Pay? | 75% | 75% | 75% | N | N | N |
| Retiree Health Insurance Eligible? | N | N | N | N | N | N |
| What Percent does Town Pay? | N | N | N | N | N | N |
| Retirement System Eligible? | Y | Y | Y | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | | N | N | N | N | N |
| Union Employees (Y or N) | | N | N | N | N | N |

Including the Superintendent, how many regular full time employees? 3
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? None

TOWN OF BUCKLAND

| Highway Department | Additional Staff | | | | |
|---|------------------|----------------------|------------------|------------------|-------------|
| | Foreman | Operator Mechanic | Operator Laborer | Operator Laborer | Tree Warden |
| Number of Employees Holding this Position | 1 | 1 | 1 | 2 | 1 |
| Annual Salary if paid by salary | \$45,017.28 | Vacant F08 | | | \$1,200.00 |
| Hourly Rate if paid hourly | | | \$16.50 | \$16.30 | |
| Hours per Week (average) | | 40 | 40 | 40 | |
| Overtime in Addition to Salary? | Winter Stipend | Y | Y | Y | |
| Date of Hire | 1997 | | 2004 | 2009 | 2003 |
| Benefit Eligibility (Y or N): | Y | Y | Y | Y | N |
| Vacation | Y | Y | Y | Y | |
| Sick | Y | Y | Y | Y | |
| Dental - 0% Town | Y | Y | Y | Y | |
| Personal | Y | Y | Y | Y | |
| Longevity | | | | | |
| Other | | | | | |
| Health Insurance Eligible? | Y | Y | Y | Y | N |
| What Percent does Town Pay? | 75% | 75% | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | N |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% | |
| Retirement System Eligible? | Y | Y | Y | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y | Y | N |
| Union Employees (Y or N) | N | N | N | N | N |

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

TOWN OF CHARLEMONT

| Highway Department | Additional Staff | | | | Tree Warden |
|---|------------------|---------|---------|---------|-------------|
| | Superintendent | Foreman | Driver | Driver | |
| Number of Employees Holding this Position | 1 | 1 | 1 | 1 | 1 |
| Annual Salary if paid by salary | | | | | |
| Hourly Rate if paid hourly | \$24.48 | \$18.44 | \$17.05 | \$16.36 | |
| Hours per Week (average) | 40 | 40 | 40 | 40 | |
| Overtime in Addition to Salary? | Y | Y | Y | Y | |
| Date of Hire | 12/97 | 1996 | 1998 | 2002 | |
| Benefit Eligibility (Y or N): | Y | Y | Y | Y | |
| Vacation | Y | Y | Y | Y | |
| Sick | Y | Y | Y | Y | |
| Dental | | | | | |
| Personal | Y | Y | Y | Y | |
| Longevity | N | N | N | N | |
| Other | N | N | N | N | |
| Health Insurance Eligible? | Y | Y | Y | Y | |
| What Percent does Town Pay? | 75% | 75% | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% | |
| Retirement System Eligible? | Y | Y | Y | Y | |
| Other Benefits (ie. Deferred Comp, 401K) | N | N | N | N | |
| Union Employees (Y or N) | N | N | N | N | |

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

TOWN OF COLRAIN

| Highway Department | Additional Staff | | | |
|---|------------------|--|-----------------------------------|-------------|
| | Superintendent | Laborer/ Equipment Operator/ Mechanic | Laborer/ Equipment Operator | Tree Warden |
| Number of Employees Holding this Position | 1 | 1 | 1 | 1 |
| Annual Salary if paid by salary | | | | \$47.18 |
| Hourly Rate if paid hourly | \$23.89 | \$21.93 | \$18.57 | |
| Hours per Week (average) | 40 | 40 | 40 | |
| Overtime in Addition to Salary? | N | Y | Y | N |
| Date of Hire | 7/1/77 | 4/8/1985 | 9/7/1993 | |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | Y | Y | Y | N |
| Sick | Y | Y | Y | N |
| Dental | | | | |
| Personal | Y | Y | Y | N |
| Longevity | N | N | N | N |
| Other | N | N | N | N |
| Health Insurance Eligible? | Y | Y | Y | N |
| What Percent does Town Pay? | 75% | 75% | 75% | N |
| Retiree Health Insurance Eligible? | Y | Y | Y | N |
| What Percent does Town Pay? * | 50% | 50% | 50% | N |
| Retirement System Eligible? | Y | Y | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | 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 part time employees? 2-3 (Seasonal)
 Are Sewer lines maintained by the Highway Department or another Department? No

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 | \$24.34 | \$17.91 |
| Hours per Week (average) | 40 | 40 |
| Overtime in Addition to Salary? | Y | Y |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | Y | Y |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 70% | 70% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 50% | 50% |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | N | N |
| Union Employees (Y or N) | N | N |

Including the Superintendent, how many regular full time employees? 5
 How many regular part time employees?
 Are Sewer lines maintained by the Highway Department or another Department?

TOWN OF DEERFIELD

Additional Staff

| Highway Department | Superintendent | Foreman | Mechanic | Equipment Operator | Tree Warden |
|---|----------------|-------------|-------------|---------------------|-------------|
| Number of Employees Holding this Position | 1 | 1 | 1 | 4 | 1 |
| Annual Salary if paid by salary | \$73,623.00 | \$46,855.00 | \$41,823.00 | \$38,482 - \$43,494 | \$1,000.00 |
| Hourly Rate if paid hourly | \$35.26 | \$22.44 | \$20.03 | \$18.43 - \$20.83 | |
| Hours per Week (average) | 40 | 40 | 40 | 40 | 40 |
| Overtime in Addition to Salary? | N | Y | Y | Y | |
| Date of Hire | 6/73 | 8/03 | 10/86 | | |
| Benefit Eligibility (Y or N): | | | | | |
| Vacation | Y | Y | Y | Y | N |
| Sick | Y | Y | Y | Y | N |
| Dental | | | | | |
| Personal | Y | Y | Y | Y | N |
| Date of Hire | | | | | |
| Longevity | N | N | N | N | N |
| Other | | | | | |
| Health Insurance Eligible? | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 65% | 65% | 65% | 65% | 65% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% | 50% |
| Retirement System Eligible? | Y | Y | Y | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y | Y | Y |
| Union Employees (Y or N) | N | N | N | N | N |

Including the Superintendent, how many regular full time employees? 7
 How many regular part time employees?
 Are Sewer lines maintained by the Highway Department or another Department? Yes
 * Highway Superintendent is also superintendent of Sewers and Landfill. Yes

TOWN OF ERVING

| Highway Department | Superintendent Working Foreman | Equipment Operator Laborer |
|---|--------------------------------|----------------------------|
| Number of Employees Holding this Position | 1 | 2 |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$28.56 | \$19.96 - \$20.82 |
| Hours per Week (average) | 40 | 40 |
| Overtime in Addition to Salary? | Y | Y |
| Date of Hire | 5/75 | 11/85 & 8/86 |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | Y | Y |
| Longevity | Y | Y |
| Other | | |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 84% | 84% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 77% | 77% |
| 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 | 2 | 1 |
| Annual Salary if paid by salary | | | | | |
| Hourly Rate if paid hourly | \$25.45 | \$21.87 | \$19.44 | varies | |
| Hours per Week (average) | 40 | 40 | 40 | as needed | |
| Overtime in Addition to Salary? | Y | Y | Y | | |
| Date of Hire | 10/25/2004 | 8/1980 | 10/2009 | | |
| Benefit Eligibility (Y or N): | | | | | |
| Vacation | Y | Y | Y | N | |
| Sick | Y | Y | Y | N | |
| Dental | Y | Y | Y | N | |
| Personal | Y | Y | Y | N | |
| Longevity | Y | Y | Y | N | |
| Other | | | | | |
| Health Insurance Eligible? | Y | Y | Y | N | |
| What Percent does Town Pay? | 75% | 75% | 75% | | |
| Retiree Health Insurance Eligible? | Y | Y | Y | N | |
| What Percent does Town Pay? | 75% | 75% | 75% | | |
| Retirement System Eligible? | Y | Y | Y | N | |
| Other Benefits (ie. Deferred Comp, 401K) | Deferred Comp + voluntary | | | | |
| Union Employees (Y or N) | N | N | N | N | |

Including the Superintendent, how many regular full time employees? 3
 How many regular part time employees? 2
 Are Sewer lines maintained by the Highway Department or another Department?
 Highway Department. Riverside Sewer District has a pump station that sends solid waste to Montague's Wastewater Treatment Facility.

TOWN OF GREENFIELD

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 | \$86,569.00 | \$56,409.00 | | |
| Hourly Rate if paid hourly | | | \$20.06 | |
| Hours per Week (average) | 37.5 | 37.5 | 40 | 40 |
| Overtime in Addition to Salary? | N | N | N | Y |
| Date of Hire | | | | 11/85 & 8/86 |
| Benefit Eligibility (Y or N): | Y | Y | Y | Y |
| Vacation | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y |
| Dental | | | | |
| Personal | Y | Y | Y | Y |
| Longevity | Y | Y | Y | Y |
| Other | Y | Y | Y | Y |
| Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 80% HMO | 80% HMO | 80% HMO | 80% HMO |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 60% | 60% | 60% | 60% |
| Retirement System Eligible? | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y | Y |
| Union Employees (Y or N) | Y | Y | Y | N |

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

TOWN OF HAWLEY

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 | \$22.39 | \$18.50 | -0- |
| Hours per Week (average) | 40 | 40 | |
| Overtime in Addition to Salary? | Y | Y | |
| Date of Hire | | 10/08 | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | |
| Sick | Y | Y | |
| Dental | | | |
| Personal | | | |
| Longevity | | | |
| Other Holiday | Y | Y | |
| Health Insurance Eligible? | Y | Y | |
| What Percent does Town Pay? | 75% | 75% | |
| Retiree Health Insurance Eligible? | N | N | |
| What Percent does Town Pay? | | | |
| Retirement System Eligible? | Y | Y | |
| Other Benefits (ie. Deferred Comp, 401K) | N | N | |
| Union Employees (Y or N) | N | N | |

Including the Superintendent, how many regular full time employees? 2
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? No sewer lines.
 All private septic.

TOWN OF HEATH

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 | \$22.50 | \$15.50 | \$16.54 | \$18.08 |
| Hours per Week (average) | 40 | | 40 | 40 |
| Overtime in Addition to Salary? | 170 hours | 170 hours | 170 hours | 170 hours |
| Date of Hire | 9/97 | 5/05 | 1/98 | 6/82 |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y |
| Dental | | | | |
| Personal | Y | Y | Y | Y |
| Longevity | | | | |
| Other | | | | |
| Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 75% | 75% | 75% | 75% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 0% | 0% | 0% | 0% |
| Retirement System Eligible? | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Deferred Comp. - Employee pays | | | |
| Union Employees (Y or N) | N | N | N | N |

Including the Superintendent, how many regular full time employees? 4
 How many regular part time employees? None
 Are Sewer lines maintained by the Highway Department or another Department? No sewer lines.

TOWN OF LEVERETT

| Highway Department | Additional Staff | | | |
|---|------------------|----------------------|--------------|--------------|
| | Superintendent | Foreman/ Mechanic | Truck Driver | Truck Driver |
| Number of Employees Holding this Position | 1 | 1 | 1 | 1 |
| Annual Salary if paid by salary | \$58,112.00 | \$40,182.00 | \$35,117.00 | \$33,634.00 |
| Hourly Rate if paid hourly | \$27.83 | \$19.24 | \$16.82 | \$16.11 |
| Hours per Week (average) | 40 | 40 | 40 | 40 |
| Overtime in Addition to Salary? | Y | Y | Y | Y |
| Date of Hire | 11/1987 | 2003 | 7/1/2007 | 7/2008 |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y |
| Dental | | | | |
| Personal | Y | Y | Y | Y |
| Longevity | | | | |
| Other | | | | |
| Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 75% | 75% | 75% | 75% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 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? 3
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? No

TOWN OF LEYDEN

| Highway Department | Additional Staff | | |
|---|------------------|--------------|-------------|
| | Superintendent | Truck Driver | Tree Warden |
| Number of Employees Holding this Position | 1 | 1 | 1 |
| Annual Salary if paid by salary | | | \$800.00 |
| Hourly Rate if paid hourly | \$24.60 | \$15.60 | |
| Hours per Week (average) | 40 | 40 | varies |
| Overtime in Addition to Salary? | Y | Y | |
| Date of Hire | 5/30/03 | 9/1/2009 | N |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | N |
| Sick | Y | Y | N |
| Dental | | | |
| Personal | Y | Y | N |
| Longevity | N | N | N |
| Other | N | N | N |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 50% | 50% | |
| Retiree Health Insurance Eligible? | N | N | N |
| What Percent does Town Pay? | | | |
| Retirement System Eligible? | Y | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | | | |
| Union Employees (Y or N) | N | N | N |

Including the Superintendent, how many regular full time employees? 2
 How many regular part time employees? None
 Are Sewer lines maintained by the Highway Department or another Department? No Town Sewer

TOWN OF MONROE

| Highway Department | Superintendent | Mechanic |
|---|----------------|-------------|
| Number of Employees Holding this Position | 1 | 1 |
| Annual Salary if paid by salary | \$37,528.40 | \$34,837.40 |
| Hourly Rate if paid hourly | | |
| Hours per Week (average) | varies | varies |
| Overtime in Addition to Salary? | N | N |
| Date of Hire | 11/91 | 3/27/95 |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | N | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 80% | 80% |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | N | N |
| Union Employees (Y or N) | N | N |

Including the Superintendent, how many regular full time employees? 1
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? Sewer Dept.

TOWN OF MONTAGUE

| Highway Department | 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 | \$71,999.00 | \$44,592.00 | | | | \$41,932.00 | | \$52,624.00 |
| Hourly Rate if paid hourly | | | \$25.25 | \$21.31 - \$22.60 | \$15.32 - \$19.38 | | \$14.72 | |
| 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 | 8/10 | 2/90 |
| Benefit Eligibility (Y or N): | | | | | | | | |
| Vacation | Y | Y | Y | Y | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y | Y | Y | Y | Y |
| Dental | | | | | | | | |
| Personal | Y | Y | Y | Y | Y | Y | Y | Y |
| Longevity | Y | Y | Y | Y | Y | Y | Y | Y |
| Other | Y | Y | Y | Y | Y | Y | Y | Y |
| Health Insurance Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% | 80% | 80% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% | 80% | 80% |
| Retirement System Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y | Y | Y | Y | Y | Y |
| Union Employees (Y or N) | N | Y | Y | Y | Y | Y | Y | Y |

Including the Superintendent, how many regular full time employees? 16
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? Yes

TOWN OF NEW SALEM

| Highway Department | Additional Staff | | |
|---|------------------|----------|----------|
| | Superintendent | Employee | Employee |
| Number of Employees Holding this Position | 1 | 2 | 3 |
| Annual Salary if paid by salary | | | |
| Hourly Rate if paid hourly | \$23.88 | \$19.04 | \$16.22 |
| Hours per Week (average) | 40 | 40 | 40 |
| Overtime in Addition to Salary? | Y | Y | Y |
| Date of Hire | | | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | Y |
| Sick | Y | Y | Y |
| Dental | | | |
| Personal | Y | Y | Y |
| Longevity | N | N | N |
| Other | | | |
| Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 75% | 75% | 75% |
| Retiree Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 75% | 75% | 75% |
| Retirement System Eligible? | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Eligible | Y | Y |
| Union Employees (Y or N) | N | N | N |

Including the Superintendent, how many regular full time employees? 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 | \$26.64 | \$19.89 | \$16.37 - \$17.90 | |
| Hours per Week (average) | 40 | 40 | 40 | |
| Overtime in Addition to Salary? | Y | Y | Y | |
| Date of Hire | 10/02 | 4/04 | varies | |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | Y | Y | Y | |
| Sick | Y | Y | Y | |
| Dental | Y | Y | Y | |
| Personal | Y | Y | Y | |
| Longevity | N | N | N | |
| Other | Y | Y | Y | |
| Health Insurance Eligible? | Y | Y | Y | |
| What Percent does Town Pay? | 75% | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | Y | |
| What Percent does Town Pay? | 50% | 50% | 50% | |
| Retirement System Eligible? | Y | Y | Y | |
| Other Benefits (ie. Deferred Comp, 401K) | Deferred Comp. | Deferred Comp. | Deferred Comp. | |
| Union Employees (Y or N) | N | N | N | |

Including the Superintendent, how many regular full time employees? 5
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department?
 Sewer lines are maintained by the Sewer Commission.
 * Tree Warden and Director of cemeteries are part of the duties of the Highway Superintendent.

TOWN OF ORANGE

| Highway Department | Additional Staff | | | |
|---|------------------|-------------------|---------|-----------|
| | Superintendent | Laboror/Driver | Foreman | Secretary |
| Number of Employees Holding this Position | 1 | 3 | 1 | 1 |
| Annual Salary if paid by salary | \$60,660.00 | | | \$16.47 |
| Hourly Rate if paid hourly | | \$17.16 - \$18.19 | \$18.49 | 10 |
| Hours per Week (average) | 40 | 40+OT | 40+OT | 10 |
| Overtime in Addition to Salary? | N | Y | Y | |
| Date of Hire | 7/1/1996 | | | |
| Benefit Eligibility (Y or N): | Y | Y | Y | Y |
| Vacation | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y |
| Dental | | | | |
| Personal | Y | Y | Y | Y |
| Longevity | Y | Y | Y | Y |
| Other | Y | Y | Y | Y |
| Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 70% | 70% | 70% | 70% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% |
| Retirement System Eligible? | Y | Y | Y | |
| Other Benefits (ie. Deferred Comp, 401K) | Deferred Comp. - | Employee pays | | N |
| Union Employees (Y or N) | N | Y | Y | |

Including the Superintendent, how many regular full time employees? 7
 How many regular part time employees? 2
 Are Sewer lines maintained by the Highway Department or another Department? Highway
 Parks are also maintained by the Highway Department.

TOWN OF ROWE

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

Including the Superintendent, how many regular full time employees? 4
 How many regular part time employees? None
 Are Sewer lines maintained by the Highway Department or another Department? 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 |
| Annual Salary if paid by salary | \$57,613.00 | |
| Hourly Rate if paid hourly | | \$17.87 - \$18.51 |
| Hours per Week (average) | 40+ | 40 |
| Overtime in Addition to Salary? | N | Y |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | Y | Y |
| Longevity | Y | Y |
| Other | | |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 75% | 75% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 50% | 50% |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y |
| Union Employees (Y or N) | N | N |

Including the Superintendent, how many regular full time employees? 5
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? No

TOWN OF SHUTESBURY

| Highway Department | Superintendent |
|---|----------------|
| Number of Employees Holding this Position | 1 |
| Annual Salary if paid by salary | \$51,188.00 |
| Hourly Rate if paid hourly | |
| Hours per Week (average) | 40 |
| Overtime in Addition to Salary? | Y |
| Date of Hire | 9/99 |
| Benefit Eligibility (Y or N): | |
| Vacation | Y |
| Sick | Y |
| Dental | |
| Personal | Y |
| Longevity | Y |
| Other | N |
| Health Insurance Eligible? | Y |
| What Percent does Town Pay? | 75% |
| Retiree Health Insurance Eligible? | Y |
| What Percent does Town Pay? | 50% |
| Retirement System Eligible? | Y |
| Other Benefits (ie. Deferred Comp, 401K) | |
| Union Employees (Y or N) | N |

Including the Superintendent, how many regular full time employees? 3
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? No

TOWN OF SUNDERLAND

| Highway Department | Additional Staff | | |
|---|------------------|----------------------|-------------|
| | Superintendent | Laborer/Truck Driver | Tree Warden |
| Number of Employees Holding this Position | 1 | 2 | 1 |
| Annual Salary if paid by salary | \$49,145.00 | | |
| Hourly Rate if paid hourly | \$25.09 | \$17.01 | N |
| Hours per Week (average) | 37.5 | 37.5 | 10 |
| Overtime in Addition to Salary? | Snow Only | Y | N |
| Date of Hire | 10/2009 | 2007 | 10/2009 |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | N |
| Sick | Y | Y | N |
| Dental | | | |
| Personal | Y | Y | N |
| Longevity | | | N |
| Other | | | |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 55% | 55% | N |
| 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) | Deferred Comp. | Deferred Comp. | 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? Another Department

TOWN OF WARWICK

| Highway Department | Additional Staff | | | |
|---|------------------|--------------|--------------|---------|
| | Superintendent | Truck Driver | Truck Driver | Laborer |
| Number of Employees Holding this Position | 1 | 1 | 1 | 1 |
| Annual Salary if paid by salary | \$46,655.00 | | | |
| Hourly Rate if paid hourly | | \$15.05 | \$15.05 | \$15.05 |
| Hours per Week (average) | 40 | 40 | 40 | 40 |
| Overtime in Addition to Salary? | * | 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 |
| Dental | | | | |
| 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
 * Snow removal only O.T. for Supervisor.

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 | \$21.57 | \$16.39 |
| Hours per Week (average) | 40 | 40 |
| Overtime in Addition to Salary? | Y | Y |
| Date of Hire | 2011 | varies |
| Benefit Eligibility (Y or N): | Y | Y |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | N | N |
| 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 | 2 |
| Annual Salary if paid by salary | \$52,155.00 | | |
| Hourly Rate if paid hourly | | \$18.70 | \$16.40 - \$16.98 |
| Hours per Week (average) | 40 | 40 | 40 |
| Overtime in Addition to Salary? | N | Y | Y |
| Date of Hire | | | |
| Benefit Eligibility (Y or N): | Y | Y | Y |
| Vacation | Y | Y | Y |
| Sick | Y | Y | Y |
| Dental | Y | Y | Y |
| Personal | Y | Y | Y |
| Longevity | | | |
| 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) | | | |
| Union Employees (Y or N) | N | N | N |

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

INSPECTION SERVICES

Benefits Eligibility (Y/N)

| | <i>Building Inspector</i> | <i>Plumbing Inspector</i> | <i>Wiring Inspector</i> | <i>Gas Inspector</i> | <i>Other Staff</i> | <i>Budget/Salary</i> | <i>FCCIP Program</i> | <i>Benefits</i> | <i>Retirement</i> | <i>Other Benefits</i> | <i>Union</i> |
|--------------|---------------------------|---------------------------|-------------------------|----------------------|--------------------|----------------------|----------------------|-----------------|-------------------|-----------------------|--------------|
| Ashfield | FCCIP | FCCIP | FCCIP | FCCIP | | 33,808 | Y | | | | |
| Bernardston | FCCIP | FCCIP | FCCIP | FCCIP | | 36,152 | Y | | | | |
| Buckland | FCCIP | FCCIP | FCCIP | FCCIP | | 35,670 | Y | | | | |
| Charlemont | FCCIP | FCCIP | FCCIP | FCCIP | | 27,580 | Y | | | | |
| Colrain * | | 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 | 37,213 | Y | N | N | N | N |
| Greenfield * | Y | Y | Y | N | | 33,537 | N | Y | Y | Y | Y |
| Hawley | FCCIP | FCCIP | FCCIP | FCCIP | | 6,166 | Y | | | | |
| Heath | FCCIP | FCCIP | FCCIP | FCCIP | | 11,495 | Y | | | | |
| Leverett | FCCIP | FCCIP | FCCIP | FCCIP | | | Y | | | | |
| Leyden | FCCIP | FCCIP | \$1,000 | FCCIP | | | | | | | |
| Monroe | Contracted by Job | | | | | | N | | | | |
| Montague | \$59,973 | \$27.06/Insp | \$27.06/Insp | \$27.06/Insp | Sr. Clerk | 34,416 | N | Y | Y | Y | Y |
| New Salem | \$8,000 | Fees | Fees | Fees | | | N | N | N | N | N |
| Northfield | \$24,292 | Fees | Fees | Fees | | | N | N | N | N | N |
| Orange | Y | Y | Y | Y | Y | 85,084 | N | Y | Y | Y | N |
| Rowe | FCCIP | FCCIP | FCCIP | Plumbing Insp. Does | | | N | N | N | N | N |
| Shelburne | FCCIP | Y | Y | Y | | 33,240 | Y | | | | |
| Shutesbury | FCCIP | Fees | Fees | Fees | | 18,494 | Y | | | | |
| Sunderland | \$22,208 | 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 | | 53,360 | Y | | | | |

* Colrain - Fees vary according to complexity of inspection.

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

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

* Greenfield & Shutesbury - Building Inspector only.

TOWN OF ASHFIELD

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

TOWN OF BERNARDSTON

| LIBRARY | Additional Staff | | | | | | |
|--|------------------|---------------------|---------------|--------------|-----------|-------------|----------|
| | Librarian | Assistant Librarian | Library Aides | Summer Aides | Custodian | Substitutes | Trustees |
| Elected or Appointed (E or A) | A | | | | | | |
| Number of Members on Board | 12 | | | | | | |
| Annual Salary if paid by salary | | | | | | | Hired |
| Hourly Rate if paid hourly | 15.38 | \$11.53 | \$8.82 | \$8.61 | \$8.71 | \$8.61 | |
| Hours per Week (average) | 23 | 10 | | | | | |
| Date of Hire | 2004 | | | | | | |
| Benefit Eligibility (Y or N): | | | | | | | |
| Vacation | Y | | | | | | |
| Sick | Y | | | | | | |
| Dental | Y | N | N | N | N | N | |
| Personal | Y | | | | | | |
| Longevity | | | | | | | |
| Other | | | | | | | |
| Health Insurance Eligible? | Y | | | | | | |
| What Percent does Town Pay? | 75% | | | | | | |
| Retiree Health Insurance Eligible? | Y | | | | | | |
| What Percent does Town Pay? | 50% | | | | | | |
| Retirement System Eligible? | Y | | | | | | |
| Other Benefits (ie. Deferred Comp, 401K) | | | | | | | |
| Union Employees (Y or N) | N | | | | | | |

TOWN OF BUCKLAND

| LIBRARY | Additional Staff | |
|--|------------------|----------------|
| | Trustee | Director |
| Elected or Appointed (E or A) | E | A |
| Number of Members on Board | 5 | 1 |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | | \$13.50 |
| Hours per Week (average) | | 20 |
| Date of Hire | | 2008 |
| Benefit Eligibility (Y or N): | | |
| Vacation | N | Y |
| Sick | N | Y |
| Dental - Town pays 0% | | Y |
| Personal | N | Y |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | N | Y |
| What Percent does Town Pay? | | 75% |
| Retiree Health Insurance Eligible? | N | Y |
| What Percent does Town Pay? | | 50% |
| Retirement System Eligible? | N | Y |
| Other Benefits (ie. Deferred Comp, 401K) | | Deferred Comp. |
| Union Employees (Y or N) | N | N |

TOWN OF CHARLEMONT

| LIBRARY | Trustee | Librarian |
|--|---------|-------------|
| Elected or Appointed (E or A) | E | A |
| Number of Members on Board | 3 | 1 |
| Annual Salary if paid by salary | | \$11,228.00 |
| Hourly Rate if paid hourly | | |
| Hours per Week (average) | | 12 |
| Date of Hire | | 8/95 |
| Benefit Eligibility (Y or N): | | |
| Vacation | N | N |
| Sick | | |
| Dental | | |
| Personal | | |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | | |
| Union Employees (Y or N) | N | N |

TOWN OF COLRAIN

| 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 | | \$21,684.00 | |
| Hourly Rate if paid hourly | | | \$11.80 |
| Hours per Week (average) | | 26 | 9.33 |
| Date of Hire | | 3/93 | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | N | Y | N |
| Sick | N | Y | N |
| Dental | | | |
| Personal | N | Y | N |
| Longevity | | | |
| Other | | | |
| Health Insurance Eligible? | N | Y | N |
| What Percent does Town Pay? | | 75% | |
| Retiree Health Insurance Eligible? | N | Y | N |
| What Percent does Town Pay? | | 50% | |
| Retirement System Eligible? | N | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | | N | N |
| Union Employees (Y or N) | N | N | N |

TOWN OF DEERFIELD

| 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 | \$48,306.00 | | |
| Hourly Rate if paid hourly | \$26.44 | \$17.63 | \$10.38 |
| Hours per Week (average) | 35 | 19 | varies |
| Date of Hire | 1999 | | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | N | N |
| Sick | Y | N | N |
| Dental | | | |
| Personal | Y | N | N |
| Longevity | N | N | N |
| Other | | | |
| Health Insurance Eligible? | Y | N | N |
| What Percent does Town Pay? | 65% | | |
| Retiree Health Insurance Eligible? | Y | N | N |
| What Percent does Town Pay? | 50% | | |
| Retirement System Eligible? | Y | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | N | N |
| Union Employees (Y or N) | N | N | N |

TOWN OF ERVING

| | |
|--|---------|
| LIBRARY | Trustee |
| Elected or Appointed (E or A) | E |
| Number of Members on Board | 3 |
| Annual Salary if paid by salary | \$0 |
| Hourly Rate if paid hourly | |
| Hours per Week (average) | 9 |
| Date of Hire | |
| Benefit Eligibility (Y or N): | N |
| Vacation | |
| Sick | |
| Dental | |
| Personal | |
| Longevity | |
| Other | |
| Health Insurance Eligible? | N |
| What Percent does Town Pay? | |
| Retiree Health Insurance Eligible? | N |
| What Percent does Town Pay? | |
| Retirement System Eligible? | N |
| Other Benefits (ie. Deferred Comp, 401K) | |
| Union Employees (Y or N) | N |

TOWN OF GILL

| LIBRARY | Additional Staff | | | |
|--|-------------------------|------------------|-----------|-----------|
| | Trustee | Library Director | Librarian | Custodian |
| Elected or Appointed (E or A) | E | | | |
| Number of Members on Board | 3 | 1 | 1 | |
| Annual Salary if paid by salary | | | | |
| Hourly Rate if paid hourly | Volunteers | \$14.09 | \$12.13 | \$12.37 |
| Hours per Week (average) | | 15 | varies | 4hr/mth |
| Date of Hire | | | | |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | | N | N | N |
| Sick | | N | N | N |
| Dental | | | | |
| Personal | | N | N | N |
| Longevity | | N | N | N |
| Other | | N | N | N |
| Health Insurance Eligible? | | N | N | N |
| What Percent does Town Pay? | | | | |
| Retiree Health Insurance Eligible? | | N | N | N |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | | Deferred Comp. | | N |
| Union Employees (Y or N) | | N | N | N |

TOWN OF GREENFIELD

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

TOWN OF HEATH

| LIBRARY | Additional Staff | | |
|--|------------------|-------------|------------|
| | Trustees | Librarian | Assistants |
| Elected or Appointed (E or A) | E | A | A |
| Number of Members on Board | 3 | | |
| Annual Salary if paid by salary | | \$21,044.23 | \$4,901.81 |
| Hourly Rate if paid hourly | | | |
| Hours per Week (average) | | 25 | 8 |
| Date of Hire | | 2005 | 2006 |
| Benefit Eligibility (Y or N): | | | |
| Vacation | | Y | N |
| Sick | | Y | N |
| Dental | | | |
| Personal | | Y | N |
| Longevity | | N | N |
| Other | | | |
| Health Insurance Eligible? | | Y | N |
| What Percent does Town Pay? | | 75% | |
| Retiree Health Insurance Eligible? | | N | N |
| What Percent does Town Pay? | | | |
| Retirement System Eligible? | | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | | N | N |
| Union Employees (Y or N) | | N | N |

TOWN OF LEVERETT

| LIBRARY | Director | Assistant Director |
|--|-------------------------------|--------------------|
| | Elected or Appointed (E or A) | A |
| Number of Members on Board | | |
| Annual Salary if paid by salary | \$37,630.00 | \$11,751.00 |
| Hourly Rate if paid hourly | \$19.78 | \$12.82 |
| Hours per Week (average) | 29 | 12 |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | N |
| Sick | Y | N |
| Dental | | |
| Personal | Y | N |
| Longevity | | N |
| Other | Y | N |
| Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | 75% | |
| Retiree Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | | Deferred Comp. |
| Union Employees (Y or N) | N | N |

TOWN OF LEYDEN

| LIBRARY | Trustee | Librarian |
|--|-------------------------------|-------------|
| | Elected or Appointed (E or A) | E |
| Number of Members on Board | 3 | 1 |
| Annual Salary if paid by salary | | \$13,286.00 |
| Hourly Rate if paid hourly | | |
| Hours per Week (average) | | 17.5 |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | N | N |
| Sick | N | N |
| Dental | | |
| Personal | N | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | N |
| Union Employees (Y or N) | N | N |

TOWN OF MONTAGUE

Additional Staff

| LIBRARY | 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 | | \$61,309.00 | \$41,765.00 | \$31,655.61 | |
| Hourly Rate if paid hourly | | | | | \$12.75 - \$17.18 |
| Hours per Week (average) | | 35 | 35 | 35 | 10-26 |
| Date of Hire | | 7/2/86 | 3/31/97 | 3/13/74 | |
| Benefit Eligibility (Y or N): | N | Y | Y | Y | N |
| Vacation | N | Y | Y | Y | N |
| Sick | N | Y | Y | Y | N |
| Dental | | | | | |
| Personal | N | Y | Y | Y | N |
| Longevity | N | Y | Y | Y | N |
| Other | | | | | |
| Health Insurance Eligible? | N | Y | Y | Y | N |
| What Percent does Town Pay? | | 80% | 80% | 80% | |
| Retiree Health Insurance Eligible? | N | Y | Y | Y | N |
| What Percent does Town Pay? | | 80% | 80% | 80% | |
| Retirement System Eligible? | N | Y | Y | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | Deferred Comp. | Y | Y | |
| Union Employees (Y or N) | N | N | Y | Y | Y |

TOWN OF NEW SALEM

Additional Staff

| LIBRARY | 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 | | \$16.87 | \$11.37 | \$9.11 | |
| Hours per Week (average) | | 18 | 10 | 8 | Varies |
| Date of Hire | | 1998 | | | |
| Benefit Eligibility (Y or N): | N | N | N | N | N |
| Vacation | | | | | |
| Sick | | | | | |
| Dental | | | | | |
| Personal | | | | | |
| Longevity | | | | | |
| Other | | | | | |
| Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retiree Health Insurance Eligible? | N | N | N | N | N |
| What Percent does Town Pay? | | | | | |
| Retirement System Eligible? | N | N | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | N | N | N | N |
| Union Employees (Y or N) | N | N | N | N | N |

TOWN OF NORTHFIELD

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 | 1 | 1 |
| Annual Salary if paid by salary | | \$50,259.00 | | | | |
| Hourly Rate if paid hourly | | | \$14.69 | \$15.70 | \$11.64 | \$12.22 |
| Hours per Week (average) | | 40 | 28 | 19 | varies | |
| Date of Hire | | | 11/01 | 11/02 | | |
| Benefit Eligibility (Y or N): | | | | | | |
| Vacation | N | Y | Y | N | N | N |
| Sick | N | Y | Y | N | N | N |
| Dental | | | | | | |
| 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

| LIBRARY | Additional Staff | | |
|--|------------------|----------------------|----------------|
| | Library Director | Children's Librarian | Library Tech |
| Elected or Appointed (E or A) | A | | |
| Number of Members on Board | 6 | | |
| Annual Salary if paid by salary | \$49,945 | \$40,635 | |
| Hourly Rate if paid hourly | | | \$8.36-\$18.45 |
| Hours per Week (average) | 30 | 30 | Varied |
| Date of Hire | 10/17/2005 | 3/3/2004 | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | * |
| Sick | Y | Y | |
| Dental | | | |
| Personal | Y | Y | |
| Longevity | Y | Y | |
| Other | Y | Y | |
| Health Insurance Eligible? | Y | Y | |
| What Percent does Town Pay? | 70% | 70% | |
| Retiree Health Insurance Eligible? | Y | Y | |
| What Percent does Town Pay? | 70% | 70% | |
| 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 | \$12.97 | \$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 | |
| Dental | | | | |
| Personal | | Y | N | |
| Longevity | | N | N | |
| Other | | N | N | |
| Health Insurance Eligible? | | N | N | |
| What Percent does Town Pay? | | | | |
| Retiree Health Insurance Eligible? | | N | N | |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | | N | N | |
| Other Benefits (ie. Deferred Comp, 401K) | | N | N | |
| Union Employees (Y or N) | | N | N | |

TOWN OF SHELBURNE

| LIBRARY | Director |
|--|----------|
| Elected or Appointed (E or A) | A |
| Number of Members on Board | |
| Annual Salary if paid by salary | |
| Hourly Rate if paid hourly | \$20.76 |
| Hours per Week (average) | |
| Date of Hire | |
| Benefit Eligibility (Y or N): | |
| Vacation | N |
| Sick | N |
| Dental | |
| Personal | N |
| Longevity | N |
| Other | N |
| Health Insurance Eligible? | N |
| What Percent does Town Pay? | |
| Retiree Health Insurance Eligible? | |
| What Percent does Town Pay? | |
| Retirement System Eligible? | N |
| Other Benefits (ie. Deferred Comp, 401K) | |
| Union Employees (Y or N) | N |

TOWN OF SHUTESBURY

| | |
|--|-----------|
| LIBRARY | Librarian |
| Elected or Appointed (E or A) | A |
| Number of Members on Board | |
| Annual Salary if paid by salary | \$33,853 |
| Hourly Rate if paid hourly | |
| Hours per Week (average) | 40 |
| Date of Hire | 7/21/2004 |
| Benefit Eligibility (Y or N): | |
| Vacation | Y |
| Sick | Y |
| Dental | |
| Personal | Y |
| Longevity | Y |
| Other | |
| Health Insurance Eligible? | Y |
| What Percent does Town Pay? | 75% |
| Retiree Health Insurance Eligible? | Y |
| What Percent does Town Pay? | 50% |
| Retirement System Eligible? | Y |
| Other Benefits (ie. Deferred Comp, 401K) | |
| Union Employees (Y or N) | |

TOWN OF SUNDERLAND

| LIBRARY | Additional Staff | | | |
|--|-------------------------|----------------|--------------------------|-------------------------------|
| | Trustee | Director | Senior Library Assistant | Children's Services Assistant |
| Elected or Appointed (E or A) | E | | | |
| Number of Members on Board | 9 | | | |
| Annual Salary if paid by salary | | \$43,722.00 | | |
| Hourly Rate if paid hourly | | | \$13.42 | \$11.45 |
| Hours per Week (average) | | 37.5 | 17 | 28 |
| Date of Hire | | 2009 | | 2009 |
| Benefit Eligibility (Y or N): | | | | |
| Vacation | | Y | N | Y |
| Sick | | Y | N | Y |
| Dental | | | | |
| Personal | | Y | N | Y |
| Longevity | | N | N | Y |
| Other | | | | |
| Health Insurance Eligible? | | Y | N | Y |
| What Percent does Town Pay? | | 55% | | 55% |
| Retiree Health Insurance Eligible? | | Y | N | Y |
| What Percent does Town Pay? | | | | |
| Retirement System Eligible? | | Y | N | Y |
| Other Benefits (ie. Deferred Comp, 401K) | | Deferred Comp. | N | N |
| Union Employees (Y or N) | | N | N | N |

TOWN OF WARWICK

| LIBRARY | Additional Staff | | |
|--|-------------------------|-------------|----------------------|
| | Trustee | Librarian | Substitute Librarian |
| Elected or Appointed (E or A) | E | A | A |
| Number of Members on Board | 6 | | |
| Annual Salary if paid by salary | | \$17,995.00 | \$400.00 |
| Hourly Rate if paid hourly | | | |
| Hours per Week (average) | | 22 | |
| Date of Hire | | 1984 | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | | Y | N |
| Sick | | Y | N |
| Dental | | | |
| Personal | | Y | N |
| Longevity | | | |
| Other | | | |
| Health Insurance Eligible? | N | Y | N |
| What Percent does Town Pay? | | 75% | |
| Retiree Health Insurance Eligible? | N | N | N |
| What Percent does Town Pay? | | | |
| Retirement System Eligible? | N | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | N | Y | N |
| Union Employees (Y or N) | N | N | N |

TOWN OF WENDELL

| LIBRARY | Additional Staff | | |
|--|------------------|-----------|---------------|
| | Trustee | Librarian | Library Staff |
| Elected or Appointed (E or A) | E | A | A |
| Number of Members on Board | 6 | 1 | |
| Annual Salary if paid by salary | | | |
| Hourly Rate if paid hourly | | \$15.82 | \$11.86 |
| Hours per Week (average) | 1/4 | 12 | |
| Date of Hire | | 1987 | varies |
| Benefit Eligibility (Y or N): | N | N | N |
| Vacation | | | |
| Sick | | | |
| Dental | | | |
| Personal | | | |
| Longevity | | | |
| Other | | | |
| Health Insurance Eligible? | N | N | N |
| What Percent does Town Pay? | | | |
| Retiree Health Insurance Eligible? | N | N | N |
| What Percent does Town Pay? | | | |
| Retirement System Eligible? | N | N | N |
| Other Benefits (ie. Deferred Comp, 401K) | | | |
| 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 | | \$18,113.00 | | |
| Hourly Rate if paid hourly | | | \$11.62 | \$12.82 |
| Hours per Week (average) | | 20 | 6 | 2 |
| Date of Hire | | | | |
| Benefit Eligibility (Y or N): | | Y | N | N |
| Vacation | | Y | N | N |
| Sick | | Y | N | N |
| Dental | | Y | N | N |
| Personal | | Y | N | N |
| Longevity | | | | |
| Other | | | | |
| Health Insurance Eligible? | | Y | N | N |
| What Percent does Town Pay? | | 75% | | |
| Retiree Health Insurance Eligible? | | Y | N | N |
| What Percent does Town Pay? | | 50% | | |
| Retirement System Eligible? | | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | | | | |
| Union Employees (Y or N) | | N | N | N |

MUNICIPAL/TOWN CLERK

Wage Information

Benefits Eligibility (Y/N)

| | <i>Elected/Appointed</i> | <i>Sum of Fees</i> | <i>Annual Salary</i> | <i>Hourly Rate</i> | <i>Hours Per Week</i> | <i>Date of Hire</i> | <i>Vacation</i> | <i>Sick</i> | <i>Personal</i> | <i>Longevity</i> | <i>Health Ins. Eligible</i> | <i>Percent Town Pays</i> | <i>Dental Plan</i> | <i>Percent Town Pays</i> | <i>Retiree Health Ins.</i> | <i>Percent Town Pays</i> | <i>Retirement System</i> | <i>Other Benefits</i> |
|---------------------------|-----------------------------|--------------------|----------------------|--------------------|-----------------------|---------------------|-----------------|-------------|-----------------|------------------|-----------------------------|--------------------------|--------------------|--------------------------|----------------------------|--------------------------|--------------------------|-----------------------|
| Ashfield | A | | \$30,594 | | 35 | 6/02 | Y | Y | Y | Y | Y | | | | Y | 50% | Y | N |
| Bernardston | E | | 10,433 | | 10 | | N | N | N | N | Y | 75% | Y | 75% | Y | 50% | Y | Fees |
| Buckland | E | \$1,500 | 29,395 | | 30 | | Y | Y | Y | Y | Y | 75% | Y | 0% | Y | 50% | Y | Y |
| Charlemont * | E | | | 20.81 | varies | 7/1/2010 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N |
| Colrain | E | | 16,599 | | varies | | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N |
| Colrain - Asst Town Clk * | A | | | 17.31 | 26 | 4/94 | N | N | N | N | Y | 75% | | | Y | 50% | Y | N |
| Conway | E | | 18,240 | | 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 | | 636 | | | varies | | N | N | N | N | N | | | | N | | N | N |
| Gill *** | E | | 14,458 | | varies | | N | N | N | N | Y | 75% | | | N | | Y | Y |
| Greenfield | A | | 66,787 | | 37.5 | 1/3/89 | Y | Y | Y | Y | Y | 90% | | | Y | 90% | Y | Y |
| Greenfield - Asst Clerk | A | | 44,665 | | 37.5 | | Y | Y | Y | Y | Y | 90% | | | Y | 90% | Y | Y |
| Hawley | E | | 4,000 | | 5-10 | 5/11 | N | N | N | N | N | | | | N | | N | N |
| Heath | E | | 8,324 | | 8 | | N | N | N | N | N | | | | N | | N | N |
| Leverett ** | E | | 15,102 | | varies | 1997 | Y | Y | Y | Y | Y | 75% | | | Y | 50% | Y | N |
| Leyden | E | | 5,080 | | 8 | | N | N | N | N | N | | | | N | N | N | N |
| Monroe | E | | 1,483 | | 5 | | N | N | N | N | N | | N | | N | | | |
| Montague | E | | 58,131 | | 35 | 12/97 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y |
| Montague - Asst. Clerk | A | | 32,127 | | 35 | 7/01 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y |
| New Salem | E | 2,000 | 6,590 | | 8 | | N | N | N | N | N | | | | N | | N | N |
| Northfield | E | 2,187 | 26,787 | | 24 | | N | N | N | N | Y | 75% | N | | Y | 50% | Y | |
| Orange | E | | 42,314 | | 35 | 2000 | Y | Y | Y | Y | Y | 70% | | | Y | 70% | Y | N |
| Rowe | E | 375 | 6,910 | | 3 | | N | N | N | N | N | | | | N | | N | N |
| Shelburne | E | | 18,923 | | 20 | | N | N | N | N | Y | 75% | | | Y | 50% | Y | Fees |
| Shutesbury | A | | 18,493 | | 20 | | Y | Y | Y | Y | Y | 75% | | | Y | 50% | Y | 1000 cert |
| Sunderland | E | N/A | 37,791 | | 38 | | N | N | N | N | Y | 55% | | | Y | 55% | Y | Y |
| Warwick | E | 500-700 | 5,700 | | 5 | 1999 | N | N | N | N | N | | | | N | N | Y | Y |
| Wendell | E | | 6,500 | | 8 | | N | N | N | N | N | | N | | N | | N | |
| Whately | E | | 15,059 | | 15 | 3/1/99 | N | N | N | N | N | | | | N | | Y | N |

* Charlemont - Included in Executive Secretary position.

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

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

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

TOWN OF ASHFIELD

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

TOWN OF BERNARDSTON

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

TOWN OF BUCKLAND

| Police Department | Other Staff | | |
|---------------------------------------|-----------------------------|-------------------|---------|
| | Chief | Full-Time Officer | Reserve |
| Elected or Appointed (E or A) | A | A | A |
| Number of Members on Board | 1 | 1 | 8 |
| Annual Salary if paid by salary | \$49,921.57 | | |
| Hourly Rate if paid hourly | | \$18.22 | \$15.33 |
| Hours per Week (average) | 40 | 40 | varies |
| Hourly Rate Outside of Regular Duties | | | |
| Date of Hire (staff only) | 1983 | 2007 | varies |
| Benefit Eligibility (Y or N): | Y | Y | N |
| Vacation | Y | Y | N |
| Sick | Y | Y | N |
| Dental - Town pays 0% | Y | Y | N |
| Personal | Y | Y | N |
| Longevity | Y | Y | N |
| Other | Y | Y | N |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 50% | 50% | |
| Retirement System Eligible? | Y | Y | N |
| Other Benefits (ie. Deferred Comp, | Deferred Comp. & Quinn Bill | | N |
| Union Employees (Y or N) | N | N | N |

TOWN OF CHARLEMONT

Other Officers/Professional Staff

| Police Department | Sergeant | Part Time Officers |
|---|----------|--------------------|
| Elected or Appointed (E or A) | A | A |
| Number of Members on Board | 3 | 14 |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$15.86 | \$14.82 |
| Hours per Week (average) | varies | varies |
| Hourly Rate Outside of Regular Duties | \$37.00 | \$37.00 |
| Date of Hire (staff only) | 1999 | |
| Benefit Eligibility (Y or N): | N | N |
| Vacation | N | N |
| Sick | N | N |
| Dental | | |
| Personal | N | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, Union Employees (Y or N) | N | N |

TOWN OF COLRAIN

| Police Department | Chief | Part Time |
|--|---------|-----------|
| Elected or Appointed (E or A) | A | A |
| Number of Members in Department | | 6 |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$18.76 | \$14.57 |
| Hours per Week (average) | 19 | 19 |
| Hourly Rate Outside of Regular Duties | | |
| Date of Hire (staff only) | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | N |
| Sick | Y | N |
| Dental | | |
| Personal | Y | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | 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 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 | \$58,480.00 | |
| Hourly Rate if paid hourly | \$28.12 | \$16.15 |
| Hours per Week (average) | Full Time | 20/20 |
| Hourly Rate Outside of Regular Duties | | \$37.00 |
| Date of Hire (staff only) | | |
| Benefit Eligibility (Y or N): | Y | N |
| Vacation | Y | N |
| Sick | Y | N |
| Dental | | |
| Personal | Y | N |
| Longevity | N | N |
| Other | N | N |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 70% | 70% |
| Retiree Health Insurance Eligible? | | |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | | |
| Union Employees (Y or N) | N | N |

TOWN OF DEERFIELD

Other Officers/Professional Staff (Please list titles)

| Police Department | Chief | Patrolman 1 | Patrolman 2 | Patrolman 3 | Patrolman 4 | Patrolman 5 | Patrolman 6 | Clerk/Matron |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| Elected or Appointed (E or A) | A | A | A | A | A | A | A | A |
| Number of Members on Board | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Annual Salary if paid by salary | \$73,623.00 | \$45,246.00 | \$45,246.00 | \$44,319.00 | \$42,636.00 | \$40,152.00 | \$37,855.00 | \$40,956.00 |
| Hourly Rate if paid hourly | \$35.26 | \$21.67 | \$21.67 | \$21.24 | \$20.42 | \$19.23 | \$18.13 | \$19.61 |
| Hours per Week (average) | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Hourly Rate Outside of Regular Duties | \$37.00 | \$37.00 | \$37.00 | \$37.00 | \$37.00 | \$37.00 | \$37.00 | \$37.00 |
| Date of Hire (staff only) | 7/84 | 1/81 | 2/93 | 5/94 | 1/97 | 5/97 | 10/06 | 7/88 |
| Benefit Eligibility (Y or N): | | | | | | | | |
| Vacation | Y | Y | Y | Y | Y | Y | Y | Y |
| Sick | Y | Y | Y | Y | Y | Y | Y | Y |
| Dental | | | | | | | | |
| Personal | Y | Y | Y | Y | Y | Y | Y | Y |
| Longevity | N | N | N | N | N | N | N | N |
| Other | | | | | | | | |
| Health Insurance Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 65% | 65% | 65% | 65% | 65% | 65% | 65% | 65% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% | 50% | 50% | 50% | 50% |
| Retirement System Eligible? | Y | Y | Y | Y | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, Union Employees (Y or N) | N | N | N | N | N | N | N | N |

TOWN OF ERVING

Other Staff

| Police Department | Chief | Full Time | Reserve |
|---|-------------|-------------------|---------|
| Elected or Appointed (E or A) | A | A | A |
| Number of Members on Board | 1 | 7 | 7 |
| Annual Salary if paid by salary | \$61,096.00 | | |
| Hourly Rate if paid hourly | \$31.38 | \$15.32 + \$19.46 | \$13.68 |
| Hours per Week (average) | 40 | 40 | varies |
| Hourly Rate Outside of Regular Duties | | | |
| Date of Hire (staff only) | | 10/00 & 5/02 | |
| Benefit Eligibility (Y or N): | Y | Y | N |
| Vacation | Y | Y | N |
| Sick | Y | Y | N |
| Dental | | | |
| Personal | Y | Y | N |
| Longevity | N | N | N |
| Other | N | N | N |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 84% | 84% | |
| Retiree Health Insurance Eligible? | N | N | N |
| What Percent does Town Pay? | 77% | 77% | |
| Retirement System Eligible? | Y | | N |
| Other Benefits (ie. Deferred Comp, Union Employees (Y or N) | Quinn Bill | Quinn Bill | N |

TOWN OF GILL

Other Officers/Professional Staff

| Police Department | Chief | Sergeant | Part Time Officers | Officer |
|--|---|----------|--------------------|-------------------|
| Elected or Appointed (E or A) | A | A | A | A |
| Number of Members on Board | | 1 | 7 | |
| Annual Salary if paid by salary | | | | |
| Hourly Rate if paid hourly | \$29.42 | \$27.52 | \$15.50 - \$18.85 | \$17.98 - \$21.87 |
| 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 |
| Dental | Y | Y | Y | Y |
| Personal | Y | Y | N | Y |
| Longevity | Y | Y | | Y |
| Other | | | | |
| Health Insurance Eligible? | Y | Y | N | Y |
| What Percent does Town Pay? | 75% | 75% | | 75% |
| Retiree Health Insurance Eligible? | Y | Y | N | Y |
| What Percent does Town Pay? | 75% | 75% | | 75% |
| Retirement System Eligible? | Y | Y | N | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Deferred Comp is voluntary for all not on it. Quinn not accepted. | | | |
| Union Employees (Y or N) | N | N | N | N |

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

TOWN OF GREENFIELD

Other Officers/Professional Staff

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

TOWN OF HAWLEY

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

TOWN OF HEATH

Other Officers/Professional Staff

| Police Department | Chief | Officer | Officer | Officer |
|--|---------|-----------|-----------|-----------|
| Elected or Appointed (E or A) | A | A | A | A |
| Number of Members on Board | | | | |
| Annual Salary if paid by salary | | | | |
| Hourly Rate if paid hourly | \$20.48 | \$14.55 | \$14.55 | \$14.55 |
| Hours per Week (average) | | as needed | as needed | as needed |
| Hourly Rate Outside of Regular Duties | \$31.00 | \$31.00 | \$31.00 | \$31.00 |
| Date of Hire (staff only) | 1995 | 2005 | 2005 | 2007 |
| Benefit Eligibility (Y or N): | N | N | N | N |
| Vacation | N | N | N | N |
| Sick | N | N | N | N |
| Dental | | | | |
| Personal | N | N | N | N |
| Longevity | | | | |
| 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, Quinn Bill) | N | N | N | N |
| Union Employees (Y or N) | N | N | N | N |

TOWN OF LEVERETT

| Police Department | Other Officers/Professional Staff | | |
|--|-----------------------------------|-----------|----------------------------|
| | Chief | Patrolman | Full Time Officer/Sergeant |
| Elected or Appointed (E or A) | A | A | A |
| Number of Members | 1 | 6 | 1 |
| Annual Salary if paid by salary | \$61,247.00 | | \$44,203.00 |
| Hourly Rate if paid hourly | | \$16.13 | \$21.17 |
| Hours per Week (average) | 40 | varies | 40 |
| Hourly Rate Outside of Regular Duties | | | |
| Date of Hire (staff only) | 9/05 | | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | N | Y |
| Sick | Y | N | Y |
| Dental | | | |
| Personal | Y | N | Y |
| Longevity | | N | |
| Other | Y | N | Y |
| Health Insurance Eligible? | Y | N | Y |
| What Percent does Town Pay? | 75% | | 75% |
| Retiree Health Insurance Eligible? | Y | N | Y |
| What Percent does Town Pay? | 50% | | 50% |
| Retirement System Eligible? | Y | | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Quinn | | Quinn |
| Union Employees (Y or N) | N | Y | Y |

TOWN OF LEYDEN

| Police Department | Chief |
|--|------------|
| Elected or Appointed (E or A) | A |
| Number of Members on Board | |
| Annual Salary if paid by salary | \$6,452.00 |
| Hourly Rate if paid hourly | |
| Hours per Week (average) | 15 |
| Hourly Rate Outside of Regular Duties | |
| Date of Hire (staff only) | 10/98 |
| Benefit Eligibility (Y or N): | N |
| Vacation | N |
| Sick | N |
| Dental | |
| Personal | N |
| Longevity | N |
| Other | N |
| Health Insurance Eligible? | N |
| What Percent does Town Pay? | |
| Retiree Health Insurance Eligible? | N |
| What Percent does Town Pay? | |
| Retirement System Eligible? | N |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | N |
| Union Employees (Y or N) | N |

TOWN OF MONTAGUE

| Police Department | Other Officers/Professional Staff | | | | | | |
|--|-----------------------------------|-------------------|-------------------|-------------------|-----------------|-------------------|------------------|
| | Chief | Sergeants | Detectives | Patrolman | Head Dispatcher | Dispatchers | Special Officers |
| Elected or Appointed (E or A) | A | A | A | A | A | A | A |
| Number of Members on Board | 1 | 4 | 3 | 7 | 1 | 9 (2 F/T) | 7 |
| Annual Salary if paid by salary | \$76,679.00 | \$24.18 - \$30.12 | \$23.37 - \$25.30 | \$17.34 - \$22.86 | | | |
| Hourly Rate if paid hourly | | \$37.69 | \$37.69 | \$37.69 | \$19.96 | \$13.78 - \$15.83 | \$13.22 |
| Hours per Week (average) | 40 | | | | 40 | varies | varies |
| Hourly Rate Outside of Regular Duties | | \$31.00 | \$31.00 | \$31.00 | | | \$31.00 |
| Date of Hire (staff only) | 10/30/2004 | | | | 4/1/02 | | |
| Benefit Eligibility (Y or N): | | | | | | | |
| Vacation | Y | Y | Y | Y | Y | Y (F/T) | N |
| Sick | Y | Y | Y | Y | Y | Y | N |
| Dental | | | | | | | |
| Personal | Y | Y | Y | Y | Y | Y | N |
| Longevity | N | Y | Y | Y | Y | Y | N |
| Other | Y | Y | Y | Y | Y | Y | N |
| Health Insurance Eligible? | Y | Y | Y | Y | Y | Y (F/T) | N |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% | |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y | Y | Y (F/T) | N |
| What Percent does Town Pay? | 80% | 80% | 80% | 80% | 80% | 80% | |
| Retirement System Eligible? | Y | Y | Y | Y | Y | Y (F/T) | N |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Y | Y | Y | Y | Y | Y | N |
| Union Employees (Y or N) | N | 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 | \$24,559.00 | |
| Hourly Rate if paid hourly (also C.P. Grant) | | \$14.22 - \$15.04 |
| Hours per Week (average) | 19 | varies |
| Hourly Rate Outside of Regular Duties | | |
| Date of Hire (staff only) | 1998 | varies |
| Benefit Eligibility (Y or N): | N | N |
| Vacation | | |
| Sick | | |
| Dental | | |
| Personal | | |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | N | N |
| Other Benefits (ie. Deferred Comp, | N | N |
| Union Employees (Y or N) | N | N |

TOWN OF NORTHFIELD

| Police Department | Other Officers/Professional Staff | | | | |
|--|--|-------------|-----------|-----------------|-----------|
| | Chief | Sergeant | Patrolman | Reserve Officer | Secretary |
| Elected or Appointed (E or A) | A | A | A | A | A |
| Number of Members on Board | 1 | 1 | 1 | 10 | 1 |
| Annual Salary if paid by salary | \$73,039.00 | \$56,688.00 | | | |
| Hourly Rate if paid hourly | | | \$20.48 | \$14.41 | \$15.70 |
| Hours per Week (average) | 40 | 40 | 40 | varies | 15-17 |
| Hourly Rate Outside of Regular Duties | \$40.00 | \$40.00 | \$40.00 | \$40.00 | |
| Date of Hire (staff only) | 1/10 | 9/87 | | | 9/03 |
| Benefit Eligibility (Y or N): | | | | | |
| Vacation | Y | Y | Y | N | N |
| Sick | Y | Y | Y | N | N |
| Dental | Y | Y | Y | N | N |
| Personal | Y | Y | Y | N | N |
| Longevity | N | N | N | N | N |
| Other | Y | Y | Y | N | N |
| Health Insurance Eligible? | Y | Y | Y | N | N |
| What Percent does Town Pay? | 75% | 75% | 75% | N | N |
| Retiree Health Insurance Eligible? | Y | Y | Y | N | N |
| What Percent does Town Pay? | 50% | 50% | 50% | N | N |
| Retirement System Eligible? | Y | Y | Y | some | N |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Deferred Comp. & Quinn Bill | | | N | N |
| Union Employees (Y or N) | N | N* | N* | N | N |

* In process

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 | \$87,575.00 | \$60,816.00 | \$60,816.00 | |
| Hourly Rate if paid hourly | | | | \$18.45 |
| Hours per Week (average) | 40 | 40 | 40 | 40 |
| Hourly Rate Outside of Regular Duties | N/A | \$37.23 | \$37.23 | \$27.68 |
| 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 |
| Dental | | | | |
| Personal | Y | Y | Y | Y |
| Longevity | Y | Y | Y | Y |
| Other - Quinn | Y | Y | Y | N |
| Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 74% | 74% | 74% | 70% |
| Retiree Health Insurance Eligible? | Y | Y | Y | Y |
| What Percent does Town Pay? | 70% | 70% | 70% | 70% |
| Retirement System Eligible? | Y | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Quinn Bill | N | 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 | | 2 |
| Annual Salary if paid by stipenc | \$10,000.00 | |
| Hourly Rate if paid hourly | | \$18.85 |
| 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 |
| Dental | | |
| Personal | N | N |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | Y | N |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | N | N |
| Union Employees (Y or N) | N | N |

TOWN OF SHELBURNE

| Police Department | Other Staff | | |
|--|--------------------|-------------|------------------|
| | Chief | Patrolman | Reserve Officers |
| Elected or Appointed (E or A) | A | A | A |
| Number of Members on Board | | | |
| Annual Salary if paid by salary | \$59,738.00 | \$44,720.00 | |
| Hourly Rate if paid hourly | \$28.72 | \$18.23 | \$16.26 |
| Hours per Week (average) | 40 | 40 | varies |
| Hourly Rate Outside of Regular Duties | | | |
| Date of Hire (staff only) | 2006 | 2008 | |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | N |
| Sick | Y | Y | N |
| Dental | | | |
| Personal | Y | Y | N |
| Longevity | Y | Y | N |
| Other | | | |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | |
| What Percent does Town Pay? | 50% | 50% | |
| Retirement System Eligible? | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Y | Y | N |
| Union Employees (Y or N) | N | N | N |

TOWN OF SHUTESBURY

| 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 | \$61,915.71 | \$45,151.21 | | | |
| Hourly Rate if paid hourly | | \$21.61 | \$17.29 | \$16.78 | \$16.78 |
| Hours per Week (average) | 40 | 40 | as needed | as needed | 40 |
| Hourly Rate Outside of Regular Duties | | | | | |
| Date of Hire (staff only) | | | | | |
| Benefit Eligibility (Y or N): | Y | Y | N | | Y |
| Vacation | Y | Y | | | Y |
| Sick | Y | Y | | | Y |
| Dental | | | | | |
| Personal | Y | Y | | | Y |
| Longevity | Y | Y | | | N |
| Other | N | N | | | |
| Health Insurance Eligible? | Y | Y | | | Y |
| What Percent does Town Pay? | 75% | 75% | | | 75% |
| Retiree Health Insurance Eligible? | Y | Y | | | Y |
| What Percent does Town Pay? | 50% | 50% | | | 50% |
| Retirement System Eligible? | Y | Y | Y | | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Y Quinn | Y Quinn | | | N |
| Union Employees (Y or N) | | Y | Y | | Y |

TOWN OF SUNDERLAND

Other Officers/Professional Staff

| Police Department | 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 | 5 | 1 |
| Annual Salary if paid by salary | \$61,094.00 | | | | \$17,566.00 |
| Hourly Rate if paid hourly | | \$22.70 | \$20.64 | \$15.98 | \$14.31 |
| Hours per Week (average) | 40 | 40 | 40 | varies | 27.5 |
| Hourly Rate Outside of Regular Duties | | | 1-5 time | | |
| Date of Hire (staff only) | 2005 | | | varies | 2001 |
| Benefit Eligibility (Y or N): | | | | | |
| Vacation | Y | Y | Y | N | Y |
| Sick | Y | Y | Y | N | Y |
| Dental | | | | | |
| Personal | Y | Y | Y | N | Y |
| Longevity | | | | | |
| Other | | | | | |
| Health Insurance Eligible? | Y | Y | Y | some | Y |
| What Percent does Town Pay? | 55% | 55% | | | 55% |
| Retiree Health Insurance Eligible? | Y | Y | Y | | |
| What Percent does Town Pay? | 50% | 50% | 50% | 50% | 30% |
| Retirement System Eligible? | Y | Y | Y | some | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | Deferred Comp., Quinn Bill | | | Deferred Comp. | Deferred Comp. |
| Union Employees (Y or N) | N | Y | Y | Y | N |

TOWN OF WARWICK

Other Staff

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

TOWN OF WENDELL

| Police Department | Chief | Officers |
|--|------------|----------|
| Elected or Appointed (E or A) | A | A |
| Number of Members on Board | | 4 |
| Annual Salary if paid by salary | \$5,000.00 | |
| Hourly Rate if paid hourly | | \$14.69 |
| Hours per Week (average) | 6 | 4 |
| Hourly Rate Outside of Regular Duties | | |
| Date of Hire (staff only) | | |
| Benefit Eligibility (Y or N): | N | N |
| Vacation | | |
| Sick | | |
| Dental | | |
| Personal | | |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retiree Health Insurance Eligible? | N | N |
| What Percent does Town Pay? | | |
| Retirement System Eligible? | N | N |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | | |
| Union Employees (Y or N) | N | N |

TOWN OF WHATELY

Other Staff

| Police Department | 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 | \$54,730.67 | \$37,762.60 | |
| Hourly Rate if paid hourly | | | \$14.59 |
| Hours per Week (average) | 40 | 40 | varies |
| Hourly Rate Outside of Regular Duties | | | \$14.59 |
| Date of Hire (staff only) | 7/1/02 | 10/15/99 | |
| Benefit Eligibility (Y or N): | Y | Y | N |
| Vacation | Y | Y | |
| Sick | Y | Y | |
| Dental | Y | Y | |
| Personal | Y | Y | |
| Longevity | | | |
| Other | | | |
| Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 75% | 75% | |
| Retiree Health Insurance Eligible? | Y | Y | N |
| What Percent does Town Pay? | 50% | 50% | |
| Retirement System Eligible? | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K, Quinn Bill) | | Quinn Bill | |
| Union Employees (Y or N) | N | N | N |

RECREATION COMMISSION

| | Wage Information | | | | | Benefits Eligibility (Y/N) | | | |
|-------------|-------------------|-------------------|----------------|-------------------------------------|----------------|----------------------------|----------|------------|----------------|
| | Elected/Appointed | Number of Members | Annual Salary | Hourly Rate | Hours per week | Date of Hire | Benefits | Retirement | Other Benefits |
| Ashfield | A | 5 | Volunteers | | | | | | |
| Bernardston | E | 5 | 12.60 | | | | | | |
| Buckland | E | 5 | Volunteers | | | | | | |
| Charlemont | E | 5 | 0.00 | \$0.00 | varies | | N | N | N |
| Colrain | A | 5 | Volunteers | | | | | | |
| Conway | | 5 | Volunteers | | | | | | |
| Deerfield | A | 1 | 38,911.00 | \$22.44 | 32+ | 2001 | Y | Y | Y |
| Erving | E | 5 | 3,865.00 | | varies | | N | N | N |
| Gill | A | 5 | Volunteers | | | | N | N | N |
| Greenfield | A | 5 | Volunteers | | | | N | N | N |
| Hawley | None | | | | | | | | |
| Heath | A | 4 | Volunteers | | | | | | |
| Leverett | A | 5 | Funded by Fees | | | | | | |
| Leyden | A | 5 | Funded by Fees | | | | | | |
| Monroe | N/A | | | | | | | | |
| Montague | E | 3 | Unpaid | | | | N | N | N |
| New Salem | A | 5 | Volunteers | | | | N | N | N |
| Northfield | E | 5 | 0.00 | | | | N | | |
| Orange | | | Volunteers | | | | | | |
| Rowe | E | 3 | Unpaid | Under Parks & Recreation Commission | | | N | N | N |
| Shelburne | E | 3 | Volunteers | | | | N | N | N |
| Shutesbury | | 5 | Volunteers | | | | | | |
| Sunderland | A | 1 | 8,083.00 | | 18 | 2002 | N | N | Y |
| Warwick | All volunteer | | | | | | | | |
| Wendell | A | | Unpaid | | | | | | |
| Whately | A | 7 | Unpaid | | | | | | |

RECREATION COMMISSION STAFF

| | Wage Information | | | | Benefits Eligibility (Y/N) | | | | |
|-------------|----------------------------|---------------|-------------------|----------------|----------------------------|----------|------------|----------------|-------|
| | Title | Annual Salary | Hourly Rate | Hours per week | Date of Hire | Benefits | Retirement | Other Benefits | Union |
| Ashfield | Youth Commission Director | \$2,500.00 | | | | N | N | N | N |
| Ashfield | Instructor | | \$12.00 | | Summer | | | | |
| Bernardston | Director | \$2,700.00 | | | Summer | | | | |
| Bernardston | Co-Director | \$1,600.00 | | | Summer | | | | |
| Bernardston | Staff (9) | | \$7.60 | 25/hrs/wk | Summer | | | | |
| Buckland | Recreation Area Supervisor | \$5,000.00 | | 40** | Summer | | | | |
| Erving | Summer Park Director | \$3,467.00 | | | Summer | N | N | N | N |
| Gill | None | | | | | | | | |
| Greenfield | Recreation Director | \$46,482.00 | | | 5/27/03 | Y | Y | Y | Y |
| Montague | Director | \$55,821.00 | | 37.5 | 10/01 | Y | Y | Y | Y |
| Montague | Secretary | | \$17.18 | 20 | 3/01 | Y | Y | Y | Y |
| Montague | Swim Team Coach | | \$10.50 - \$11.50 | varies | | N | N | N | N |
| Montague | Summer Supervisor | | \$10.25 | varies | 6/1/06 | N | N | N | N |
| Northfield | Program Director | | \$15.74 | varies | 5/2/2002* | 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 | \$3,360.00 | | varies | | N | N | N | N |

** This is a 8 weeks only summer program.

SELECTBOARD

Wage Information

Benefits Eligibility (Y/N)

| | <i>Elected/Appointed</i> | <i># of Members on Board</i> | <i>Annual Salary Chair</i> | <i>Annual Salary Members</i> | <i>Hours per week</i> | <i>Vacation</i> | <i>Sick</i> | <i>Personal</i> | <i>Longevity</i> | <i>Health Insurance Eligible</i> | <i>Percent Town Pays</i> | <i>Dental Plan</i> | <i>Percent Town Pays</i> | <i>Retiree Health Insurance</i> | <i>Percent Town Pays</i> | <i>Retirement System</i> | <i>Other Benefits</i> | <i>Union Y/N</i> |
|-------------|--------------------------|------------------------------|----------------------------|------------------------------|-----------------------|-----------------|-------------|-----------------|------------------|----------------------------------|--------------------------|--------------------|--------------------------|---------------------------------|--------------------------|--------------------------|-----------------------|------------------|
| Ashfield | E | 3 | \$1,500 | \$1,250 | -- | | | | | | | | | | | | | |
| Bernardston | E | 3 | 2,050 | 2,000 | | | | | | | | Y | 0% | | | | | |
| Buckland | E | 3 | 2,000 | 2,000 | 10-15 | N | N | N | N | N | | N | | N | | N | N | N |
| Charlemont | E | 3 | 2,664 | 2,664 | varies | N | N | N | N | N | | | | N | | Y | N | N |
| Colrain | E | 3 | 3,046 | 3,046 | -- | N | N | N | N | N | | | | N | | N | N | N |
| Conway | E | 3 | 1,750 | 1,750 | -- | N | N | N | N | Y | | | | | | Y | N | N |
| Deerfield | E | 3 | 2,900 | 2,500 | varies | N | N | N | N | Y | 65% | | Y | 50% | N | N | N | N |
| Erving | E | 3 | 3,405 | 3,405 | varies | N | N | N | N | Y | 90% | | Y | 80% | Y | N | N | N |
| Gill | E | 3 | 2,463 | 2,240 | | N | N | N | N | N | 75% | | N | 75% | N | Y | | N |
| Greenfield | E | Mayor | 74,000 | | | Y | Y | Y | | Y | 90% | | Y | 90% | Y | | | N |
| Hawley | E | 3 | 1,300 | 1,100 | varies | N | N | N | N | N | | | | N | | | N | N |
| Heath | E | 3 | 1,500 | 1,000 | varies | | | | | N | | | | N | | N | N | N |
| Leverett | E | 3 | 1,050 | 1,000 | | N | N | N | N | N | | | | N | | Y | N | N |
| Leyden | E | 3 | 900 | 850 | | N | N | N | N | N | | | | N | | Y | N | N |
| Monroe | E | | 728 | 728 | 4 | | | | | | | | | | | | | |
| Montague | E | 3 | 1,000 | 1,000 | | N | N | N | N | N | | | | N | | Y | N | N |
| New Salem | E | 3 | 1,628 | 1,277 | | | | | | N | | | | N | | N | N | N |
| Northfield | E | 3 | 1,919 | 1,809 | | N | N | N | N | N | | N | | N | | Y | | N |
| Orange | E | 3 | 0 | 0 | 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 | 2,532 | 2,215 | varies | N | N | N | N | N | | | N/A | | | Y | | N |
| Shutesbury | E | 3 | 1,914 | 1,914 | | N | N | N | N | N | | | N | | | Y | N | N |
| Sunderland | E | 3 | 3,150 | 2,700 | | N | N | N | N | Y | | | | | | Y | N | N |
| Warwick | E | 3 | 500 | 500 | varies | N | N | N | N | N | | | | N | | Y | Y | N |
| Wendell | E | 3 | 3,200 | 3,200 | | | | | | N | | N | | N | | N | | |
| Whately | E | 3 | 1,675 | 1,538 | | N | N | N | N | N | | | | N | | N | | N |

SELECTBOARD STAFF

| Title | Wage Information | | | | | | | | | | Benefits Eligibility (Y/N) | | | | | | | | | |
|----------------|---------------------|---------------|-------------|----------------|--------------|-----------|------|----------|-----------|----------------------|----------------------------|-------------|-------------------|---------------------|-------------------|-------------------|----------------|-----------|---|--|
| | Elected/Appointed | Annual Salary | Hourly Rate | Hours per week | Date of Hire | Vacation | Sick | Personal | Longevity | Health Ins. Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Ins. | Percent Town Pays | Retirement System | Other Benefits | Union Y/N | | |
| Ashfield | Town Administrator | A | \$34,628 | | 30 | 1/05 | Y | Y | Y | Y | Y | 75% | | Y | 50% | Y | DC | N | | |
| Bernardston | Admin. Assistant | A | 43,076 | | 35 | 8/04 | Y | Y | Y | Y | Y | 75% | | Y | 50% | Y | Y | N | | |
| Buckland | Town Administrator | A | 51,647 | | 40 | 3/07 | Y | Y | Y | Y | Y | 75% | Y | 0% | Y | 50% | Y | Y | N | |
| Buckland | Admin. Assistant | A | 33,629 | | 40 | 8/01 | Y | Y | Y | Y | Y | 75% | Y | 0% | Y | 50% | Y | Y | N | |
| Charlemont * | Executive Secretary | A | | \$20.81 | varies | 7/01 | Y | Y | Y | | Y | 75% | | Y | 50% | Y | N | N | | |
| Colrain | Town Coordinator | A | 28,792 | \$18.45 | 30 | | Y | Y | Y | N | Y | 75% | | Y | 50% | Y | N | N | | |
| Conway | Admin. Assistant | A | 27,955 | \$17.92 | 30+ | 6/05 | Y | Y | Y | N | Y | 70% | | Y | 50% | Y | Y | N | | |
| Deerfield | Town Administrator | A | 68,591 | \$32.85 | 40 | 12/05 | Y | Y | Y | N | Y | 65% | | Y | 50% | Y | Y | N | | |
| Deerfield **** | Ex. Admin. Asst. | A | 41,823 | \$20.03 | 40 | 1/99 | | | | | | | | | | | | | | |
| Deerfield | Admin. Asst. (F/T) | A | 31,780 | \$15.22 | 40 | 1/4/99 | Y | Y | Y | N | Y | 65% | | Y | 50% | Y | Y | N | | |
| Deerfield | Admin. Asst. (P/T) | A | 15,005 | \$16.03 | 18 | 7/02 | N | N | N | N | N | | | N | | N | N | N | | |
| Erving | Admin. Coordinator | A | 56,680 | | 40 | 7/03 | Y | Y | Y | Y | Y | 84% | | Y | 77% | Y | Y | N | | |
| Gill | Admin. Assistant | A | | \$22.62 | 40 | 1/10 | 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 | | \$19.28 | 22 | 1991 | Y | Y | N | N | Y | 75% | | N | | Y | N | N | | |
| Heath | Town Coordinator | A | 32,904 | \$18.00 | 35 | 5/11 | Y | Y | Y | | Y | 75% | | | | Y | Y | N | | |
| Leverett | Executive Admin. | A | 50,565 | | 36 | 1/03 | Y | Y | Y | N | Y | 75% | | Y | 50% | Y | Y | N | | |
| Leverett | Clerk | A | | \$17.50 | 10 | 6/99 | Y | Y | Y | N | Y | 75% | | Y | 50% | Y | Y | N | | |
| Leverett | Departmental Asst. | A | | \$12.99 | 33 | | Y | Y | Y | N | Y | 75% | | Y | 50% | Y | Y | N | | |
| Leyden | Municipal Assistant | A | 34,511 | | 32 | 7/01 | Y | Y | Y | | Y | 50% | | | | Y | N | N | | |
| Monroe | Admin. Assistant | A | 5,928 | | 10 | | | | | | | | | | | | | | | |
| Montague | Town Administrator | A | 86,142 | | 35+ | 12/1/97 | Y | Y | Y | N | Y | 80% | | Y | 80% | Y | Y | N | | |
| Montague | Admin. Secretary | A | | \$22.44 | 25 | 10/14/97 | Y | Y | Y | N | Y | 80% | | Y | 80% | Y | Y | N | | |
| New Salem | Town Coordinator | A | 22,590 | | 20 | 9/03 | Y | Y | Y | | Y | 75% | | | Y | 75% | Y | Y | N | |
| Northfield | Town Administrator | A | 49,524 | | 40 | 12/10 | Y | Y | Y | N | Y | 75% | Y | 0% | Y | 50% | Y | DC | N | |
| Northfield | Town Secretary | A | | \$15.08 | 40 | 5/06 | Y | Y | Y | N | Y | 75% | Y | 0% | Y | 50% | Y | DC | N | |
| Orange | Town Administrator | A | 71,293 | | 40 | 12/01 | Y | Y | Y | Y | Y | 70% | | Y | 70% | Y | Y | N | | |
| Orange | Admin. Coordinator | A | 34,982 | \$14.30 | 37 | 2004 | Y | Y | Y | Y | Y | 70% | | Y | 70% | 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 | Town Administrator | A | 52,322 | \$25.15 | 40 | 9/11/89 | Y | Y | Y | Y | Y | 75% | | Y | 50% | Y | Y | N | | |
| Shutesbury | Town Administrator | A | 49,670 | | 40 | 12/1/2005 | Y | Y | Y | Y | Y | 75% | | Y | 50% | Y | Y | N | | |
| Shutesbury | Secretary | A | 14,108 | \$13.52 | 20 | 7/1/95 | Y | Y | Y | Y | Y | 75% | | Y | 50% | Y | | N | | |
| Sunderland | Town Administrator | A | 51,580 | | | 1/18/00 | Y | Y | Y | | Y | | | | | Y | DC | N | | |
| Sunderland | Adm. Secretary | A | 20,022 | \$15.03 | 25.5 | 8/16/00 | Y | Y | Y | N | Y | 55% | | Y | | Y | DC | N | | |
| Warwick | Town Coordinator | A | 34,000 | | 30 | 10/2007 | Y | Y | N | N | Y | 75% | | N | | Y | N | N | | |
| Warwick | Town Secretary | A | 2,400 | | | 11/03 | N | N | N | N | N | | | N | | N | N | N | | |
| Wendell* | Town Coordinator | A | 22,601 | | 20 | 9/03 | Y* | Y | Y | | Y | 75% | Y | 75% | Y | 75% | Y | Y | N | |
| Whately | Town Administrator | A | 38,470 | | 30 | 8/9/05 | Y | Y | Y | | Y | 80% | Y | 75% | Y | 50% | Y | N | N | |
| Whately | Municipal Secretary | A | | \$16.16 | 22 | 10/18/10 | Y | Y | Y | | Y | 75% | | Y | 50% | Y | | N | N | |

* Charlemont - Also serves as Town Clerk.

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

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

**** Rowe - Also serves as Town Accountant. Has 1 assistant 10/wk at \$16.93/hr.

* Wendell benefits paid through New Salem.

SOLID WASTE

| | | Benefits Eligibility (Y/N) | | | | | | | | | |
|-------------|---|----------------------------|-------------------|----------------|--------------|----------|------------|----------------|---------------------|---------------------|----------------------|
| | Titles | Salary | Hourly Rate | Hours per week | Date of Hire | Benefits | Retirement | Other Benefits | Full-Time Employees | Part-Time Employees | Oversight |
| Ashfield | Transfer Station Attend. | | \$11.21 | 20 | | N | N | N | | 2 | Highway |
| Bernardston | FCSWD Member & Transfer Station Attendant | | \$9.70 - \$10.77 | 16 | | Y | Y | N | N | 2 | Select Board Highway |
| Buckland | Transfer Station Attendant | | \$12.82 | 19 | 2011 | N | N | N | N | 1 | Highway |
| Charlemont | Transfer Station Attendant | | \$12.50 | 10/4.5 | 99/03 | N | N | N | | 2 | Select Board |
| Colrain | Transfer Station Attendant (MSW) | | \$10.91 | 9.5 | | N | N | N | N | | Highway |
| Colrain | Transfer Station Attendant (Recycling) | | \$10.91 | 9.5 | | N | N | N | N | | Highway |
| Conway | Transfer Station Attendant | | \$11.80 - \$13.47 | 12/12 | | N | N | N | N | 2 | BOH |
| Deerfield | Landfill Operator | | \$16.00 | 8-16 | | N | N | N | 0 | 2 | Highway |
| Erving | FCSWD Member | \$10,000.00 | | | 12/89 | | | | | | |
| Gill | Curbside Pickup by Independent Contractor | | | | | | | | | | BOH |
| Greenfield | Assistant Forman | \$35,516.00 | \$20.13 | 40 | 8/94 | Y | Y | Y | 1 | | |
| Hawley | FCSWD and Town of Ashfield | | | | | | | | | | |
| Heath * | Transfer Station Attendant | | \$11.73 | 14 | 1990 | N | N | N | N | 2* | Highway |
| Leverett | Transfer Station Coordinator | \$7,205.00 | \$16.24 | 8.5 | | N | N | N | | | |
| Leverett | Supervisor | | \$14.51 | 6 | | N | N | N | | | |
| Leverett | Attendant | | \$13.35 | 6 | | N | N | N | | | |
| Leyden | FCSWD Member | | | | | | | | | | |
| Monroe | N/A | | | | | | | | | | |
| Montague | Various DPW Personnel | | \$13.55 - \$18.97 | 12.5 | | Y | Y | Y | | | Highway |
| New Salem | Transfer Station Attendant | | \$12.36 | 8 | | N | N | N | | 1 | BOH |
| Northfield | | | \$14.69 - \$15.02 | 7-15 | | N | N | | | 3 | BOH |
| Orange | Transfer Station Manager | \$56,480.00 | | 40 | 1998 | Y | Y | Y | 2 | 2 | Select Board |
| Rowe | Transfer Station Attendant | | \$17.40 | 16 | 1998 | N | N | | | 2 * | BOH |
| Shelburne | Transfer Station Attendant | | \$1,787.00 | 15 | 2007 | N | N | N | 0 | 0 | Highway |
| Shutesbury | Recycling Coordinator | \$1,936.62 | Stipend | | | | | | | | |
| Sunderland | | | | | | | | | | | |
| Warwick | Transfer Station Attendant | | \$12.00 | 8 | 2010 | N | N | N | 0 | 1 | BOH |
| Wendell | Transfer Station Attendant | | \$11.86 | 14 | | N | N | | | 2 | Highway |
| Whately | Transfer Station Attendant | | \$13.91 | 16 | | N | N | N | | 2 | BOH |

* 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 Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits |
| Ashfield | A | \$15,916 | | 20 | Y | Y | Y | Y | Y | 75% | | | Y | 50% | Y | |
| Bernardston | E | 9,889 | | 10 | N | N | N | N | N | 75% | Y | 75% | Y | | Y | Fees |
| Buckland* | A | 41,935 | | 40 | Y | Y | Y | Y | Y | 75% | Y | 0% | Y | 50% | Y | Y |
| Charlemont | A | 14,153 | | varies | N | N | N | N | Y | 75% | | | Y | 50% | Y | N |
| Colrain | A | 15,451 | | 13 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N |
| Conway | A | 18,720 | \$20.00 | 18 | N | N | N | N | N | | | | N | | N | N |
| Deerfield** | A | 71,953 | \$34.46 | 40+ | Y | Y | N | N | Y | 65% | | | Y | 50% | Y | Y |
| Erving | E | 8,446 | | 10 | N | N | N | N | Y | 86% | | | Y | 79% | Y | Y |
| Gill** | E | 20,318 | | 19 | N | N | N | N | Y | 75% | Y | 0% | Y | 75% | N | DC |
| Greenfield** | A | 62,347 | | 40 | Y | Y | Y | Y | Y | 90% | | | Y | 90% | Y | Y |
| Hawley | A | 5,000 | | varies | N | N | N | N | N | | | | N | | N | N |
| Heath | A | 10,050 | \$16.05 | 8 | N | N | N | N | N | | | | N | | N | N |
| Leverett | A | 20,800 | | 19 | Y | Y | Y | | Y | 75% | | | Y | 50% | Y | N |
| Leyden | E | 5,396 | | 8 | N | N | N | N | N | | | | N | | | N |
| Monroe | A | 4,524 | | 20 | N | N | N | N | N | | N | | N | | N | N |
| Montague* | E | 60,497 | | 35 | Y | Y | Y | Y | Y | 80% | | | Y | 80% | Y | Y |
| | | | Fees | | | | | | | | | | | | | Cert. Fees |
| New Salem | E | 9,947 | 4,000 | 8 | N | N | N | N | N | | | | N | | N | 1,000 |
| Northfield* | E | 23,570 | | 14 | N | N | N | N | Y | 75% | N | 0% | Y | 50% | Y | Y |
| Orange | E | 42,314 | | 35 | Y | Y | Y | Y | Y | 70% | | | Y | 70% | Y | N |
| Rowe | E | 6,384 | | 3-6 | N | N | N | N | N | | | | N | | N | N |
| | | | Fees | | | | | | | | | | | | | Cert. Fees |
| Shelburne | E | 25,282 | | 20 | N | N | N | N | Y | 75% | | | Y | 50% | Y | 1,000 |
| Shutesbury | A | 14,285 | | 15 | N | N | N | Y | N | | | | N | | N | N |
| Sunderland* | A | 45,987 | | 35 | Y | Y | Y | Y | Y | 55% | | | Y | 55% | Y | Y |
| Warwick | A | 15,056 | | 20 | N | N | N | N | Y | 75% | | | N | | Y | Y |
| Wendell | E | 9,400 | | 16 | N | N | N | N | N | | N | | N | | N | N |
| Whately* | A | 26,481 | | 26 | Y | Y | Y | | Y | 75% | Y | 0% | Y | 50% | Y | |

* Collector/Treasurer

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

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

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

TOWN COUNSEL

| | <i>Annual Salary</i> | <i>Hourly Rate</i> | <i>Annual Budget</i> | <i>Hours Per Week</i> | <i>Date of Hire</i> |
|------------------|----------------------|--------------------|----------------------|-----------------------|---------------------|
| Ashfield | | 100 | \$5,000 | | |
| Bernardston | | | 15,000 | | 7/1/97 |
| Buckland | | | 10,000 | as needed | |
| Charlemont | | 175 | 15,000 | as needed | |
| Colrain | | 150 | 8,000 | | |
| Conway | | | 8,000 | | |
| Deerfield | | 125 | 10,000 | varies | |
| Erving | | 100 | 6,000 | as needed | |
| Gill | | 100 | 5,000 | as needed | 1980 |
| Greenfield | | | \$35,000 | | |
| Hawley | | 100 | 1,500 | as needed | |
| Heath | | | 5,000 | varies | |
| Leverett | | 100 | 4,000 | as needed | 7/03 |
| Leyden | | | 2,500 | as needed | |
| Monroe | | 100 | 1,100 | | |
| Montague - Legal | | | 19,100 | | |
| Montague - Labor | | | 22,500 | | |
| New Salem | | 140 | 8,000 | as needed | 1997 |
| Northfield | | | 25,000 | varies | |
| Orange | | | 20,000 | | 1980 |
| Rowe | | | 8,000 | varies | 6/1/2004 |
| Shelburne | | as needed | 5,000 | | |
| Shutesbury | | 125 | 9,800 | | |
| Sunderland | | | 15,000 | as needed | 2001 |
| Warwick | 2,800 | | 7,800 | as needed | |
| Wendell | | | 10,000 | varies | |
| Whately | | 155 | 7,500 | as needed | |

TOWN NURSE

Wage Information

Benefits Eligibility (Y/N)

| | Contracted | Annual Salary/Contract | Hourly Rate | Hours per week | Date of Hire | Vacation | Sick | Personal | Longevity | Health Insurance Eligible | Percent Town Pays | Dental Plan | Percent Town Pays | Retiree Health Insurance | Percent Town Pays | Retirement System | Other Benefits |
|--------------|--|------------------------|-------------|----------------|--------------|----------|------|----------|-----------|---------------------------|-------------------|-------------|-------------------|--------------------------|-------------------|-------------------|----------------|
| Ashfield | No | | | | | | | | | | | | | | | | |
| Bernardston | No | | | | | | | | | | | | | | | | |
| Buckland | No | | | | | | | | | | | | | | | | |
| Charlemont * | | | \$18.00 | varies | | N | N | N | N | N | N | | | N | N | N | N |
| Colrain | Through the Community Health Center of Franklin County | | | | | | | | | | | | | | | | |
| Conway | Through FRCOG | | | | | | | | | | | | | | | | |
| Deerfield | Through FRCOG | | | | | | | | | | | | | | | | |
| Erving | Eastern Franklin District | | | | | | | | | | | | | | | | |
| Gill | No | | | | | | | | | | | | | | | | |
| Greenfield | None | | | | | | | | | | | | | | | | |
| Hawley | No | | | | | | | | | | | | | | | | |
| Heath * | No | | \$22.50 | 8 | | N | N | N | N | N | | | | N | | N | N |
| Leverett | Through the Community Health Center of Franklin County | | | | | | | | | | | | | | | | |
| Leyden | Through the Community Health Center of Franklin County | | | | | | | | | | | | | | | | |
| Monroe | None | | | | | | | | | | | | | | | | |
| Montague * | | | | | | | Y | Y | Y | Y | | | | Y | 80% | Y | Y |
| New Salem | No | | | | | | | | | | | | | | | | |
| Northfield | No | | | | | | | | | | | | | | | | |
| Orange | No | | | | | | | | | | | | | | | | |
| Rowe * | No | | \$32.47 | 24 | 7/6/2007 | Y | Y | Y | Y | Y | 85% | Y | 85% | Y | 85% | Y | N |
| Shelburne | No | | | | | | | | | | | | | | | | |
| Shutesbury | No | | | | | | | | | | | | | | | | |
| Sunderland | N/A | | | | | | | | | | | | | | | | |
| Warwick | No | | | | | | | | | | | | | | | | |
| Wendell | No | | | | | | | | | | | | | | | | |
| Whately | N/A | | | | | | | | | | | | | | | | |

* Part of the Board of Health

TREASURER

Wage Information

Benefits Eligibility (Y/N)

| | <i>Elected/Appointed</i> | <i>Annual Salary</i> | <i>Hours per week</i> | <i>Vacation</i> | <i>Sick</i> | <i>Personal</i> | <i>Longevity</i> | <i>Health Ins. Eligible</i> | <i>Percent Town Pays</i> | <i>Dental Plan</i> | <i>Percent Town Pays</i> | <i>Retiree Health Ins.</i> | <i>Percent Town Pays</i> | <i>Retirement System</i> | <i>Other Benefits</i> |
|----------------|---------------------------------------|----------------------|-----------------------|-----------------|-------------|-----------------|------------------|-----------------------------|--------------------------|--------------------|--------------------------|----------------------------|--------------------------|--------------------------|-----------------------|
| Ashfield ***** | A | \$11,883 | 15 | N | N | N | N | N | | | | N | | N | |
| Bernardston | E | 19,385 | 20 | N | N | N | N | Y | | Y | 75% | N | 50% | Y | N |
| Buckland | SEE TAX COLLECTOR - Combined position | | | | | | | | | | | | | | |
| Charlemont | A | 15,701 | varies | N | N | N | N | Y | 75% | | | Y | 50% | Y | N |
| Colrain **** | A | 11,588 | 13 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N |
| Conway | A | 34,320 | 30 | Y | Y | Y | N | Y | 70% | | | Y | 50% | Y | Y |
| Deerfield | SEE TAX COLLECTOR - Combined position | | | | | | | | | | | | | | |
| Deerfield * | A | 36,812 | | Y | Y | Y | N | Y | 65% | | | Y | 65% | Y | |
| Erving ** | E | 38,615 | 30 | Y | Y | Y | Y | Y | 84% | | | Y | 77% | Y | Y |
| Gill *** | E | 16,345 | 19 | 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 | 9,181 | 11 | N | N | N | N | N | | | | N | | N | N |
| Leverett ***** | A | 14,232 | 13 | Y | Y | Y | N | Y | 75% | | | Y | 50% | Y | N |
| Leyden | E | 5,289 | 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 | 14,584 | 20 | N | N | N | N | N | | | | N | | N | Cert. 1,000 |
| Northfield | SEE TAX COLLECTOR | | | | | | | | | | | | | | |
| Orange | E | 42,500 | 35 | Y | Y | Y | Y | Y | 70% | | | Y | 70% | Y | N |
| Rowe | E | 7,576 | 3 | N | N | N | N | N | | | | N | | N | Y |
| Shelburne | A | 17,317 | 17.5 | N | N | N | N | N | | N | | N | | Y | N |
| Shutesbury | A | 21,427 | 22.5 | Y | Y | Y | Y | Y | 75% | | | Y | 50% | Y | N |
| Sunderland | SEE TAX COLLECTOR | | | | | | | | | | | | | | |
| Warwick | E | 17,045 | 20 | N | N | N | N | Y | 75% | | | N | | Y | Y |
| Wendell | E | 10,400 | 16 | N | 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.

* 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 | \$40,267 | |
| Hourly Rate if paid hourly | | \$16.40 |
| Hours per Week (average) | 38 | 12 |
| Date of Hire | 9/18/00 | 9/00 |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | N |
| Sick | Y | N |
| Dental | | |
| Personal | Y | N |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | 75% | |
| Retiree Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | 50% | |
| Retirement System Eligible? | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | Deferred Comp - Employees pay | |
| Union Employees (Y or N) | N | N |

Including superintendent, how many regular full time employees? 0

How many regular part time employees? 2

* Sewer Commission - no compensation.

TOWN OF BUCKLAND

| Waste Water Treatment Facility | Chief Operator | Assistant Operator |
|--|----------------|--------------------|
| Elected or Appointed (E or A) | A | A |
| Number of Members on Commission | | |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$21.99 | \$16.58 |
| Hours per Week (average) | 40 | 40 |
| Date of Hire | 1983 | 2005 |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental - Town pays 0% | Y | Y |
| Personal | Y | Y |
| Longevity | Y | Y |
| Other | Y | Y |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 75% | 75% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 50% | 50% |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y |
| Union Employees (Y or N) | N | N |

Including superintendent, how many regular full time employees? 2

How many regular part time employees? 0

TOWN OF DEERFIELD

Additional Staff

| 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 | \$56,993.00 | \$45,164 - \$47,281 |
| Hourly Rate if paid hourly | | \$27.29 | \$21.63-\$22.06 |
| Hours per Week (average) | varies | 40+ | 40+ |
| Date of Hire | 6/73 | 11/90 | 12/00 & 1/03 |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | Y |
| Sick | Y | Y | Y |
| Dental | | | |
| Personal | Y | Y | Y |
| Longevity | N | N | N |
| Other | | | |
| Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 65% | 65% | 65% |
| Retiree Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 50% | 50% | 50% |
| Retirement System Eligible? | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y |
| Union Employees (Y or N) | N | N | N |

Including superintendent, how many regular full time employees? 3

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

TOWN OF ERVING

| Waste Water Treatment Facility | Operations Supervisor | Assistant Chief/ Co Treatment Plant Operator |
|--|-------------------------------|---|
| | Elected or Appointed (E or A) | A |
| Number of Members on Board | 1 | 1 |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$26.64 | \$21.62 |
| Hours per Week (average) | 40 | 40 |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | Y | Y |
| Longevity | Y | Y |
| Other - Clothing \$200 each | Y | Y |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 84% | 84% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 77% | 77% |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y |
| Union Employees (Y or N) | N | N |

Including superintendent, how many regular full time employees? 2

How many regular part time employees? 0

TOWN OF GREENFIELD

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 | \$63,552.00 | \$58,623.00 |
| Hourly Rate if paid hourly | | |
| Hours per Week (average) | 37.5 | 37.5 |
| Date of Hire | | |
| Benefit Eligibility (Y or N): | Y | Y |
| Vacation | Y | Y |
| Sick | Y | Y |
| Dental | | |
| Personal | Y | Y |
| Longevity | | |
| Other | | |
| Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 90% | 90% |
| Retiree Health Insurance Eligible? | Y | Y |
| What Percent does Town Pay? | 90% | 90% |
| Retirement System Eligible? | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y |
| Union Employees (Y or N) | Y | |

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

TOWN OF MONTAGUE

Additional Staff (please list titles)

Waste Water Treatment Facility

| | Superintendent | Operator | Secretary |
|--|----------------|-------------------|-------------|
| Elected or Appointed (E or A) | A | A | A |
| Number of Members on Board | 1 | 4 | 1 |
| Annual Salary if paid by salary | \$77,849.00 | | \$39,484.00 |
| Hourly Rate if paid hourly | | \$16.51 - \$19.69 | |
| Hours per Week (average) | 40 | 40 | 40 |
| Date of Hire | 9/93 | 2/5/01 | 7/87 |
| Benefit Eligibility (Y or N): | | | |
| Vacation | Y | Y | Y |
| Sick | Y | Y | Y |
| Dental | | | |
| Personal | Y | Y | Y |
| Longevity | N | Y | Y |
| Other | Y | Y | Y |
| Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% |
| Retiree Health Insurance Eligible? | Y | Y | Y |
| What Percent does Town Pay? | 80% | 80% | 80% |
| Retirement System Eligible? | Y | Y | Y |
| Other Benefits (ie. Deferred Comp, 401K) | Y | Y | Y |
| Union Employees (Y or N) | N | Y | Y |

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

TOWN OF NORTHFIELD

Waste Water Treatment Facility

| | Superintendent | Assistant |
|--|----------------|-------------------|
| Elected or Appointed (E or A) | A | A |
| Number of Members on Board | | |
| Annual Salary if paid by salary | | |
| Hourly Rate if paid hourly | \$23.22 | \$16.41 & \$16.78 |
| Hours per Week (average) | 40 | varies |
| Date of Hire | 12/02 | varies |
| Benefit Eligibility (Y or N): | | |
| Vacation | Y | N |
| Sick | Y | N |
| Dental | | |
| Personal | Y | N |
| Longevity | N | N |
| Other | | |
| Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | 75% | |
| Retiree Health Insurance Eligible? | Y | N |
| What Percent does Town Pay? | 50% | |
| Retirement System Eligible? | Y | N |
| Other Benefits (ie. Deferred Comp, 401K) | Y | |
| Union Employees (Y or N) | N | N |

Including superintendent, how many regular full time employees? 1

How many regular part time employees? 2

TOWN OF ORANGE

PUBLIC WORKS

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

Including superintendent, how many regular full time employees? 3

How many regular part time employees? 0

WATER DEPARTMENT

| | Wage Information | | | | Benefits Eligibility (Y/N) | | | | | | |
|-------------|---|---------------|-------------------|----------------|----------------------------|----------|------------|----------------|-------|---------------------|---------------------|
| | Number of Members | Annual Salary | Hourly Rate | Hours per week | Date of Hire | Benefits | Retirement | Other Benefits | Union | Full-Time Employees | Part-Time Employees |
| Ashfield | Water district is not a town department | | | | | | | | | | |
| Bernardston | Water district is not a town department | | | | | | | | | | |
| Buckland | Water district is not a town department | | | | | | | | | | |
| Charlemont | N/A | | | | | | | | | | |
| Colrain | Water district is not a town department | | | | | | | | | | |
| Conway | | | | | | | | | | | |
| Deerfield | Town has two water districts - not town departments | | | | | | | | | | |
| Erving ** | Operator | \$6,200.00 | | | | N | N | N | N | | 2 |
| Erving | Back-up Operator | \$3,246.00 | | | | | | | | | |
| Erving | Meter Reader | \$600.00 | | | | | | | | | |
| Erving ** | Collector Rates | \$4,364.00 | | | | | | | | | |
| Erving | Clerk | \$600.00 | | | | | | | | | |
| Gill | Water district is not a town department | | | | | | | | | | |
| Greenfield | 7 | | \$15.79 - \$17.88 | 40 | | Y | Y | Y | Y | Y | |
| Hawley | N/A | | | | | | | | | | |
| Heath | N/A | | | | | | | | | | |
| Leverett | | | | | | | | | | | |
| Leyden | N/A | | | | | | | | | | |
| Monroe | District | | | | | | | | | | |
| Montague | District | | | | | | | | | | |
| New Salem | | | | | | | | | | | |
| Northfield | Town has two water districts - not town departments | | | | | | | | | | |
| Orange | 4 | 65,000 | \$16.47 - \$21.79 | 40 + | | Y | Y | Y | Y | 4 | 1 |
| Rowe | N/A | | | | | | | | | | |
| Shelburne | District | | | | | | | | | | |
| Shutesbury | | | | | | | | | | | |
| Sunderland | Separate district | | | | | | | | | | |
| Warwick | N/A | | | | | | | | | | |
| Wendell | N/A | | | | | | | | | | |
| Whately*** | 3 | \$21,766.52 | | 20 | 1987 | Y | Y | | N | | 1 |

** Erving - 3 Commissioners paid \$250 a year each. Treasurer rates \$1,456.