



Franklin County Municipal Wage and Salary Survey

FY2018

ACCOUNTANT

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility (y/n) and Percentages Paid by Employer/Town

	Contracted	Annual Salary/Contract	Hourly Rate	Hours per week	HireDate/First Contract	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	\$23,618		8													
Bernardston •	Y	\$23,618		8													
Buckland •	Y	\$23,618		8	2005												
Charlemont ▲	Y	\$18,000			2015												
Colrain ▲	N	\$14,000			2015	N	N	N	N	N			N		N	N	
Conway •	Y	\$23,618		8	2011												
Deerfield	N	\$42,588	\$27.30	30	2013	Y	Y	Y	Y	Y	65%		Y	50%	Y	Y	
Erving	N	\$25,154		12	2004	N	N	N	N	N			N		Y	N	
Gill •	Y	\$23,618		8	2009												
Greenfield	N	\$84,385		37.5	2011	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	N/A																
Heath	N	\$13,006		10	2004	N	N	N	N	N			N		N	N	
Leverett •	Y	\$23,618		8	2012												
Leyden	Y	\$9,500		8		N	N	N	N	N							
Monroe	N	\$69,988		35	1999	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
New Salem •	Y	\$20,760		7	2005												
Northfield	N	\$30,048		20	1989	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	Y
Orange	N	65,975		40	2015	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Orange Clerk	N	13,120		14.5	2002	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Rowe	Y	\$16,047		10												Y	N
Shelburne •	Y	\$20,760		7	2010												
Shutesbury	N	\$17,128		12	2008	N	N	N	Y	N							N
Sunderland •	Y	\$31,444		11													
Warwick	N	\$13,791		9	2007	N	N	N	N	N			N		N	N	
Wendell •	Y	\$20,760		7	2005												
Whately •	Y	\$20,760		7	2005												

• Contracted through the FRCOG Town Accounting Program. FRCOG contract amounts are the FY18 assessments for accounting services plus software and network maintenance. FY18 hourly wage range for staff \$22.56 to \$30.66, depending on duties, years of experience, and program management responsibilities. Contract amounts listed are all-inclusive of salaries and all other program expenses. Benefits vary based on worked and are offered to staff as required by law and in accordance with the FRCOG personnel policy.

▲ Contracted through the Baystate Municipal Accounting Group (Charlemont: 3 site visits and 30 hours via phone or email)

ANIMAL CONTROL

FRCOG W&S Survey FY2018

Animal Control (+ Dog) Officer

Quarantine & Barn Inspector

	<i>Elect'd/Appoint'd</i>	<i>Annual Salary</i>	<i>Hours per week</i>	<i>Benefits</i>	<i>Retirement</i>	<i>Elect'd/Appoint'd</i>	<i>Annual Salary</i>	<i>Hours per week</i>	<i>Benefits</i>	<i>Retirement</i>
Ashfield	A	\$2,800		N	N	A	\$400		N	N
Buckland	A	\$2,600	varies	N	N	A	\$600	varies	N	N
Buckland	A	\$2,600	varies	N	N	A	\$600	varies	N	N
Charlemont	A	\$1,579	varies	N	N	A	\$948	varies	N	N
Colrain	A	\$1,935	on call/also inspector	N	N	A	\$361	on call	N	N
Conway	A	\$350	varies	N	N	A	\$1,600	varies	N	N
Erving	A	\$5,410	varies	N	N	A	\$0		N	N
Erving	A	\$5,301	varies	N	N	A	\$0		N	N
Gill	A	Police	varies	N	N	A	\$882		N	N
Greenfield*	A	\$48,972	37.5	Y	Y					
Hawley	A	\$100	varies	N	N	A	\$100	varies	N	N
Heath	A	\$1,500	varies	N	N	A		varies	N	N
Leverett		\$1,200				A	\$100		N	N
Leyden	Under Police Dept									
Monroe	A		varies							
Montague*							\$16,758	varies	N	N
New Salem	A	\$1,592	varies	N	N	A	\$305			
Northfield						A	\$3,504		N	N
Orange ♦		\$24,000								
Rowe	A	\$500		N	N	A	\$649		N	N
Shelburne	A	\$3,803	varies	N	N	A	\$635	varies	N	N
Shutesbury						A	\$527	varies	N	N
Sunderland	A	\$2,600	varies		N	A	\$100	varies	N	N
Warwick •	A	\$2,184	varies	N	N		\$500			
Wendell	A	\$800	varies	N	N	A	\$300	varies	N	N
Whately	A	\$2,195	varies	7	N	A	\$378		N	N

* Regionally shared by 3 towns Deerfield, Montague, & Greenfield

• All 3 positions are shared by the same person; town is member of Sheriff Program \$700 cost included

♦ shared with Athol. Salary is approximate.

ASSESSORS

FRCOG W&S Survey FY2018

Wage Information Benefits Eligibility and Percentages Paid by Employer/Town

	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		N	N	N	N	Y	0%	Y	0%	N		N	N	N
Buckland	E	3	\$1,500	\$1,200		N	N	N	N	N		N		N		N		N
Charlemont	E	3	\$1,462	\$1,462	varies	N	N	N	N	N				N		N	N	N
Colrain	E	3	\$3,078	\$3,078		N	N	N	N	N				N		N	N	N
Conway	E	3	\$1,400	\$1,400	varies	N	N	N	N	N				N		N	N	N
Deerfield*	E	3	\$2,500	\$2,250	varies	N	N	N	N	N	65%			N	50%	N	N	N
Erving	E	3	\$3,658	\$3,658	2-3 hrs	N	N	N	N	N				N		N	N	N
Gill	E	3	\$3,134	\$2,849		N	N	N	N	N				N		N	N	N
Greenfield	E	3	\$3,000	\$2,400		N	N	N	N	N				N		N	N	N
Hawley	E	3	\$1,339	\$1,133	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	\$3,200	\$2,400	6/mo.	N	N	N	N	N								
Monroe	2	2	\$3,193	N/A	varies	N	N	N	N	N		N						
Montague	E	3	\$1,500	\$1,500	2-4	N	N	N	N	N		N		N		Y	N	N
New Salem	E	3	\$1,827	\$1,491	4	N	N	N	N	N		N		N		N	N	N
Northfield	E	3	\$1,958	\$1,875		N	N	N	N	N		N		N		N	N	N
Orange	E	3	\$0	\$0	varies	N	N	N	N	N		N		N	70%	N	N	N
Rowe	E	3	\$1,784	\$1,784	varies	N	N	N	N	N				N		N	N	N
Shelburne	E	3	\$2,720	\$2,303		N	N	N	N	N				N		Y	N/A	N
Shutesbury	A	3	\$1,948	\$1,948		N	N	N	N	N				N		Y	N/A	N
Sunderland	E	3	\$2,903	\$2,903	2	N	N	N	N	N				N		N	N	N
Warwick	E	3	\$500	\$500	0.5	N	N	N	N	N				N		Y	N	N
Wendell	E	3	\$2,500	\$2,500	varies	N	N	N	N	N				N		N		N
Whately	E	3	\$1,884	\$7		N	N	N	N	N				N		N		N

* Deerfield Assessors receive additional pay from Districts

ASSESSORS STAFF

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility and Percentages Paid by Employer/Tc

	Title	Elected/Appnt'd	Annual Salary	Hourly Rate	Hours Per Week	Date Of Hire	Vacation	Sick	Personal	Longevity	H/ith Ins. Eligible	5Town Pays	Dental Plan	%Town Pays	Retiree H/ith Ins.	% Town Pays	Retirem't Syst.	Other Benefits	Union Y/N
Ashfield	Admin. Assistant	A		\$18.02	19	2011	N	N	N	N	N				N		N	N	N
Bernardston	Assistant Assessor	A	\$33,300	\$22.87	28	2003	Y	Y	Y		Y	75%	Y	75%	Y	50%	Y		N
Buckland	Dir of Assessing	A	\$31,176		28	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N
Charlemont *	Assessor Sec'try	A	\$38,613	\$18.56	40	2019	Y	Y	Y		Y	75%	Y	0%	Y	50%	Y	N	N
Colrain	Assistant Assessor	A	\$30,339		28	2003	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N
Conway	Assessor Clerk	A		\$14.64	18	2005	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N
Conway	Admin. Assistant	A		\$21.81	20	2003	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N
Deerfield^	Admin. Assistant	A	\$52,874	\$25.42	40	1998	Y	Y	Y	Y	Y	65%			Y	50%	Y	Y	N
Erving	Assistant Assessor	A		\$26.09	25	1999	Y	Y	Y	Y	Y	84%	Y	Flat	Y	77%	Y	Y	N
Gill ♣	Assessor Clerk	A		\$20.80	20	2005	N	N	N	N	Y	75%	Y	0%	Y	75%	Y	DC	N
Greenfield	Chief Assessor	A	\$69,976		37.5	1992	Y	Y	Y	N	Y	80%		0%	Y	80%	Y	Y	Y
Hawley **	Financial Admin.	A		\$26.40	25	2002	Y	Y	N	N	Y	75%			Y	50%	Y	N	N
Heath	Assistant Assessor	A	\$12,698	\$24.42	10	2016	N	N	N	N	N				N		N	N	N
Leverett	Admin. Assessor	A	\$30,025		20	1999	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N
Leyden	Assessors Clerk	A	\$5,886		6		N	N	N	N	N								
Monroe	None																		
Montague	Dir. of Assessing	A	\$65,952		35+	2015	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	Y
Montague	Assessing Tech	A		\$19.47	35	2005	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	Y
Montague	Assessor Clerk	A		\$18.52	35	2013	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y	Y
New Salem	Assessor Clerk	A		\$20.70	12	2005	N	N	N	N	N		N						
Northfield	Assessor Clerk	A		\$21.42	25+/-	2012	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	DC	N
Orange	Assistant Assessor	A	\$30,172	\$17.00	34	2014	N	N	N	N	N		N		N		N	N	N
Rowe	Assessor Clerk	A	\$9,802	\$18.85	10	1996	Y	Y	Y	Y	N				N		Y		N
Shelburne	Assistant Assessor	A	\$23,166	\$20.25	20		Y	Y	Y	Y	Y	75%			Y	50%	Y	Y	N
Shutesbury	Admin. Assessor	A	\$20,905	\$20.02	20		Y	Y	Y	Y	Y	75%			Y	50%	Y	Y	N
Shutesbury	Assessor Clerk	A	\$11,457	\$7.00	15		Y	Y	Y	Y	Y	75%			Y	50%	Y	Y	N
Sunderland	Admin Assistant	A	\$13,729	\$18.88	14	2013	N	N	N	N	N		N		N		Y	N	N
Warwick	Clerk	A	\$8,096		10	2002	N	N	N	N	N				N		N	N	N
Wendell	Assistant Assessor	A		\$19.58	24	2005	Y	Y	N	N	Y	75%	Y	75%	Y	50%	Y	N	N
Whately	Assistant Assessor	A		\$21.34	18.5	1993	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y		N

* Charlemont - Combined hrs also represent role of Board Secretary (Health, Conservation Commission, Finance, Planning, and Zoning). See also " BOH Asst."

^ Deerfield Assessors' Administrative Assistant receives additional pay from Districts. ♣ Gill - Also serves as Town Clerk.

** Hawley - Financial Administrator - also Accounting Officer/Treasurer

• Rowe - Also assistant to Town Coordinator.

BOARD OF HEALTH

FRCOG W&S Survey FY2018

	Wage Information					Benefits Eligibility						
	Elected/Appointed	# of Members on Board	District	Annual Salary Chair	Yrly. Salary Members	Benefits	Health Ins. Eligible	Dental Plan	Retirement System	Other Benefits	Solid Waste	
Ashfield	A	3	N	\$750	\$750	N	N	N	N	N		
Bernardston *	E	3	N	\$1,200	\$1,000	Y	Y	Y	Y	Fees		
Buckland	E	3	CPHS	\$550	\$400	N	N	N	N	N	N	
Charlemont	E	3	CPHS	\$630	\$630	N	N		N	N	N	
Colrain	A	5	N	\$0	\$0	N	N		N	N	N	
Conway *	E	5	CPHS (Nurse)	\$1,422	\$1,084	N	N		N	Fees		
Deerfield	Selectboard		CPHS (Nurse)									
Erving	E	3	Eastern Franklin	\$917	\$917	N	N	N	N	N	N	
Gill	E	3	CPHS	\$1,413	\$1,294	N	N	N	N	Def.Comp.	Y	
Greenfield	A	3				N	N		N	N		
Hawley	Selectboard		CPHS								N	
Heath	A	5	CPHS	\$844	\$422	N	N		N	N		
Leverett	E	5	N	\$400	\$200	N	N	N	Y	N	N	
Leyden	E	3	CPHS	\$350	\$200	N	N	N	N			
Monroe	Selectboard		CPHS	\$290	\$290							
Montague	E	3		\$1,500	\$1,500				Y		N	
New Salem	E	3		\$1,534	\$1,226		N	N	N	N	Y	
Northfield *	E	5	Eastern Franklin	\$523	\$523	N	N	N	Y			
Orange	E	3	Eastern Franklin	\$0	\$0	N	N	N	N	N	N	
Rowe	E	3	CPHS	\$1,646	\$1,646	N	N		N	Insp. Fees	Y	
Shelburne	A	3	CPHS (Nurse)	\$1,250	\$944	N	N	N	N	Fees	Fees	
Shutesbury	E	5	Eastern Franklin	\$0	\$0	N	N		N		N	
Sunderland	E	3		\$0	\$0	N	N	N	N	N	N	
Warwick	E	3		\$500	\$500	N	N		N	N		
Wendell *	E	3		\$1,180	\$1,180		N	N	N		*	
Whately	E	3	Foothills	\$7	\$741	N	N		N			

* Highway Department and Road Commissioners oversee Solid Waste.

BOARD OF HEALTH STAFF *

FRCOG W&S Survey FY2018

* See Separate sheet for Nursing wages and salaries

Wage Information						Benefits Eligibility and Percentages Paid by Employer/Town														
	Title	Appointed/Contracted	Annual Salary/Contract	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 Agents		Fee Based																	
Bernardston	Health Agent			\$45.00	varies	2011														
	Clerk	A		\$15.61	varies	2010	N	N	N	N	Y	0%	Y	0%	N		N	N	N	N
Buckland •	CPHS Health Agent	C	\$13,638	\$32.54	varies	2010	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Charlemont •	CPHS Health Agent	C	\$14,000	\$32.54	varies		Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Clerk (Town)	A		\$18.20	varies	2010	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N	N
Colrain	Clerk	A	n/a	\$20.00	varies	2015	N	N	N	N	N						N	N	N	N
Conway	Clerk	A		\$16.17	14	1979	N	N	N	N	N				N		N	N	N	N
Deerfield □	Health Agent	A		\$33.80	varies	2001	Y	Y	Y		Y	65%		Y	50%	Y	Y	Y	N	N
Erving ■	EFHD Health Agent	A	\$18,184		varies		N	N	N	N	N			N		N	N	N	N	N
Gill •	CPHS Health Agent	C	\$11,112	\$32.54	varies		Y	Y	Y	Y	Y			Y		Y	Y	Y	Y	N
	Clerk	A		\$13.71	varies	2017	N	N	N	N	N			N		N	N	N	N	N
Greenfield	Health Director	A	\$63,772		37.5	2017	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	Y	Y
Hawley •	CPHS Health Agent	C	\$2,965	\$32.54	varies		Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Heath •	CPHS Health Agent	C	\$5,500	\$32.54	varies		Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Clerk	A	\$3,713	\$14.28	4.5		N	N	N	N	N			N		N	N	N	N	N
Leverett ◇	Health Agent	A		\$38.34	varies	2005	N	N	N	N	N			N		N		N		N
	Clerk	A		\$15.30	varies		Y	Y	Y	Y	Y			Y		Y		Y		N
Leyden •	CPHS Health Agent	C	\$3,900	\$32.54	varies		Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Monroe •	CPHS Health Agent	C	\$2,000	\$32.54	varies		Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Montague	Health Director	A	\$69,988		35+	2000	Y	Y	Y	Y	Y	80%		Y	80%	Y	Y	Y	Y	Y
	Clerk	A		\$18.52	17.5	2011	Y	Y	Y	Y	Y	80%		Y	80%	Y	Y	Y	Y	Y
	Health Inspector	A		\$23.45	25	2014	Y	Y	Y	Y	Y	80%		Y	80%	Y	Y	Y	Y	Y
New Salem	Clerk			\$16.38	5		N	N	N	N	N		N		N		N	N	N	N
Northfield ■	EFHD Health Agent		\$11,658																	
	Clerk			\$7.00		2014	N	N	N	N	N		N		N		N	N	N	N
Orange	Director of Health	A	\$56,700		40	2015	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y	Y	N
	Clerk	A	\$16,530		15	Vacant	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y	Y	Y
Rowe	Clerk	A	\$7,436		varies	2017	N	N	N	N	N			N		N	N	N	N	N
	CPHS Health Agent	C	\$4,900	\$32.54	varies															
Shelburne	Clerk	A		\$16.50	varies	2012	N	N	N	N	N			N		N	N	N	N	N
Shutesbury■	Health Agent	C	\$28,635		varies		N	N	N	N	N			N		N	N	N	N	N
	Clerk																			
Sunderland	Health Agent	A	\$11,607		varies	2006	N	N	N	N	N			N		N	N	N	N	N
	Clerk	A	\$4,210	\$17.99	4.5	2000	N	N	N	N	N			N		N	N	N	N	N
Warwick	Clerk		\$5,444		7		N	N	N	N	N			N		N	N	N	N	N
Wendell	Health Agent	A	\$7,000		varies		N	N	N	N	N		N		N		N	N	N	N
	Clerk	A		\$13.61	2		N	N	N	N	N		N		N		N	N	N	N
Whately ‡	FHD Health Agent	A	\$14,025																	

• The contract amount is each town's annual assessment for health agent and nursing services provided by FRCOG's Cooperative Public Health Service (CPHS) and includes the health agent's annual salary and all program expenses. Benefits are offered to staff as required by law and in accordance with the FRCOG personnel policy.

□ One full-time commissioner with no hours limit.

■ Contract amount for Eastern Franklin Health District (EFHD) services.

◇ In FY12, BOH clerk combined with departmental assistant job, making employee eligible for benefits

‡ Contract amount for Foothills Health District (FHD) services.

COLLECTOR of TAXES

FRCOG W&S Survey FY2018

Wage Information Benefits Eligibility and Percentages Paid by Employer/Town

	<i>Elected/Appointed</i>	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Hours per week</i>	<i>Vacation</i>	<i>Sick</i>	<i>Personal</i>	<i>Longevity</i>	<i>Health Insurance Eligible</i>	<i>Percent Town Pays</i>	<i>Dental Plan</i>	<i>Percent Town Pays</i>	<i>Retiree Health Insurance</i>	<i>Percent Town Pays</i>	<i>Retirement System</i>	<i>Other Benefits</i>
Ashfield	A	\$18,681	\$23.95	15	N	N	N	N	N				Y	50%	Y	0
Bernardston	E	\$18,545		10	N	N	N	N	Y	0%	Y	0%			Y	Fees
Buckland *	A		\$23.58	37.50	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y
Charlemont	A	\$16,646	\$26.68	12	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	N
Colrain	A	\$25,480		20	Y	Y	Y	N	Y	75%			Y	50%	Y	N
Conway	A	\$36,324		18	N	N	N	N	N				N		N	N
Conway Assist.	A		\$22.36	18	N	N	N	N	N				N		N	N
Deerfield ♦	A	\$69,098	\$33.22	40	Y	Y	Y	Y	Y	65%			Y	50%	Y	Y
Erving	E	\$10,954		10	N	N	N	N	Y	84%			N		Y	N
Gill ♣	E	\$24,551		19	N	N	N	N	Y	75%	Y	0%	Y	75%	Y	DC
Greenfield	A	\$71,781		38	Y	Y	Y	Y	Y	80%	Y	0%		80%	Y	Y
Hawley	A	\$5,875	Fees \$2,000	10	N	N	N	N	N				N		N	N
Heath	A	\$15,377		12	N	N	N	N	N				N		N	N
Leverett	A	\$18,562		15	Y	Y	Y		Y	75%			Y	50%	Y	N
Leyden	A	\$10,285		10	N	N	N	N	N							
Monroe	A	\$6,200		varies	N	N	N	N	N				N		Y	
Montague *	E	\$58,577		35	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y
New Salem	E	\$10,997	Fees \$4,000	8	N	N	N	N	N		N		N		N	Cert. Fees
Northfield*	A	\$37,510		14	N	N	N	N	Y	75%	Y	0%	Y	50%	Y	Fees
Orange	A	\$45,242		34	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Orange Assist.	A	\$34,030		19.5	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Rowe	E	\$7,782		varies	N	N	N	N	N				N		N	N
Shelburne	E	\$28,896		varies	N	N	N	N	Y	75%	Y	75%	Y	50%	Y	N
Shutesbury	A	\$18,176		12-15	N	N	N	N	N		N		N		N	N
Sunderland *	A	\$52,710		35	y	Y	Y	Y	Y	55%	Y	0%	Y	50%	Y	Y
Warwick	A	\$16,500		7	N	N	N	N	Y	75%			N		Y	Y
Wendell	E	\$18,000		16	N	N	N	N	N		N		N		N	N
Whately*	A	\$27,185		20	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	\$1,000

* Collector/Treasurer Same person holds two positions.

♦ Deerfield - Combined Tax Collector/Treasurer/Town Clerk position. Salary does not include District payments.

♣ Includes Sewer Salary of \$669. No fees reflected. Same person holds Treasurer & Collector positions, making them eligible for health insurance.

TOWN COUNSEL

FRCOG W&S Survey FY2018

Wage Information

	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Annual Budget</i>	<i>Hours Per Week</i>	<i>Date of Hire</i>
Ashfield		100	\$6,000		
Bernardston			\$5,000	as needed	2010
Buckland			\$10,000	as needed	
Charlemont		175	\$18,000	as needed	
Colrain		150	\$10,000		
Conway		150	\$15,000	as needed	
Deerfield		175 - 200	\$30,000	varies	appt'd yearly/ 2005
Erving		125	\$12,000	as needed	
Gill		125	\$5,000	as needed	1980
Greenfield		190	\$70,000	as needed	
Hawley		125	\$2,000	as needed	
Heath			\$7,000	as needed	
Leverett		125	\$6,000	as needed	2003
Leyden	\$3,000				
Monroe		125		as needed	
Montague - Legal			\$60,000		
Montague - Labor			\$38,000		
New Salem		175	\$10,000	as needed	1997
Northfield			\$22,500	varies	
Orange		125	\$50,000	varies	
Rowe		as needed	\$10,000	varies	2014
Shelburne		as needed	\$9,500		
Shutesbury		125	\$9,000	as needed	2006
Sunderland				as needed	appt'd yearly
Warwick	\$4,000	160	\$9,000	as needed	2014
Wendell			\$8,330	7	
Whately		155	\$24,892	as needed	

CUSTODIAN

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility and Percentages Paid by Employer/Town

	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		\$17.61	4	2005	N	N	N	N				N		N	N
Bernardston	N/A	\$12.29	10	2006	N	N	N	Y	0%	Y	0%			N	N
Buckland	\$3,883		4		N	N	N	N		N		N		N	N
Charlemont		\$15.61	3	2010	N	N	N	N				N		N	N
Colrain		\$14.03	5.25	2011	N	N	N	N				N		N	N
Conway		\$14.83	22	2001	Y	Y	Y	Y	70%	Y	0%	Y	50%	Y	N
Deerfield	priv. contract														
Erving ■		\$16.80	40	2017	Y	Y	Y	Y	84%	Y	Flat	Y	77%	Y	Y
Gill		\$11.64	3.5	2017	N	N	N	N				N		N	DC
Greenfield **	\$35,755	\$17.19	40		Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	\$720			2014	N	N	N	N				N		N	N
Heath	\$14,219	\$18.22	25	2013	N	N	N	N				N		N	N
Leverett Cust.		\$16.32	19	2012	N	N	N	N				N		N	N
Facilities M'ger	\$8,949		7	2013	N	N	N	N				N		N	N
Leyden	A	\$2,000	4		N	N	N	N							
Monroe	N/A														
Montague		\$14.59	40	2016	Y	Y	Y	Y	80%			Y	80%	Y	Y
New Salem		\$14.18	7	2008	N	N	N	N		N		N		N	N
Northfield		\$16.40	varies	2005	N	N	N	N		N		N		N	N
Orange	\$3,668		varies	2,000	N	N	N	N		N		N		N	N
Rowe		\$17.00	15	2014	N	N	N	N				N		N	N
Shelburne		\$16.05	varies	2014	N	N	N	N		N		N		N	N
Shutesbury		\$15.92	10	2011	N	N	N	N				N		N	N
Sunderland	N/A														
Warwick		\$15.91	4	2011	N	N	N	N				N		Y	N
Wendell		\$14.46	19	7	N	N	N	N		N		N		N	N
Whately ◇		\$19.36	2-3	1999	N	N	N	N		N	0%	N		Y	N

■ Wage/hours per week includes Facilities Maintenance position

◇ Part of the Highway Department

**Average of 3 employees

EMERGENCY MANAGEMENT DIRECTOR

FRCOG W&S Survey 2017

Wage Information

Benefits Eligibility and Percentages Paid by Employer/Town

	Contracted/App'nted	An. Salary/Cont'ct	Hourly Rate	Hrs per week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield EMD	A	\$625			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	N
Asst. EMD	A	\$400			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	N
Bernardston		\$5,000				N	N	N	N	N	N	N	N	N	N
Buckland	A	\$2,600			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	
Charlemont		\$1,316													
Colrain	A	\$1,749			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	N
Conway		\$2,000				N	N	N	N	N	0%	N	0%	N	N
Deerfield	A			varies		N	N	N	N	N	N	N	N	N	N
Erving EMD ♦	N	\$2,787		varies	2003	N	N	N	N	N	0%	N	0%	N	N
Asst. EMD	N	\$1,381				N	N	N	N	N	0%	N	0%	N	N
Gill	A	\$2,500		varies	2005	N	N	N	N	N	0%	N		Y	N
Greenfield	Fire Chief														
Hawley		\$1,000		varies		N	N	N	N	N	0%	N	0%	N	N
Heath	N	\$1,000		varies		N	N	N	N	N	0%	N	0%	N	N
Leverett	N	\$25				N	N	N	N	N	0%	N	0%	N	N
Leyden	Under Police Dept.														
Monroe	A	None													
Montague		\$5,490				N	N	N	N	N	0%	N	0%	N	N
New Salem		Stipend													
Northfield		\$2,000				N	N	N	N	N	0%	N	0%	N	N
Asst. EMD		\$1,250				N	N	N	N	N	0%	N	0%	N	N
EMD ADMIN		\$500				N	N	N	N	N	0%	N	0%	N	N
Orange	Fire Chief			varies											
Rowe		\$3,864			1985	N	N	N	N	N	0	N	0	N	N
Shelburne		\$302		varies		N	N	N	N	N	0%	N	0%	N	N
Shutesbury	Fire Chief			7		Y	Y	Y	Y	Y		Y		Y	Y
Sunderland	Fire Chief														
Warwick	Volunteer														
Wendell	Volunteer														
Whately		\$500													

♦ Under the Fire Department

TOWN OF ASHFIELD

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Deputy Chief	Lieutenants (2)	Engineers (3)	Firefighters (15)
Annual Salary if paid by salary	\$7,650					
Hourly Rate if paid hourly		\$20.70	\$11.64	\$11.64	\$11.64	\$11.64
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Volunteer "On Call" Department in addition to 4 Auxiliary Firefighters and 3 Junior Firefighters.					
Date Hire (regular staff)						
Benefit Eligibility (Y or N):						
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Dental						
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other						
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?						
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (Def. Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

TOWN OF BERNARDSTON

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Captain	Lieutenant	Firefighters	Clerk
Annual Salary if paid by salary	\$5,000.00	\$2,000.00	600 X 2	200 X 2		\$200
Hourly Rate if paid hourly			\$14.84	\$14.84	\$12.36	
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$11.00 training; \$15.13 for Officers & \$12.60 for Firefighters for fire calls					
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	N	N	N	N	N	N
Vacation						
Sick						
Dental						
Personal						
Longevity						
Other						
Health Insurance Eligible?						
What Percent does Town Pay?						
Retiree Health Insurance Eligible?						
What Percent does Town Pay?						
Retirement System Eligible?						
Other Benefits (Def'd Comp, 401K)						
Union Employees (Y or N)						

BUCKLAND FIRE DISTRICT

FRCOG W&S Survey FY18

Fire Department	Chief	All Others
Annual Salary if paid by salary	\$3,585	
Hourly Rate if paid hourly	\$20.00	\$11.00
Hours per Week (average)		
Hourly Rate Other Than Base Pay		
Date Hire (regular staff)	7/11	
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 (Def'd Comp, 401K)	N	N
Union Employees (Y or N)		

**STAFF FOR TOWN
FIRE DEPARTMENTS &
REGIONAL FIRE
DISTRICTS**

TOWN OF CHARLEMONT **FRCOG W&S Survey FY18**

Fire Department	Chief	Asst. Chief
Annual Salary if paid by salary	\$8,465.97	N/A*
Hourly Rate if paid hourly	varies	varies
Hours per Week (average)	varies	
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Volunteer - all different rates of pay by fire.	
Date Hire (regular staff)		
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Dental		
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (Def'd Comp, 401K)	N	N
Union Employees (Y or N)	N	N

*asst chief salary being split by 2 captains

Fire, Continued

TOWN OF COLRAIN **FRCOG W&S Survey FY18**

Fire Department	Chief	Dep Chief (2)	Captain	Lieutenant(s)	Firefighters
Annual Salary if paid salary (Stipend)	\$6,000	\$679	\$559	\$448	
Hourly Rate if paid hourly					\$16
Hours per Week (average)	On Call	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Dental	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N	N	N	N	N
Other	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	N	N	N	N	N
Other Benefits (Def'd Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

TOWN OF CONWAY **FRCOG W&S Survey FY18**

Fire Department	Chief *	Firefighters	Clerk
Annual Salary if paid by salary	\$7,186.00		
Hourly Rate if paid hourly		\$14.38	\$16.17
Hours per Week (average)	varies	varies	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N	
Date Hire (regular staff)	N	N	
Benefit Eligibility (Y or N):	N	N	
Vacation	N	N	
Sick	N	N	
Dental			
Personal	N	N	
Longevity	N	N	
Other	N	N	
Health Insurance Eligible?	N	N	
What Percent does Town Pay?	N	N	
Retiree Health Insurance Eligible?	N	N	
What Percent does Town Pay?	N	N	
Retirement System Eligible?	N	N	
Other Benefits (Def'd Comp, 401K)	N	N	
Union Employees (Y or N)	N	N	

* \$25.00 per hour when reporting to a firefighter call.

TOWN OF DEERFIELD

FRCOG W&S Survey FY18

Fire, Continued

Old Deerfield Fire District	Chief	Deputy Chief	Lieutenant (2)	Captain	Call Fire Fighters (20)
Annual Salary if paid by salary	\$2,000	\$600	\$200	\$400	\$10 - \$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				
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 (Def'd Comp,401K)		Y	Y	Y	Y
Union Employees (Y or N)		N	N	N	N

South Deerfield Fire District	Chief	* Full Time Fireman	Deputy Chiefs (2)	Lieutenant (2)	Captain (2)	Firefighters (29)
Annual Salary if paid by salary *	\$10,500	\$55,000	\$5,200			\$12 to \$18
Hourly Rate if paid hourly *				\$20.00	\$20.00	
Hours per Week (average)	On Call	40	On Call	On Call	On Call	On Call
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	N	Y				
Vacation	N	Y				
Sick	N	Y				
Dental						
Personal	N	Y				
Longevity	N	N				
Other	N	N				
Health Insurance Eligible?	N	Y				
What Percent does Town Pay?						
Retiree Health Insurance Eligible?		N				
What Percent does Town Pay?						
Retirement System Eligible?		Y				4 staff **
Other Benefits (Def'd Comp,401K)		Y	Y	Y	Y	Y
Union Employees (Y or N)		N	N	N	N	N

* Fire Chief and full time fireman are two different individuals now.

** 3 Firemen are paid by the town for a position they hold there;1 is by from the Town of Whately for a position held there.

TOWN OF ERVING

FRCOG W&S Survey FY18

Fire, Continued

Fire Department	Chief	FT Firefighters	Call Firefighters
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$27.33	\$18.59	\$15.28
Hours per Week (average)	40	40	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N	N
Date Hire (regular staff)	2003 FT/2017	2017	
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	N
Sick	Y	Y	N
Dental	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?	84%	84%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	77%	77%	
Retirement System Eligible?	Y	Y	N
Other Benefits (Def'd Comp,401K)	Y	Y	N
Union Employees (Y or N)	N	N	N

TOWN OF GILL

FRCOG W&S Survey FY18

Fire Department (On Call)	Chief	Deputy Chief & Captains	Lieutenants	Firefighters	Inspector
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$32.46	\$17.11-20.80	\$17.11-20.80	\$13.71-16.66	\$17.11
Hours per Week (average)	9				1
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Dental	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N/A	N/A	N/A	N/A	N/A
Other					
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	Y	N	N	N	N
Other Benefits (Def'd Comp, 401K)	N	DC	DC	DC	
Union Employees (Y or N)	N	N	N	N	

Fire, Continued

TOWN OF GREENFIELD

FRCOG W&S Survey FY18

Fire Department	Chief	(Average of 5 employees)	Deputy Chief (0)	(Average of 4 employees)	EMT
Annual Salary if paid by salary	105,196	\$77,223	N/A	\$69,133	
Hourly Rate if paid hourly		At Year 5+ Basic EMT		At Year 5+ Basic EMT	
Hours per Week (average)	40	42	40	42	
Hourly Rate Other Than Base Pay					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):	Y	Y	Y	Y	
Vacation	Y	Y	Y	Y	
Sick	Y	Y	Y	Y	
Personal	Y	Y	Y	Y	
Dental	Y	Y	Y	Y	
Longevity	N	Y	N	Y	
Other	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?	80%	80%	80%	80%	
Retirement System Eligible?	Y	Y	Y	Y	
Other Benefits (Def'd Comp, 401K)	Y	Y	Y	Y	
Union Employees (Y or N)	N	Y	N	Y	

TOWN OF HAWLEY

FRCOG W&S Survey FY18

Fire Department	Chief	Firefighters (9)
Annual Salary if paid by salary	\$2,500	
Hourly Rate if paid hourly		\$11/hour stipend
Hours per Week (average)		
Hourly Rate Other Than Base Pay		
Date Hire (regular staff)		
Benefit Eligibility (Y or N):	N	
Vacation		
Sick		
Dental		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	
What Percent does Town Pay?		
Retirement System Eligible?	N	
Other Benefits (Def'd Comp, 401K)	N	
Union Employees (Y or N)		

TOWN OF HEATH

FRCOG W&S Survey FY18

Fire Department	Chief	Firefighters (18)
Annual Salary if paid by salary	\$5,240	\$6,000 Incentive
Hourly Rate if paid hourly		All Volunteer *
Hours per Week (average)		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	Award is a one-tme \$6,000 payment divided	
Date Hire (regular staff)	2015	
Benefit Eligibility (Y or N):	N	N
Vacation	N	N
Sick	N	N
Dental		
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retirement System Eligible?	N	N
Other Benefits (Def'd Comp, 401K)	N	N
Union Employees (Y or N)	N	N

Fire, Continued

TOWN OF LEVERETT

FRCOG W&S Survey FY18

Fire Department	Chief	Deputy Chief	Captain (3)	Firefighters
Annual Salary if paid by salary	\$20,123	\$3,876	\$1,880	
Hourly Rate if paid hourly		\$17.78	\$17.78	\$17.78
Hours per Week (average)				
Hourly Rate Other Than Base Pay		\$17	\$17	\$17
Date Hire (regular staff)	2015			
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 (Def'd Comp, 401K)	N			
Union Employees (Y or N)	N	N	N	N

TOWN OF LEYDEN

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Captain	Lientenant
Annual Salary if paid by salary	\$950			
Hourly Rate if paid hourly				
Hours per Week (average)				
Hourly Rate Other Than Base Pay				
Date Hire (regular staff)				
Benefit Eligibility (Y or N): No for all				
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.Def'd Comp, 401K)				
Union Employees (Y or N)				

TOWN OF NEW SALEM

FRCOG W&S Survey FY18

Fire, Continued

Fire Department	Chief	Firefighters
Annual Salary if paid by salary - Stipend	\$25,257	
Hourly Rate if paid hourly		12.38-19.85
Hours per Week (average)	19	2
Hourly Rate Other Than Base Pay for Training or Responding to Fire	same	same
Date Hire (regular staff)	2008	ranges
Benefit Eligibility (Y or N):	N	N
Vacation		
Sick		
Dental		
Personal		
Longevity		
Other		
Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retiree Health Insurance Eligible?	N	N
What Percent does Town Pay?	N	N
Retirement System Eligible?	N	N
Other Benefits (Def'd Comp, 401K)	N	N
Union Employees (Y or N)	N	N

TOWN OF NORTHFIELD

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Firefighters	Captain	Lieutenant
Annual Salary if paid by salary	\$3,005	\$611		\$306	\$153
Hourly Rate if paid hourly			\$17.00		
Hours per Week (average)	varies	varies	varies	varies	varies
Hourly Rate Other Than Base Pay	\$18.16	\$17.49		17	17
Date Hire (regular staff)					
Benefit Eligibility (Y or N):					
Vacation	N	N	N	N	N
Sick	N	N	N	N	N
Dental	N	N	N	N	N
Personal	N	N	N	N	N
Longevity	N	N	N	N	N
Other	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retiree Health Insurance Eligible?	N	N	N	N	N
What Percent does Town Pay?					
Retirement System Eligible?	Y	N	N	N	N
Other Benefits (Def'd Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

TOWN OF ORANGE

FRCOG W&S Survey FY18

Fire Department	Chief	Deputy Chief	Captain Full Time	Call Captain	District Deputy	Call Lieut	Driver	Full Time Firefighters
Annual Salary if paid by salary	\$80,821							
Hourly Rate if paid hourly								\$24.41
Hours per Week (average)	50							40
Hourly Rate Other Than Base Pay								
Date Hire (regular staff)	2016							
Benefit Eligibility (Y or N):	Y							Y
Vacation	Y							Y
Sick	Y							Y
Dental	Y							Y
Personal	Y							Y
Longevity	Y							Y
Other Paramedic Incentive								Y
Health Insurance Eligible?	Y							Y
What Percent does Town Pay?	\$1							70%
Retiree Health Insurance Eligible?	Y							Y
What Percent does Town Pay?	70%							70%
Retirement System Eligible?	Y							Y
Other Benefits Deferred Comp, 401k	Y							Y
Union Employees (Y or N)	N							Y

TOWN OF ROWE

FRCOG W&S Survey FY18

Fire Department	Chief	Deputy Chief	Captain	Lieutenant	First Responders	Firefight'rs (12)
Annual Salary if paid by stipend	\$7,782	\$0	\$0	\$0	\$200	\$1,600
Hourly Rate if paid hourly						
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire						
Date Hire (regular staff)						
Benefit Eligibility (Y or N):	N	N	N	N	N	N
Vacation	N	N	N	N	N	N
Sick	N	N	N	N	N	N
Dental						
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other	N	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retirement System Eligible?	N	N	N	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N

**Fire,
Continued**

SHELBURNE

FRCOG W&S Survey FY18

Shelburne Falls Fire District	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineers (3)	Firefight'rs (15)	Admin
Annual Salary if paid by salary	\$8,080						\$34,153
Hourly Rate if paid hourly		\$10.04	\$9.01	\$8.00		\$7.98	
Hours per Week (average)							40
Hourly Rate Other Than Base Pay	On call department; same rate whatever they do. In addition to salary, paid hrly for work done.						
Date Hire (regular staff) Administrator							
Benefit Eligibility (Y or N):							
Vacation	N	N	N	N		N	
Sick	N	N	N	N		N	
Dental							
Personal	N	N	N	N		N	
Longevity	N	N	N	N		N	
Other							
Health Insurance Eligible?	N	N	N	N		N	
What Percent does Town Pay?							
Retiree Health Insurance Eligible?	N	N	N	N		N	
What Percent does Town Pay?							
Retirement System Eligible?	Y	N	N	N		N	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N		N	
Union Employees (Y or N)	N	N	N	N		N	

SHELBURNE FIRE DISTRICT

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Captain	Lieutenant	EMT	Inter-mediates	Admin-istrator
Annual Salary if paid by salary	\$2,600	\$400	\$200	\$0	\$0	\$0	
Hourly Rate if paid hourly							
Hours per Week (average)	8	2	2				
Hourly Rate Other Than Base Pay	On call department; same rate whatever they do. In addition to salary, paid hrly for work done.						
Date Hire (regular staff)							2011
Benefit Eligibility (Y or N):							
Vacation	N	N	N	N	N	N	
Sick	N	N	N	N	N	N	
Dental	N	N	N	N	N	N	
Personal	N	N	N	N	N	N	
Longevity	N	N	N	N	N	N	
Other							
Health Insurance Eligible?	N	N	N	N	N	N	
What Percent does Town Pay?							
Retiree Health Insurance Eligible?	N	N	N	N	N	N	
What Percent does Town Pay?							
Retirement System Eligible?	N	N	N	N	N	N	
Other Benefits (Def'd Comp, 401K)	N	N	N	N	N	N	
Union Employees (Y or N)	N	N	N	N	N	N	

TOWN OF SHUTESBURY

FRCOG W&S Survey FY18

Fire Department	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineers (1)	Fireman	Admin
Annual Salary if paid by salary	\$55,408.85	\$0.00	\$0.00		N/A		\$931.06
Hourly Rate if paid hourly				\$18.62		\$18.62	
Hours per Week (average)	40						
Hourly Rate Other Than Base Pay for Training or Responding to Fire							
Date Hire (regular staff)							
Benefit Eligibility (Y or N):							
Vacation	Y						
Sick	Y						
Dental	Y						
Personal	Y						
Longevity	Y						
Other	Y						
Health Insurance Eligible?	Y						
What Percent does Town Pay?	75%						
Retiree Health Insurance Eligible?	50%						
Retirement System Eligible?	Y						
Other Benefits (Def'd Comp, 401K)							
Union Employees (Y or N)	N						

TOWN OF SUNDERLAND

FRCOG W&S Survey FY18

Fire Department	Chief	Asst. Chief	PT Firefighter 1	EMT Director	Fire Asst
Annual Salary if paid by salary	\$17,923		none	none	\$20,036
Hourly Rate if paid hourly	stipend				\$19
			24		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	17				
Date Hire (regular staff)	2015		2015		
Benefit Eligibility (Y or N):	Y	Y	N		
Vacation	Y	Y	N		
Sick	Y	Y	N		
Dental	Y	Y	N		
Personal	Y	Y	N		
Longevity					
Other					
Health Insurance Eligible?	Y	Y	N		
What Percent does Town Pay?	55%	55%			
Retiree Health Insurance Eligible?	Y	Y	N		
What Percent does Town Pay?	55%	55%			
Retirement System Eligible?	Y	Y	Y		
Other Benefits (Deferr'd Comp,401K)					
Union Employees (Y or N)	N	N	N		

TOWN OF WARWICK

FRCOG W&S Survey FY18

Fire Department	Chief	Deputy	Captain	Lieutenants (2)
Annual Salary if paid by salary *	Firefighters split \$10,395 annually about 15 ways			
Hourly Rate if paid hourly				
Hours per Week (average)	2			
Hourly Rate Other Than Base Pay				
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation	N	N	N	N
Sick	N	N	N	N
Dental				
Personal	N	N	N	N
Longevity	N	N	N	N
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	N	N	N	N
Other Benefits (Def'd Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	N	N	N	N

Fire, Continued

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

TOWN OF WENDELL

FRCOG W&S Survey FY18

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$25,246	
Hourly Rate if paid hourly		\$16.09
Hours per Week (average)	20	4
Hourly Rate Other Than Base Pay for Training or Responding to Fire		
Date Hire (regular staff)		varies
Benefit Eligibility (Y or N):	Y	N
Vacation	Y	
Sick	Y	
Dental		
Personal	Y	
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 (Def'd Comp, 401K)	Y	N
Union Employees (Y or N)	N	N

Fire, Continued

TOWN OF WHATELY

FRCOG W&S Survey FY18

Fire Department	Chief	EMT Direct'r	Firefighter	EMT's
Annual Salary if paid by salary	\$7,200.00	Member/South		Member/South
Hourly Rate if paid hourly		Cty EMS	\$16.01	Cty EMS
Hours per Week (average)	varies	varies	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$16.01			
Date Hire (regular staff)				
Benefit Eligibility (Y or N):	N	N	N	N
Vacation				
Sick				
Dental				
Personal				
Longevity				
Other				
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y	N	N	N
Other Benefits (Def'd Comp, 401K)				
Union Employees (Y or N)	N	N	N	N

TOWN OF ASHFIELD

FRCOG W&S Survey FY18

Highway Department	Superintendent	Foreman	Laborer	Tree Warden (Superintendent)
Number of Employees Holding this Position	1	1	3	1
Annual Salary if paid by salary	\$59,012			\$300.00
Hourly Rate if paid hourly		\$21.12	\$19.80	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	N
Date of Hire				
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				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	65%	65%	65%	
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)	Comp. - Employee pays			
Union Employees (Y or 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

HIGHWAY DEPARTMENT STAFF

TOWN OF BERNARDSTON

FRCOG W&S Survey FY18

Highway Department	Superintendent	Laboror	Laboror	Assistants	Tree Warden
Number of Employees Holding this Position	1	1	2		1
Annual Salary if paid by salary	\$64,136.00				
Hourly Rate if paid hourly		\$22.17	\$18.13	\$14.81	\$22.78
Hours per Week (average)	40	40	40	32	Varies
Overtime in Addition to Salary?					
Date of Hire	2006	1987	2005		2006
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	N	N
Sick	Y	Y	Y	N	N
Dental					
Personal	Y	Y	Y	N	N
Longevity	N	N	N	N	N
Other					
Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	75%	75%	75%	N	N
Retiree Health Insurance Eligible?	Y	Y	Y	N	N
What Percent does Town Pay?	50	50	50	N	N
Retirement System Eligible?	Y	Y	Y	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? 1
 Are Sewer lines maintained by the Highway Department or another Department? None

TOWN OF BUCKLAND

FRCOG W&S Survey FY18

Highway Department	Superintendent	Operator Mechanic	Operator Laborer	Tree Warden
Number of Employees Holding this Position	1		4	1
Annual Salary if paid by salary	\$55,453.20	Vacant		\$1,200.00
Hourly Rate if paid hourly			18.45-19.22	
Hours per Week (average)			40	
Overtime in Addition to Salary?	Winter Stipend		Y	
Date of Hire	1997		2013-2016	2017
Benefit Eligibility (Y or N):				
Vacation	Y		Y	
Sick	Y			
Dental - 0% Town	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	N
Other Benefits (ie. Deferred Comp, 401K)	Y		Y	N
Union Employees (Y or N)	N		N	N

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

TOWN OF CHARLEMONT		FRCOG W&S Survey FY18		
	Superintendent	Foreman	Driver	Tree Warden
Number of Employees Holding this Position	1	1	2	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$26.60	\$20.03	\$18.53/ \$17.78	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire	2012/1997	1998	2001/2014	
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	N	N	N	
Other	N	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	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	
Union Employees (Y or N)	N	N	N	

**Highway,
Continued**

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		FRCOG W&S Survey FY18		
	Superintendent	Laborer/ Equipment Operator/ Mechanic	Laborer/ Equipment Operator	
Highway Department				
Number of Employees Holding this Position	1	1	3	
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$27.69	\$25.47	\$21.64	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	N	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	N	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	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	
Union Employees (Y or N)	N	N	N	

Including the Superintendent, how many regular full time employees? 4
 How many part time employees? 2-3 (Seasonal)
 Are Sewer lines maintained by the Highway Department or another Department? No

TOWN OF CONWAY		FRCOG W&S Survey FY18		
	Superintendent	Laborer/Equip Operator	Laborer	
Highway Department				
Number of Employees Holding this Position	1	3	1	
Annual Salary if paid by salary	\$63,040			
Hourly Rate if paid hourly		\$20.52	\$15.00	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	N	Y	Y	
Date of Hire				
Benefit Eligibility (Y or N):				
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?	70%	70%	70%	
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)	N	N	N	
Union Employees (Y or N)	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 **FRCOG W&S Survey FY18**

Highway Department	Superintendent	Foreman/Mechanic	Foreman		Equipment Operators
Number of Employees Holding this Position	1	1	1		4
Annual Salary if paid by salary	\$78,104.00	\$45,163.00	\$57,099.00		
Hourly Rate if paid hourly	\$37.55	\$23.26	\$27.34		15.60 - 23.40
Hours per Week (average)	33	40	40		40
Overtime in Addition to Salary?	N	Y	Y		Y
Date of Hire	2003	2015	1986		
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y		Y
Sick	Y	Y	Y		Y
Dental	Y	Y	Y		Y
Personal	Y	Y	Y		Y
Date of Hire					
Longevity	Y	N	Y		Y
Other					
Health Insurance Eligible?	Y	Y	Y		Y
What Percent does Town Pay?	65%	65%	65%		65%
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)	Y	Y	Y		Y
Union Employees (Y or N)	N	N	N		N

**Highway,
Continued**

Including the Superintendent, how many regular full time employees? 8
 How many regular part time employees? None
 Are Sewer lines maintained by the Highway Department or another Department? Yes, DPW
 * Public Works Superintendent (Highway) is also superintendent of sewer/wwtp and transfer station (time is split). Yes

TOWN OF ERVING **FRCOG W&S Survey FY18**

Highway Department	Working Foreman	Equip.Op Laborer
Number of Employees Holding this Position	1	3
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$29.12	18.24-23.46
Hours per Week (average)	40	40
Overtime in Addition to Salary?	Y	Y
Date of Hire	5/12	2010 & 2016
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Dental	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other	Y	Y
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	84%	84%
Retiree Health Insurance Eligible?	Y	At Year 5+ Basic EMT
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? 4
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? Highway

TOWN OF GILL **FRCOG W&S Survey FY18**

Highway Department	Superintendent	Working Foreman	Mechanic/Operator	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary				Elected, \$0
Hourly Rate if paid hourly	\$30.37	\$24.13	\$24.13	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire	2004	1980	2009	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Dental	Y	Y	Y	
Personal	Y	Y	Y	
Longevity	Y	Y	Y	
Other				
Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	Deferred Comp + voluntary			
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?
 Highway Department. Riverside Sewer District has a pump station that sends solid waste to Montague's Wastewater Treatment Facility.

TOWN OF GREENFIELD FRCOG W&S Survey FY18

Highway Department	Director of Public Works	Operations Supervisor	Equipment/ Vehicle Maintenance Supervisor
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$102,762	\$62,417	(Average btwn 2) \$63,068
Hourly Rate if paid hourly			
Hours per Week (average)	37.5	37.5	37.5
Overtime in Addition to Salary?	N	N	N
Date of Hire	2015	2007	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other			
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

**Highway,
Continued**

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 FRCOG W&S Survey FY18

Highway Department	Superintendent	Operator/laborer	Laborer	Tree Warden
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary				-0-
Hourly Rate if paid hourly	\$25.21	\$20.00	\$19.50	-0-
Hours per Week (average)	40	40	20	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire			10/08	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Dental				
Personal				
Longevity				
Other Holiday	Y	Y	Y	
Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	N	N	N	
What Percent does Town Pay?				
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	
Union Employees (Y or N)	N	N	N	

Including the Superintendent, how many regular full time employees? 1
 How many regular part time employees? 1
 Are Sewer lines maintained by the Highway Dept. or another Dept? No sewer lines. All private septic

TOWN OF HEATH FRCOG W&S Survey FY18

Highway Department	Superintendent	Foreman	Laborer/Driver	Laborer/Driver
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$21.98	\$20.30	\$18.56	\$17.22
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	170 hours	170 hours	170 hours	170 hours
Date of Hire	2015	1982	1998	2015
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental				
Personal	Y	Y	Y	Y
Longevity				
Other				
FRCOG W&S Survey FY18	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)	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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Foreman	Mechanic	Truckdriver
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$57,399.00			
Hourly Rate if paid hourly		\$21.59	\$19.07	\$17.53
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	n	Y	Y	Y
Date of Hire	2016	2007	2015	2015
Benefit Eligibility (Y or N):	y			
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

**Highway,
Continued**

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

How many regular part time employees? 0

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

TOWN OF LEYDEN

FRCOG W&S Survey FY18

Highway Department	Superintendent	Truck Driver	Tree Warden
Number of Employees Holding this Position			
Annual Salary if paid by salary			
Hourly Rate if paid hourly			
Hours per Week (average)			
Overtime in Addition to Salary?			
Date of Hire			
Benefit Eligibility (Y or N):			
Vacation			
Sick			
Dental			
Personal			
Longevity			
Other			
Health Insurance Eligible?			
What Percent does Town Pay?			
Retiree Health Insurance Eligible?			
What Percent does Town Pay?			
Retirement System Eligible?			
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)			

No Information Provided for FY18

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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Mechanic
Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$43,885.40	\$41,113.80
Hourly Rate if paid hourly		
Hours per Week (average)	40	40
Overtime in Addition to Salary?		
Date of Hire		
Benefit Eligibility (Y or N):	y	y
Vacation	y	y
Sick	y	y
Dental	y	y
Personal	y	y
Longevity	y	y
Other	y	y
Health Insurance Eligible?	y	y
What Percent does Town Pay?	80	80
Retiree Health Insurance Eligible?	y	y
What Percent does Town Pay?	?	?
Retirement System Eligible?	y	y
Other Benefits (ie. Deferred Comp, 401K)	?	?
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? Sewer Dept.

TOWN OF MONTAGUE

FRCOG W&S Survey FY18

Highway Department	Superintendent	Office Manager	Working Foreman	Truck Driver	Grounds Keeper	Building Maintenance	Shop Foreman
Number of Employees Holding this Position	1	1	1	6	3	2	1
Annual Salary if paid by salary	\$87,642.00						
Hourly Rate if paid hourly		\$26.15	\$29.25	17.20-20.66	18.97-22.22	18.51-19.92	\$22.32
Hours per Week (average)	40	40	40	40	40	40	40
Overtime in Addition to Salary?							
Date of Hire	2004	1997.0	1984.0	6/79 - 3/16	2/84 - 1/14	1/11 - 7/16	11/14
Benefit Eligibility (Y or N):							
Vacation	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y
Dental							
Personal	Y	Y	Y	Y	Y	Y	Y
Longevity	Y	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%	80%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y	Y	Y	Y

Including 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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Employee	Employee
Number of Employees Holding this Position	1	2	3
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$27.76	\$23.06	\$19.72
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire			
Benefit Eligibility (Y or N):	Y	Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
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

**Highway,
Continued**

TOWN OF NORTHFIELD

FRCOG W&S Survey FY18

Highway Department	Superintendent	Foreman	Driver/Laborer
Number of Employees Holding this Position	1*	2	2
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$35.26	23.88-25.53	\$17.98 - \$19.22
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire	2002	2004	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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Laborer/Driver	Foreman
Number of Employees Holding this Position	1	7	1
Annual Salary if paid by salary	\$67,417		
Hourly Rate if paid hourly		\$17.69	\$22.28
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?		Y	Y
Date of Hire	2014		2016
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	70%	70%	70%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	70%	70%	70%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y
Union Employees (Y or N)	N	Y	Y

**Highway,
Continued**

Including the Superintendent, how many regular full time employees? 9
 How many regular part time employees? 0 (Seasonal Private Plow operators are hired annually)
 Are Sewer lines maintained by the Highway Department or another Department? Highway
 Parks are also maintained by the Highway Department.

TOWN OF ROWE

FRCOG W&S Survey FY18

Highway Department	Superintendent	Assistant Superintendent	Heavy Equipment Operator
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$73,703.00		
Hourly Rate if paid hourly		\$24.53	\$22.08
Hours per Week (average)	40+	40+	40+
Overtime in Addition to Salary?	N	Y	Y
Date of Hire	1972	2016	2016, 2017
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?	85%	85%	85%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	85%	85%	85%
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 457B)	Y	Y	Y
Union Employees (Y or N)	N	N	N

Including the Superintendent, how many regular full time employees? 4
 How many regular part time employees? None
 Are Sewer lines maintained by the Highway Department or another Department? No
 1 Part-Time person is hired to help with snow plowing approximately December through March

TOWN OF SHELburnE

FRCOG W&S Survey FY18

Highway Department	Superintendent	Laborers
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary	\$61,360.00	
Hourly Rate if paid hourly		\$19.50-\$21.54
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	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	75%	75%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	50%	50%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y
Union Employees (Y or N)	N	N

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

TOWN OF SHUTESBURY

FRCOG W&S Survey FY18

Highway Department	Superintendent	Laborer/Driver	Tree Warden
Number of Employees Holding this Position	1	2	1
Annual Salary if paid by salary	\$63,772.45		\$646.00
Hourly Rate if paid hourly		\$19.18	
Hours per Week (average)		40	varies
Overtime in Addition to Salary?	Y		
Date of Hire	2004	2015	
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	N
Sick	Y	Y	N
Dental	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%	N
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	25%	25%	N
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N
Union Employees (Y or N)	N	N	N

**Highway,
Continued**

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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Laborer/Truck Driver	Tree Warden
Number of Employees Holding this Position	1	2	
Annual Salary if paid by salary	\$58,377	\$38,147	0
Hourly Rate if paid hourly	\$27.85	\$20.40 / \$19.38	
Hours per Week (average)	40	40	
Overtime in Addition to Salary?	snow/ice	snow/ice	
Date of Hire	2011	2016/2017	
Benefit Eligibility (Y or N):			
Vacation	Y	Y	
Sick	Y	Y	
Dental	Y	Y	
Personal	Y	Y	
Longevity	N	N	
Other			
Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	55%	55%	
Retiree Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	55%	55%	
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? 3
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? Another Department

TOWN OF WARWICK

FRCOG W&S Survey FY18

Highway Department	Superintendent	Truck Driver	Truck Driver	Truck Driver
Number of Employees Holding this Position	1	1	1	0
Annual Salary if paid by salary	\$53,248.00			
Hourly Rate if paid hourly	\$27.40	\$20.63	19.08/ 18.31	
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	*	1.5	1.5	1.5
Date of Hire	2015	1999	2006	2012
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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Employee	Clerk
Number of Employees Holding this Position	1	2	1
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$24.67	\$18.47	\$13.84
Hours per Week (average)	40	40	2
Overtime in Addition to Salary?	Y	Y	N
Date of Hire	2011	varies	2011
Benefit Eligibility (Y or N):	Y	Y	N
Vacation	Y	Y	
Sick	Y	Y	
Dental	Y	Y	
Personal	N	N	
Longevity	N	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	
Other Benefits (ie. Deferred Comp, 401K)	Eligible	Eligible	
Union Employees (Y or N)	N	N	

**Highway,
Continued**

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

FRCOG W&S Survey FY18

Highway Department	Superintendent	Senior Operator Laborer	Operator Laborer
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$62,644.00		
Hourly Rate if paid hourly		\$21.00	\$19.84
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 (100% employee-paid)	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

FRCOG W&S Survey FY2018

	Wage Information					Benefits Eligibility and % Paid by Employer/Town				
	Building Inspector Salary	Plumbing Inspector Salary	Wiring Inspector Salary	Gas Inspector Salary	Support Staff Salary	Contract or Salary	Health Insurance	Retirement	Other Benefits	Union
Ashfield •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Bernardston •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Buckland •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Charlemont •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Colrain ■	\$8,536	Rev Funds	Rev Funds	Rev Funds	Y		N	N	N	N
Conway	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Deerfield ◇	Y	Y	Y	Y		\$70,304	Y	Y		
Erving •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	N	N	N	N
Gill • □	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Greenfield • ■	\$69,196	FCCIP	FCCIP	FCCIP	Y	N/A	Y	Y	Y	Y
Hawley •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,500	Y	Y	Y	N
Heath •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,500	Y	Y	Y	N
Leverett •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Leyden •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,500	Y	Y	Y	N
Monroe	<i>No Inspections Services Info Provided for FY18</i>						N	N	N	N
Montague	\$69,988	\$27.50/Insp	\$27.50/Insp	\$27.50/Insp	Admin. Asst	20.66/hr.	N	Y	Y	Y
New Salem	\$8,280	Fees	Fees	Fees			N	N	N	N
Northfield	\$27,274	Fees	Fees	Fees			N	N	N	N
Orange	\$51,000	Fees	\$25,286	Fees	Y	\$21,498	Y	Y	Y	N
Rowe •	FCCIP	FCCIP	FCCIP	No Info	Y	\$4,500	Y	Y	Y	N
Shelburne •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,500	Y	Y	Y	N
Shutesbury	FCCIP	Fees	Fees	Fees	Y	\$4,500				
Sunderland	\$20,696	Fees	Fees	Fees	Y		N	Y	N	N
Warwick	\$9,400	Fees	Fees	Fees			N	N	Y	N
Wendell	\$0	Fees	Fees	Fees			N	N	N	N
Whately •	FCCIP	FCCIP	FCCIP	7	Y	\$7,500	Y	Y	Y	N

• Contracted through the FRCOG's Franklin County Coop Inspection Program (FCCIP) FCCIP contract amounts are the FY18 assessments for inspection services provided. Inspectors' FY18 salaries range between \$58, 471 and \$72,515 depending on duties, experience, and program management responsibilities. Benefits vary based on hours worked and are offered to staff as required by law and in accordance with the FRCOG personnel policy.

■ Colrain - Fees vary according to complexity of inspection.

◇ Deerfield Plumbing, Wiring, Gas and Electrical Inspectors are fee for service. F/T Building Inspector is salaried. 1 Commissioner. No hours limit @ \$32.40 per hour.

■ Plumbing and Wiring contracted through FCCIP

□ Gill - Oil Inspector under Fire Chief's authority.

TOWN OF ASHFIELD **FRCOG W&S Survey FY2018**

LIBRARY	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		\$21.64	\$14.35
Hours per Week (average)		23	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?		65%	
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 LIBRARY STAFF

TOWN OF BERNARDSTON **FRCOG W&S Survey FY2018**

LIBRARY	Librarian	Assistant Librarian	Library Aides	7	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	\$19.45	\$15.56	\$13.34	\$10.00	\$12.24	\$11.28	
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 **FRCOG W&S Survey FY18**

LIBRARY	Trustee	Director	Assistant	Substitute
Elected or Appointed (E or A)	E	A	A	A
Number of Members on Board	5	1		
Annual Salary if paid by salary				
Hourly Rate if paid hourly		\$18.85	\$ 13.00	\$ 13.00
Hours per Week (average)		20	104 hrs/yr	108 hrs/yr
Date of Hire		2008		
Benefit Eligibility (Y or N):				
Vacation	N	Y	N	N
Sick	N	Y	N	N
Dental - Town pays 0%		Y	N	N
Personal	N	Y	N	N
Longevity		Y	N	N
Other				
Health Insurance Eligible?	N	Y	N	N
What Percent does Town Pay?		75%		
Retiree Health Insurance Eligible?	N	Y	N	N
What Percent does Town Pay?		50%		
Retirement System Eligible?	N	Y	N	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.		
Union Employees (Y or N)	N	N	N	N

TOWN OF CHARLEMONT

FRCOG W&S Survey FY2018

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$14,065.87
Hourly Rate if paid hourly		
Hours per Week (average)		15
Date of Hire		2014
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

Library, Continued

TOWN OF COLRAIN

FRCOG W&S Survey FY2018

LIBRARY	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			
Hourly Rate if paid hourly		\$21.00	\$14.50
Hours per Week (average)		26	10
Date of Hire		1993	
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

FRCOG W&S Survey FY2018

LIBRARY	Director	Children's Librarian	Assistants 3-5
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	2-3
Annual Salary if paid by salary	\$64,896.00		
Hourly Rate if paid hourly	\$31.20	\$23.26	13.00-19.50
Hours per Week (average)	37.5	25	varies
Date of Hire	1999		
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Dental		Y	
Personal	Y	Y	N
Longevity	Y	Y	N
Other			
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	65%	65%	
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	N
Union Employees (Y or N)	N	N	N

TOWN OF ERVING **FRCOG W&S Survey FY2018**

LIBRARY	Library Director	Librarian	Trustee
Elected or Appointed (E or A)	A	A	E
Number of Members on Board			3
Annual Salary if paid by salary			\$500
Hourly Rate if paid hourly	\$25.60	\$15.61	
Hours per Week (average)	19	19	0
Date of Hire	2008	2012	
Benefit Eligibility (Y or N):	N	N	N
Vacation	N	N	N
Sick	N	N	N
Dental	N	N	N
Personal	N	N	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?			
Retirement System Eligible?	N	N	N
Other Benefits (ie. Deferred Comp, 401K)			
Union Employees (Y or N)	N	N	N

Library, Continued

TOWN OF GILL **FRCOG W&S Survey FY2018**

LIBRARY	Trustee	Library Director	Librarian	Custodian
Elected or Appointed (E or A)	E			
Number of Members on Board	3	1	1	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	Volunteers	\$19.24	\$13.71-16.66	\$11.64
Hours per Week (average)		15	varies	4hr/mth
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation		N	N	N
Sick		N	N	N
Dental		N	N	N
Personal		N	N	N
Longevity		N	N	N
Other		N	N	N
Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retiree Health Insurance Eligible?		N	N	N
What Percent does Town Pay?				
Retirement System Eligible?		N	N	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.		N
Union Employees (Y or N)		N	N	N

TOWN OF GREENFIELD **FRCOG W&S Survey FY2018**

LIBRARY	Trustee	Director	Assistant Director
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	5	1	1
Annual Salary if paid by salary		\$68,059	\$55,567
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		Y	Y
Personal		Y	Y
Longevity		Y	Y
Other		Y	Y
Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		80%	80%
Retiree Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		80%	80%
Retirement System Eligible?		Y	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp	
Union Employees (Y or N)		N	Y

TOWN OF HEATH **FRCOG W&S Survey FY2018**

LIBRARY	Trustees	At Year 5+ Basic EMT	Assistants
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		\$20.09	\$14.28
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

Library, Continued

TOWN OF LEVERETT **FRCOG W&S Survey FY2018**

LIBRARY	Director	Assistant Director
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$38,133	
Hourly Rate if paid hourly		\$17.03
Hours per Week (average)	36	12
Date of Hire	2012	
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 **FRCOG W&S Survey FY2018**

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

No Information Provided for FY18

TOWN OF MONROE **FRCOG W&S Survey FY2018**

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	
Number of Members on Board	3	
Annual Salary if paid by salary		600
Hourly Rate if paid hourly		
Hours per Week (average)	2	
Date of Hire		
Benefit Eligibility (Y or N):	N	
Vacation	N	
Sick	N	
Dental	N	
Personal	N	
Longevity	N	
Other		
Health Insurance Eligible?	N	
What Percent does Town Pay?	N	
Retiree Health Insurance Eligible?	N	
What Percent does Town Pay?	N	
Retirement System Eligible?	N	
Other Benefits (ie. Deferred Comp, 401K)	N	
Union Employees (Y or N)		

Library, Continued

TOWN OF MONTAGUE **FRCOG W&S Survey FY2018**

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		\$64,658.00			
Hourly Rate if paid hourly			23.45	20.66	14.59-17.44
Hours per Week (average)		35	35	35	10 - 26
Date of Hire		2013	2014	2017	7/96 - 5/16
Benefit Eligibility (Y or N):	N	Y	Y	Y	N
Vacation	N	Y	Y	Y	N
Sick	N	Y	Y	Y	N
Dental					
Personal		Y	Y	Y	N
FRCOG W&S Survey FY18	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 **FRCOG W&S Survey FY2018**

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		\$18,890			
Hourly Rate if paid hourly			\$12.58	\$11.00	
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 **FRCOG W&S Survey FY2018**

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		\$61,931				
Hourly Rate if paid hourly			\$16.87	\$18.85	\$13.37	\$14.68
Hours per Week (average)		40	28	19	varies	
Date of Hire			2014	2002	2013	
Benefit Eligibility (Y or N):						
Vacation	N	Y	Y	N	N	N
Sick	N	Y	Y	N	N	N
Dental	N	Y	Y	N	N	N
Personal	N	Y	Y	N	N	N
Longevity	N	N	N	N	N	N
Other	N	Y	Y	N	N	N
Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		75%	75%			
Retiree Health Insurance Eligible?	N	Y	Y	N	N	N
What Percent does Town Pay?		50%	50%			
Retirement System Eligible?	N	Y	Y	N	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	Def. Comp.	Def. Comp.		N	N
Union Employees (Y or N)	N	N	N	N	N	N

TOWN OF ORANGE **FRCOG W&S Survey FY2018**

LIBRARY	Library Director	Children's Librarian	Library Tech
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	5
Annual Salary if paid by salary	\$58,604	\$43,567	
Hourly Rate if paid hourly			\$13.35
Hours per Week (average)	40	25	20
Date of Hire	2016	2016	
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	Y	Y	Y
Other	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?			
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?			
Retirement System Eligible?	Y	Y	Y
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y
Union Employees (Y or N)	N	N	Y

Library, Continued

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

TOWN OF ROWE **FRCOG W&S Survey FY2018**

LIBRARY	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	\$20.56	\$14.62	\$17.01
Hours per Week (average)		20	8 - 10 each	5-6
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 W&S Survey FY18

LIBRARY	Director
Elected or Appointed (E or A)	A
Number of Members on Board	6
Annual Salary if paid by salary	
Hourly Rate if paid hourly	\$22.25
Hours per Week (average)	14
Date of Hire	2014
Benefit Eligibility (Y or N):	
Vacation	N
Sick	N
Dental	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	
What Percent does Town Pay?	
Retirement System Eligible?	N
Other Benefits (ie. Deferred Comp, 401K)	
Union Employees (Y or N)	N

Library, Continued

TOWN OF SHUTESBURY FRCOG W&S Survey FY18

LIBRARY	Trustee	Director
Elected or Appointed (E or A)	E	A
Number of Members on Board	5	
Annual Salary if paid by salary	0	\$41,811
Hourly Rate if paid hourly		
Hours per Week (average)		40
Date of Hire		2007
Benefit Eligibility (Y or N):	N/A	
Vacation		Y
Sick		Y
Dental		Y
Personal		Y
Longevity		N
Other		Y
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 SUNDERLAND FRCOG W&S Survey FY2018

LIBRARY	Trustee	Director
Elected or Appointed (E or A)	E	A
Number of Members on Board	9	
Annual Salary if paid by salary	0	\$49,924
Hourly Rate if paid hourly		
Hours per Week (average)		35
Date of Hire		
Benefit Eligibility (Y or N):	N/A	
Vacation		Y
Sick		Y
Dental		Y
Personal		Y
Longevity		N
Other		Y
Health Insurance Eligible?		Y
What Percent does Town Pay?		55%
Retiree Health Insurance Eligible?		y
What Percent does Town Pay?		55%
Retirement System Eligible?		Y
Other Benefits (ie. Deferred Comp, 401K)		
Union Employees (Y or N)		N

TOWN OF WARWICK **FRCOG W&S Survey FY2018**

LIBRARY	Trustee	Librarian	Asst Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	3	1	
Annual Salary if paid by salary			
Hourly Rate if paid hourly		\$15.94	\$10.60
Hours per Week (average)		15	
Date of Hire		2014	
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	

Library, Continue

TOWN OF WENDELL **FRCOG W&S Survey FY2018**

LIBRARY	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		\$19.58	\$13.84
Hours per Week (average)	1/4	20	
Date of Hire		1987	varies
Benefit Eligibility (Y or N):	N	Y	N
Vacation		Y	
Sick		Y	
Dental			
Personal		Y	
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 WHATELY **FRCOG W&S Survey FY2018**

LIBRARY	Trustee	Librarian	Librarian Assistant	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		\$28,381.00		
Hourly Rate if paid hourly			\$15.38	\$14.87
Hours per Week (average)		22	15	3
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

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility (Y/N)

	Elected/Appointed	Sum of Fees	Annual Salary	Hourly Rate	Hours Per Week	Date of Hire	Vacation	Sick	Personal	Longevity	Health Ins. Eligible	Percent Town Pays	Dental Plan	Percent Town Pays	Retiree Health Ins.	Percent Town Pays	Retirement System	Other Benefits
Ashfield	A		\$32,378		30		Y	Y	Y	N	Y	65%			Y	50%	Y	N
Bernardston	E		\$15,400		15		N	N	N	N	Y	0%	Y	0%			Y	Fees
Buckland	E	\$1,500	\$34,937		30	1989	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	Y
Charlemont *	A		\$38,205	\$22.96	32	2010	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N
Colrain ♦	E		\$23,296		20		Y	Y	Y	N	Y	75%			Y	50%	Y	N
Colrain - Asst Twn Clerk	A			\$15.00	28	2015	N	N	N	N	Y	75%			Y	50%	Y	N
Conway	E		\$32,850		25	1979	N	N	N	N	Y	70%	Y	0%	Y	50%	Y	N
Deerfield	See Treasurer/Tax Collector																	
Erving	E		\$9,126		varies		N	N	N	N	N				N		N	N
Erving - Asst Clerk				\$20.84	4		N	N	N	N	N				N		N	N
Gill •	E		\$21,205		varies		N	N	N	N	Y	75%		0%	Y	75%	Y	Y
Greenfield	A		\$68,365		37.5	1990	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Greenfield - Asst Clerk	A		\$50,638		37.5	2014	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	E	\$300	\$8,755		8	2013	N	N	N	N	N				N		N	N
Heath	E		\$14,925		15	1999	N	N	N	N	N				N		N	N
Leverett ■	E		\$17,948		10	1997	Y	Y	Y	Y	Y	75%			Y	50%	Y	N
Leyden	E	\$200	\$6,190		6	2015	N	N	N	N	N							
Monroe	E	varies	2000		varies	1995	N	N	N	N	N						Y	
Montague	E		69,988		35	1997	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y
Montague - Asst. Clerk	A		38,875		35	2001	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y
New Salem	E	\$2,000	\$7,143		8		N	N	N	N	N		N		N		N	N
Northfield	E	\$2,605	\$35,955		33	2014	N	N	N	N	Y	75%	Y	0%	Y	50%	Y	
Orange	E		\$45,242		34	2000	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	N
Rowe	E		\$13,232		varies		N	N	N	N	N				N		N	N
Shelburne	E		\$21,632		20		N	N	N	N	Y	75%	Y	75%	Y	50%	Y	Fees
Shutesbury	E		\$23,514	\$7.00	20	2015	Y	Y	Y	Y	Y	75%			Y	50%	Y	N
Sunderland	E		\$42,047		30	1998	N	N	N	N	Y	55%	Y	0%	Y	55%	Y	
Warwick	E	\$600	\$6,247		5	2014	N	N	N	N	N				N	N	Y	Y
Wendell	E		\$12,000		8		N	N	N	N	N		N		N		N	
Whately	E		\$21,464		19	1999	N	N	N	N	N				N		Y	1000 cert

* Charlemont - combined hours represent role of Executive Secretary to the Select Board, see "BOS Asst" .

♦ Colrain - Assistant Town Clerk position. This individual also acts as Office 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 NURSE

FRCOG W&S Survey FY 2017

	Wage Information					Benefits Eligibility and % Paid by Employer/Town												
	Town Employ/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	N/A																	
Bernardston	N/A																	
Buckland •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Charlemont •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Colrain	N/A																	
Conway •	CPHS	\$8,000	\$32.06	varies	1997													
Deerfield •	CPHS	\$19,780	\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Erving	N/A																	
Gill •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Greenfield	Town Employee	\$32,145		20	2011	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	
Hawley •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Heath	Town Employee	\$9,942		8		N	N	N	N	N				N		N	N	
Leverett	N/A																	
Leyden •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Monroe •	CPHS		\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Montague ■	Town Employee	<i>Currently Vacant</i>					Y	Y	Y	Y				Y	80%	Y	Y	
New Salem	N/A																	
Northfield	N/A																	
Orange	N/A																	
Rowe	Town Employee		\$36.56	24	2007	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	N	
Shelburne •	CPHS	\$6,800	\$32.06	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y	
Shutesbury	N/A																	
Sunderland	N/A																	
Warwick	N/A																	
Wendell	N/A																	
Whately	N/A			7														

• Town Nurse contracted through FRCOG's Cooperative Public Health Service (CPHS) health district. Hours vary, but total 25 weekly. See BOH Assistant tab for FY18 program . assessment to towns for these services.

PARKS & RECREATION COMMISSION

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility

	<i>Elected/Appointed</i>	<i>Number of Members</i>	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Hours per week</i>	<i>Date of Hire</i>	<i>Benefits</i>	<i>Retirement</i>	<i>Other Benefits</i>
Ashfield	A	5	Volunteers						
Bernardston	E	5	Volunteers						
Buckland	E	5	Volunteers						
Charlemont	E	5	Volunteers						
Colrain	A	5	Volunteers						
Conway		5	Volunteers						
Deerfield	A	5	Volunteers						
Erving	E	5	\$874	each	varies		N	N	N
Gill	A	5	Volunteers						
Greenfield	A	8	Volunteers				N	N	N
Hawley	None								
Heath	A	5	Volunteers						
Leverett	A	5	Funded by Fees						
Leyden	A	5	Volunteers				N	N	N
Monroe	None								
Montague	E	3	Unpaid				N	N	N
New Salem	A	5	Volunteers				N	N	N
Northfield	E	5	0.00				N	N	N
Orange	None								
Rowe	E	3	Unpaid				N	N	N
Shelburne	E	5	Volunteers				N	N	N
Shutesbury	A	0	Volunteers				N	N	N
Sunderland*	A	1	\$8,882.16						
Warwick			All volunteer						
Wendell	A	3	\$600						
Whately	A	7	Unpaid						

PARKS & REC COMMISSION STAFF

FRCOG W&S Survey F

Wage Information

Benefits Eligibility

	<i>Title</i>	<i>Annual Salary</i>	<i>Hourly Rate</i>	<i>Hours per week</i>	<i>Date of Hire</i>	<i>Benefits</i>	<i>Retirement</i>	<i>Other Benefits</i>	<i>Union</i>
Bernardston	Instructor		\$14.00		Summer				
Bernardston	Director	\$3,000			Summer				
Bernardston	Co-Director	\$1,800			Summer				
Buckland	Supervisor	\$5,000		varies	Summer	N	N	N	N
Deerfield	Director		\$26.29	32+		Y	Y	Y	
Erving	Summer Park Director		\$15.00	40**	Summer				
Erving	Recreation Clerk		\$15.53	7hrs/wk	2014				
Greenfield	Director	\$64,710				Y	Y	Y	Y
Greenfield	Rec Program Supervisor	\$43,359				Y	Y	Y	Y
Greenfield	Summer Park Director			\$12.50	Summer	N	N	N	N
Montague	Swim Team Coach		\$11.00 - \$20.00	varies		N	N	N	N
Northfield	Program Director		\$17.25	varies	2011	N	N	N	N
Northfield	Summer Supervisor	\$5,005		varies	2006	N	N	N	N
Rowe	Program Director		\$15.26	varies	2017	N	N	N	N
Rowe	Park Manager	\$46,995		40	1999	Y	Y	Y	N
Rowe	Rangers		\$9.00	40**	Summer	N	N	N	N
Shelburne	Life Guards		\$11.00	25-40**	Summer	N	N	N	N
Shelburne	Recreation Director	\$2,915		varies		N	N	N	N

TOWN OF ASHFIELD FRCOG W&S Survey FY18

Police Department	Chief	Part-Time
Elected or Appointed (E or A)	A	A
Number of Members on Board		4
Annual Salary if paid by salary	\$58,827.00	
Hourly Rate if paid hourly		\$17.25
Hours per Week (average)	40	10
Hourly Rate Outside of Regular Duties	\$39.00	\$39.00
Date of Hire (staff only)		
Benefit Eligibility (Y or N):	Y	N
Vacation	Y	N
Sick	Y	N
Dental	Y	N
Personal	Y	N
Longevity	N	N
Other		
Health Insurance Eligible?	Y	N
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	0%
Retirement System Eligible?	Y	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	DC Emp. Pays	
Union Employees (Y or N)	N	

TOWN POLICE DEPARTMENT STAFF

TOWN OF BERNARDSTON FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Officers Full Time	Officers Part Time
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	1	10
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$32.45	\$26.33	\$20.35	\$17.46
Hours per Week (average)	40	40	varies	varies
Hourly Rate Outside of Regular Duties	\$40-60	\$40-60	\$40-60	\$40-60
Date of Hire (staff only)	2007	2005		
Benefit Eligibility (Y or N):	Y	Y	Y	Y
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	N
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	
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50	
Retirement System Eligible?	Y	Y	Y	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	N	N	N
Union Employees (Y or N)	N	N	N	N

TOWN OF BUCKLAND FRCOG W&S Survey FY18

Police Department	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	\$62,702	\$51,168	
Hourly Rate if paid hourly			\$17.57
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	1983	2013	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	
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 (Def'd Comp, 401K, Quinn Bill, etc.)			N
Union Employees (Y or N)	N	N	N

TOWN OF CHARLEMONT

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Part Time Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	3	14
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$17.69	\$17.12	\$16.56
Hours per Week (average)	varies	varies	varies
Hourly Rate Outside of Regular Duties	\$44.00	\$44.00	\$44.00
Date of Hire (staff only)	1999	1999	
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?	Y	Y	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	N	N
Union Employees (Y or N)	N	N	N

POLICE, Continued

TOWN OF COLRAIN

FRCOG W&S Survey FY18

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	\$22.00	\$17.00
Hours per Week (average)	15	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 (Def'd Comp, 401K, Quinn Bill, etc.)	N	N
Union Employees (Y or N)	N	N

TOWN OF CONWAY

FRCOG W&S Survey FY18

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of on-Call Officers		5
Annual Salary if paid by salary	\$68,669.91	
Hourly Rate if paid hourly		\$18.49
Hours per Week (average)	Full Time	5 to 20 hours
Hourly Rate Outside of Regular Duties		\$45.00
Date of Hire (staff only)		
Benefit Eligibility (Y or N):		
Vacation	Y	N
Sick	Y	N
Dental	Y	N
Personal	Y	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	70%	
Retiree Health Insurance Eligible?	Y	
What Percent does Town Pay?	50%	
Retirement System Eligible?	Y	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)		
Union Employees (Y or N)	N	N

TOWN OF DEERFIELD

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Patrolman/Detective	Patrolman	Clerk/Matron
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	1	1	1
Annual Salary if paid by salary	\$78,104.00				
Hourly Rate if paid hourly	\$37.55	\$28.24	19.23 - 25.05	\$19.23 - \$25.05	\$22.24
Hours per Week (average)	40	40	40	40	40
Hourly Rate Outside of Regular Duties	\$44.00	\$44.00	\$44.00	\$44.00	
Date of Hire (staff only)	2013	1981	Various	Various	2015
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Dental					
Personal	Y	Y	Y	Y	Y
Longevity	Y	Y	Y	Y	Y
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	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y	N

TOWN OF ERVING

FRCOG W&S Survey FY18

Police Department	Chief	Full Time	Reserve	Part Time
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	\$38.82	21.00-28.9		\$19.76
Hours per Week (average)	40	40		varies
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)		2006 - 2017		
Benefit Eligibility (Y or N):	Y	Y		N
Vacation	Y	Y		N
Sick	Y	Y		N
Dental	Y	Y		N
Personal	Y	Y		N
Longevity	Y	Y		N
Other	N	N		N
Health Insurance Eligible?	Y	Y		N
What Percent does Town Pay?	84%	84%		
Retiree Health Insurance Eligible?	Y	Y		N
What Percent does Town Pay?	77%	77%		
Retirement System Eligible?	Y	Y		N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Quinn Bill			N
Union Employees (Y or N)	N	N		N

POLICE, Continued

TOWN OF GILL

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Part Time Officers	Officer
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	6	
Annual Salary if paid by salary	\$72,000.00			
Hourly Rate if paid hourly		\$24.96 - \$30.37	\$17.11 - \$20.80	\$19.84 - \$20.13
Hours per Week (average)	40+	40+OT	P/T	40+OT
Hourly Rate Outside of Regular Duties		OT Rate		OT Rate
Date of Hire (staff only)	2017			
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		At Year 5+ Basic EMT		
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 (Def'd Comp, 401K, Quinn Bill, etc.)	Deferred Comp is voluntary for all not on it. Quinn not accepted.			
Union Employees (Y or N)	N	N	N	N

TOWN OF GREENFIELD

FRCOG W&S Survey FY18

Police Department	Chief	Lieutenant	Sergeant	Patrol
Elected or Appointed (E or A)				
Number of Members on Board				
Annual Salary if paid by salary	\$137,256	\$77,469 - 80,467	\$68,211 - \$70,872	\$49,275 - \$59,791
Hourly Rate if paid hourly				
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2013			
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other - Quinn	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%
Retirement System Eligible?	Y	Y	Y	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	Y	Y

POLICE, Continued

TOWN OF HAWLEY

FRCOG W&S Survey
FY18

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)	1
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 (Def'd Comp, 401K, Quinn Bill, etc.)	
Union Employees (Y or N)	

TOWN OF HEATH

FRCOG W&S Survey FY18

Police Department	Chief	Officer	Officer
Elected or Appointed (E or A)	A	A	A
Number of Members on Board			
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$23.26	\$16.53	
Hours per Week (average)	15	as needed	
Hourly Rate Outside of Regular Duties	\$40.00	\$40.00	
Date of Hire (staff only)	2017	2005	
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?	N	N	
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	N	
Union Employees (Y or N)	N	N	

TOWN OF LEVERETT

FRCOG W&S Survey FY18

Police Department	Chief	Patrolman	Full Time Officer/Sergeant
Elected or Appointed (E or A)	A	A	A
Number of Members	1	6	0
Annual Salary if paid by salary	\$65,280		\$0
Hourly Rate if paid hourly		\$17.78	\$17.78
Hours per Week (average)	40	varies	40
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	2017		
Benefit Eligibility (Y or N):	Y		
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 (Def'd Comp, 401K, Quinn Bill, etc.)			
Union Employees (Y or N)	N	Y	Y

POLICE, Continued

TOWN OF LEYDEN

FRCOG W&S Survey FY18

Police Department	
Elected or Appointed (E or A)	A
Number of Members on Board	7
Annual Salary if paid by salary	
Hourly Rate if paid hourly	
Hours per Week (average)	
Hourly Rate Outside of Regular Duties	
Date of Hire (staff only)	
Benefit Eligibility (Y or N): No for all	
Vacation	N
Sick	N
Dental	N
Personal	N
Longevity	N
Other	N
Health Insurance Eligible?	N
What Percent does Town Pay?	
Retiree Health Insurance Eligible?	N
What Percent does Town Pay?	
Retirement System Eligible?	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N
Union Employees (Y or N)	N

TOWN OF MONTAGUE

FRCOG W&S Survey FY18

Police Department	Chief	Sergeants	Detectives	Patrolman	Head Dispatcher	Dispatchers	Special Officers	Lieutenant
Elected or Appointed (E or A)	A	A	A	A	A	A	A	A
Number of Members on Board	1	4	3	8	1	(4 F/T)	7	1
Annual Salary if paid by salary	\$104, 272.80							
Hourly Rate if paid hourly		\$27.98-34.95	\$25.22 - 29.50	\$21.51- 27.22	\$23.10	17.37 - 18.71	14.50 - 17.00	35.13
Hours per Week (average)	40				40	varies	varies	40
Hourly Rate Outside of Regular Duties		\$31.00	\$31.00	\$31.00			\$31.00	
Date of Hire (staff only)	2004				2002			Jun-05
Benefit Eligibility (Y or N):								
Vacation	Y	Y	Y	Y	Y	Y (F/T)	N	Y
Sick	Y	Y	Y	Y	Y	Y	N	Y
Dental								
Personal	Y	Y	Y	Y	Y	Y	N	Y
Longevity	N	Y	Y	Y	Y	Y	N	Y
Other	Y	Y	Y	Y	Y	Y	N	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y (F/T)	N	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%		80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y (F/T)	N	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%	80%		80%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y (F/T)	N	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	Y	Y	Y	N	Y
Union Employees (Y or N)	N	Y	Y	Y	Y	Y (F/T)	N	Y

TOWN OF NEW SALEM

FRCOG W&S Survey FY18

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$27,143.55	
Hourly Rate if paid hourly (also C.P. Grant)		\$15.55-\$20.49
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 (Def'd Comp, 401K, Quinn Bill, etc.)	N	N
Union Employees (Y or N)	N	N

POLICE, Continued

TOWN OF NORTHFIELD

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Patrolmen	Reserve Officer	Secretary
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	VACANT	VACANT	10	2
Annual Salary if paid by salary	\$95,000.00				
Hourly Rate if paid hourly				\$17.00	16-13-18.85
Hours per Week (average)	40			varies	Varies
Hourly Rate Outside of Regular Duties	\$44.00			\$44.00	
Date of Hire (staff only)	2013				2003
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	N	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	N	N
Union Employees (Y or N)	N	Y	Y	N	N

TOWN OF ORANGE

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Patrolman	Administrative Assistant
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	8	1
Annual Salary if paid by salary	\$93,034	\$67,588	\$49,920	\$50,505
Hourly Rate if paid hourly				
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2016	2014		1986
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental	Y	Y	Y	Y
Personal	Y	Y	Y	Y
Longevity	Y	Y	Y	Y
Other - Quinn				
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?	70%	70%	70%	70%
Retirement System Eligible?	Y	Y	Y	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	Y
Union Employees (Y or N)	N	N	Y	N

TOWN OF ROWE **FRCOG W&S Survey FY18**

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 stipend	\$23,819.00	
Hourly Rate if paid hourly		\$21.23
Hours per Week (average)	10	
Hourly Rate Outside of Regular Duties		\$40.00
Date of Hire (staff only)	2014	
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 (Def'd Comp, 401K, Quinn Bill, etc.)	N	N
Union Employees (Y or N)	N	N

POLICE, Continued

TOWN OF SHELBURNE **FRCOG W&S Survey FY17**

Police Department	Chief	Sergeants	Patrolman	Reserve Officers
Elected or Appointed (E or A)	A	A		A
Number of Members on Board				
Annual Salary if paid by salary	\$73,978.00	\$55,186.00	\$46,800.00	
Hourly Rate if paid hourly		\$26.53	\$22.50	\$19.05
Hours per Week (average)	40	40	40	varies
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2017	2017	2017	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	
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	
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	N
Union Employees (Y or N)	N	N	N	N

TOWN OF SHUTESBURY **FRCOG W&S Survey FY18**

Police Department	Chief	Sergeant	Officer	Part-Time Officer	Officer
Elected or Appointed (E or A)	A				
Number of Members on Board					
Annual Salary if paid by salary	\$76,489.12	\$52,391.44	\$46,093.44		
Hourly Rate if paid hourly				\$18.62	\$18.62
Hours per Week (average)	40	40	40	8	8
Hourly Rate Outside of Regular Duties					
Date of Hire (staff only)	2007	2015	2014	2017	2016
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y		
Sick	Y	Y	Y		
Dental	Y	Y	Y		
Personal	Y	Y	Y		
Longevity	Y	Y	Y		
Other	Y	Y	Y		
Health Insurance Eligible?	Y	Y	Y		
What Percent does Town Pay?	75%	75%	75%		
Retiree Health Insurance Eligible?	Y	Y	Y		
What Percent does Town Pay?	25%	25%	25%		
Retirement System Eligible?	Y	Y	Y	N	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)					
Union Employees (Y or N)	Y	Y	Y	Y	Y

TOWN OF SUNDERLAND

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Officers	PT Officers
Elected or Appointed (E or A)	A	A	A	
Number of Members on Board	1	1	3	7
Annual Salary if paid by salary	\$72,000	\$53,414	\$20.57-28.17/hr	\$18.62-\$19.18
Hourly Rate if paid hourly		30.99		
Hours per Week (average)		40		
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2016			
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Dental	Y	Y	Y	
Personal	Y	Y	Y	
Longevity				
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	55%	55%	55%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	55%	55%	55%	
Retirement System Eligible?	Y	Y	Y	
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	N	N	
Union Employees (Y or N)	N	Y	Y	

TOWN OF WARWICK

FRCOG W&S Survey FY18

Police Department	Chief	Sergeant	Officers
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	6
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$18.44	\$16.77	\$15.25
Hours per Week (average)	18	5	15
Hourly Rate Outside of Regular Duties			??/Hr Detail Rate
Date of Hire (staff only)	2011	2011	
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 (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y
Union Employees (Y or N)	N	N	N

POLICE, Continued

TOWN OF WENDELL

FRCOG W&S Survey FY18

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of Members on Board		4
Annual Salary if paid by salary	\$12,500.00	
Hourly Rate if paid hourly		\$16.09
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 (Def'd Comp, 401K, Quinn Bill, etc.)		
Union Employees (Y or N)	N	N

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	\$65,178.00	\$51,750.00	
Hourly Rate if paid hourly			\$17.97
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties		\$16.39	
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 (100% employee-paid)	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 (Def'd Comp, 401K, Quinn Bill, etc.)		Quinn Bill	
Union Employees (Y or N)	N	N	N

POLICE, Continued

SELECTBOARD/ MAYOR

FRCOG W&S Survey FY2018

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	varies													
Bernardston	E	3	\$2,050	\$2,000		N	N	N	N	Y	0%	Y	0%	N		N	N	N
Buckland	E	3	\$2,000	\$2,000	10-15	N	N	N	N	N		N		N		N		N
Charlemont	E	3	\$2,664	\$2,664	varies	N	N	N	N	N				N		Y	N	N
Colrain	E	3	\$3,232	\$3,232	varies	N	N	N	N	N				N		N	N	N
Conway	E	3	\$1,800	\$1,800	varies	N	N	N	N	N				N		N	N	N
Deerfield	E	3	\$6,000	\$5,000	varies	N	N	N	N	N				N		N	N	N
Erving	E	3	\$3,833	\$3,833	varies	N	N	N	N	N		N		N		N	N	N
Gill	E	3	\$2,580	\$2,346		N	N	N	N	N				N		N	Y	N
Greenfield	E	Mayor	\$77,578			Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	N
Hawley	E	3	\$1,854	\$1,648	varies	N	N	N	N	N				N			N	N
Heath	E	3	\$1,500	\$1,000	varies	N	N	N	N	N				N		N	N	N
Leverett	E	3	\$1,050	\$1,000		N	N	N	N	N				N		Y	N	N
Leyden	E	3	\$1,600	\$1,300		N	N	N	N	N				N		Y	N	N
Monroe	E	3	\$1,000	\$1,000	varies	N	N	N	N	N								
Montague	E	3	\$2,040	\$2,040		N	N	N	N	N				N		Y	N	N
New Salem	E	3	\$1,913	\$1,554						N		N		N		N	N	N
Northfield	E	3	\$2,155	\$2,030		N	N	N	N	N		N		N		Y		N
Orange	E	3	\$0.00	\$0.00	varies	N	N	N	N	N		N		N		N	N	N
Rowe	E	3	\$1,976	\$1,976	varies	N	N	N	N	N				N		N	N	N
Shelburne	E	3	\$2,856	\$2,550	varies	N	N	N	N	N				N/A		Y		N
Shutesbury	E	3	\$2,378	\$2,378	varies	N	N	N	N	N				N/A		N		N
Sunderland	E	3	\$3,275	\$2,850	varies	N	N	N	N	N		N		N		Y	N	N
Warwick	E	3	\$400	\$400	varies	N	N	N	N	N				N		Y	Y	N
Wendell	E	3	\$3,200	\$3,200						N		N		N		N		
Whately	E	3	\$1,884	\$7		N	N	N	N	N				N		N		N

SELECTBOARD/ MAYORAL STAFF/ TOWN ADMIN

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility and % Paid by Employer/Town

	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	Town Administrator	A	\$62,424		40	2016	Y	Y	Y	N	Y	65%	Y	65%	Y	50%	Y	DC	N
Ashfield	Admin Assistant	A		\$17.26	8	2017	N	N	N	N	N								
Bernardston	Town Coordinator	A	\$52,964		32	2010	Y	Y	Y		Y	75%	Y	75%	Y	50%	Y	N	N
Buckland	Town Administrator	A	\$63,864		40	2007	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N
Buckland	Admin Assistant	A		\$19.20	40	2001	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N
Charlemont *	Town Administrator	A	\$56,168		42.5	2015													
Charlemont *	Exec Secretary	A	\$38,205	\$22.96	32	2001	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N	N
Colrain	Town Coordinator	A	\$62,240		40	2012	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N
Conway	Town Administrator	A	\$62,000		37.5	2013	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N
Conway	Admin Assistant	A		\$16.00	16	2016	N	N	N	N	N		N		N		Y	N	N
Deerfield^	Town Admin.	A	\$85,000			2017	Y	Y	Y	Y	Y	65%			Y	50%	Y	Y	N
Deerfield^	Exec Admin Asst	A	\$35,141	\$20.80	40	2017	Y	Y	Y	Y	Y	65%			Y	50%	Y	Y	N
Deerfield^	Admin Asst	A	\$43,493	\$22.24	40	2010	Y	Y	Y	Y	Y	65%	Y		Y	50%	Y	Y	N
Erving	Admin. Coordinator	A	\$67,600		40	2016	Y	Y	Y	Y	Y	84%	Y	flat amt	Y	77%	Y	Y	N
Gill	Admin. Assistant	A	\$58,968	\$28.08	40	2010	Y	Y	Y	Y	Y	75%	Y	0%	Y	75%	Y	Y	N
Greenfield	Executive Assistant	A	\$48,307		37.5	2017	Y	Y	Y		Y	80%	Y	0%	Y	80%	Y	Y	
Greenfield	Management Asst.	N/A																	
Hawley	Admin. Assistant	A		\$14.42	15	2016	N	N	N	N	N				N		N	N	N
Heath	Town Coordinator	A	\$51,451	\$28.27	35	2011	Y	Y	Y		Y	75%			N		Y	Y	N
Leverett	Executive Admin.	A	\$55,725		36	2003	Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N
Leverett	Clerk	A		\$19.79	10	1999	Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N
Leverett	Departmental Asst.	A		\$14.96	33		Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N
Leyden	Municipal Assistant	A	\$32,000		32	2011	Y	Y	Y	N	Y	75%			N				
Monroe	Admin Assistant	A	\$8,060	\$15.50	10	2001	N	N	N	N	Y	80%	N		N		Y		
Montague	Town Administrator	A	\$106,047		40+	2016	Y	Y	Y	N	Y	80%			Y	80%	Y	Y	N
Montague	Executive Asst.	A		\$7.00	30+	1997	Y	Y	Y	N	Y	80%			Y	80%	Y	Y	N
New Salem	Town Coordinator	A	\$25,003		20	2003	Y	Y	Y		Y	75%	Y	75%	Y	75%	Y	Y	N
Northfield	Town Administrator	A	\$92,000		40	2017	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	DC	N
Northfield	Town Secretary	A		\$22.90	40	2006	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	DC	N
Orange	Town Administrator	A	\$82,723		40	2012	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	N
Orange	Executive Assistant	A	\$48,672	\$23.40	40	1998	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y	N
Rowe	BOS Ex Secretary	A	\$45,946		35	2014	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	Y	N
Shelburne	Town Administrator	A	\$67,600		40	1989	Y	Y	Y	Y	Y	75%	Y	0%	Y	85%	Y	Y	N
Shutesbury	Town Administrator	A	\$56,315		40	2009	Y	Y	Y	N	Y	75%	N		Y	50%	Y	Y	N
Shutesbury	Admin Secretary	A	\$20,337	\$18.82	24	2015	Y	Y	Y	N	Y	75%	N	0%	Y	50%	Y		N
Sunderland	Town Administrator	A	\$71,000		40+	2015	Y	Y	Y	N	Y	55%	Y	0%	Y	55%	Y	Y	N
Sunderland	Admin Assistant	A	\$24,065	\$17.99	25	2000	Y	Y	Y	N	Y	55%	T	0%	Y	55%	Y		N
Warwick	Town Coordinator	A	\$42,408		30	2007	Y	Y	N	N	Y	75%			N		Y	N	N
Warwick	Town Secretary	A	\$2,670			2003	N	N	N	N	N				N		N	N	N
Wendell □	Town Coordinator	A	\$24,777		20	2003	Y	Y	Y		Y	75%			Y	75%	Y	Y	N
Whately	Town Administrator	A	\$64,575		40	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y		N
Whately	Admin Assistant	A		\$18.00	24	2010	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y		N

* Charlemont - Also serves as Town Clerk.

^ Deerfield - Town Administrator has contract. Exec. Assistant and Admin. Assistant serve Selectboard, Town Administrator, and provide other board and departmental support.

□ Wendell benefits paid through New Salem.

SENIOR CENTER STAFF *

FRCOG W&S Survey FY2018

	Wage Information							Benefits Eligibility and Percentages Paid by Employer/Town												
	# Towns Served	Title	Appointed/Contracted	Annual Salary/Contract	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 #		Director		\$30,538																
Bernardston		Director	A	\$35,195		64	2005	Y	Y	Y	N	Y	75%	Y	75%	Y	50%	Y	N	N
Buckland #		See Shelburne																		
Colrain		No Information Provided for FY18																		
Conway		No Information Provided for FY18																		
Deerfield ^	3	Director	A		\$21.96	30	2016	pro-rated	pro-rated	pro-rated	Y	Y	65%	Y	0%	Y	50%	FCRRS		N
		Activity Director	A		\$15.60	p/t varies		pro-rated	pro-rated	pro-rated	Y	Y	65%	Y	0%	Y	50%	FCRRS		N
		Outreach Coord.	A		\$13.00	12	2017	N	N	N		N		N	0%	N				N
Erving		Director	A		\$19.62	40	2015	Y	Y	Y	Y	Y	84%	Y	flat	Y	77%	Y	Y	N
Gill ■		Director	C	\$5,951																
		Outreach Coord.		\$7																
Greenfield		Director	A	\$60,406		37.5	1998	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	N
		Activity Director	A	\$46,126		37.5	2006	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y
		Outreach Coord.	A	\$35,382		37.5	2017	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y
Hawley ♣		Council on Aging; no Senior Center																		
Heath		Coordinator	A/C	\$250																
Leverett		No Information Provided for FY18																		
Leyden		No Information Provided for FY18																		
Monroe		No Information Provided for FY18																		
Montague	2	Director	A	\$29,032		17	2009													
New Salem		Volunteer																		
Northfield		Director	A		\$22.34	37.5	2013	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	DC	N
		Activity Director																		
		Outreach Coord.	A		\$16.54	12-15	2006	N	N	N	N	N		N		N		N	N	N
Orange		No Information Provided for FY18																		
Rowe		No Information Provided for FY18																		
Shelburne #	3	Director	A	\$54,392	\$26.15	40	2006	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	Y	N
		Activity Director	A	\$14,560	\$17.50	16	2013	N	N	N	N	N		N		N		N	N	N
		Outreach Coord.	A	\$33,696	\$20.25	32	2012	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	Y	N
Shutesbury		No Information Provided for FY18																		
Sunderland ^		No Information Provided for FY18																		
Warwick		No Information Provided for FY18																		
Wendell		No Information Provided for FY18																		
Whately ^		No Information Provided for FY18																		

Shelburne Falls Senior Center; serves Ashfield, Buckland and Shelburne

♣ Utilizes Charlemont

^ South County (Frontier) Senior Center; serves Deerfield, Sunderland, and Whately

■ Gill pays Montague for 20% of Council on Aging Director's salary, medicare, and longevity

SOLID WASTE

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility

	Titles	Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Full-Time Employees	Part-Time Employees	Oversight
Ashfield	Transfer Station Attendants		\$13.60	20		N	N	N	N	2	Highway
Bernardston	FCSWD & Transfer Station Attendants		\$11.17	20		Y	Y	N	N	2	Highway
Buckland	Transfer Station Attendant		\$14.93	19	2014	N	N	N	N	1	Highway
Charlemont	Transfer Station Supervisor		\$16.07	5	2010	N	N	N		1	Select Board
Charlemont	Transfer Station Attendant		\$14.00	9	2013					1	Select Board
Colrain	Transfer Station Attendant (MSW)		\$14.43	10		N	N	N	N		Highway
Colrain	Transfer Station Attendant (Recycling)		\$14.15	10		N	N	N	N		Highway
Conway	Transfer Station Attendants		\$13.58	12		N	N	N	N	5	BOH
Deerfield	Transfer Station Operator		\$17.33	8-16		N	N	N	N		Public Works
Deerfield ^	Transfer Station Attendants		\$16.61			N	N	N	N	2	
Erving	FCSWD Member	\$11,901			1989						
Gill	No transfer station/curbside pickup by independent contractor										BOH
Greenfield	Crew Chief	\$47,206	\$22.22	40		Y	Y	Y	1		DPW
Hawley	FCSWD and Town of Ashfield										
Heath	Transfer Station Attendant		\$14.58	14	2015	N	N	N	N	1	Highway
Leverett	Transfer Station Coordinator	\$7,940		8.5	2015	N	N	N			
Leverett	Transfer Station Supervisor		\$16.00	6		N	N	N			
Leverett	Transfer Station Attendant		\$14.71	6		N	N	N			
Leyden	No Information Provided for FY18										
Monroe	No transfer station/curbside pickup by DPW										
Montague	Landfill Attendant		\$14.59	14	2016	Y	Y	Y			Highway
New Salem	Transfer Station Attendant		\$15.65	8		N	N	N		1	BOH
Northfield	Transfer Station Attendants		\$16.50-18.00	2-12		N	N	N		5	BOH
Orange	RCTS Manager	\$45,925		40	1985	Y	Y	Y	1	1	DPW
Rowe *	Transfer Station Attendants		\$19.60	16	1998	N	N			2 *	BOH
Shelburne	Transfer Station Attendant	\$14,430	\$18.50	7	2017	N	N	N	0	0	Highway
Shutesbury	No transfer station/curbside pickup by town										
Sunderland	No transfer station/curbside pickup by independent contractor										
Warwick	Transfer Station Attendant		\$12.67	8	2010	N	N	N	0	1	BOH
Wendell	Transfer Station Attendant/Supervisor		\$14.35	14		N	N			2	Highway
Wendell	Transfer Station Assistant		\$13.84								
Whately	Transfer Station Attendants		\$15.64	16		N	Y	N		2	BOH

* Rowe - 2 Employees split 16 hrs/wk (8 hours each).

^ Deerfield - 2 employees

TREASURER

FRCOG W&S Survey FY2018

Wage Information

Benefits Eligibility and % Paid by Employer/Town

	Elected/Appointed	Annual Salary	Hours per week	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
Ashfield ♦	A	\$20,664	16	N	N	N	N	N							
Bernardston	E	\$21,161	19	N	N	N	N	N		N		N		Y	N
Buckland	See COLLECTOR - Combined position														
Charlemont ■	A	\$17,324	15	Y	Y	Y	N	Y	75%			N		Y	N
Colrain ■	A	\$19,110	15	Y	Y	Y	N	Y	75%			Y	50%	Y	N
Conway	See COLLECTOR - Combined position														
Deerfield	See COLLECTOR - Combined position														
Deerfield •	A	\$41,823	40	Y	Y	Y	N	Y	65%			Y	65%	Y	
Erving □	E	\$43,700	30	Y	Y	Y	N	Y	84%	Y	flat amt	Y	77%	Y	N
Gill ♣	E	\$21,534	19	N	N	N	N	Y	75%	Y	0%	Y		Y	DC
Greenfield	See COLLECTOR - Combined position														
Hawley **	A	26.40/hr	25	Y	Y	N	N	Y	75%			N		Y	N
Heath	A	\$11,785	11	N	N	N	N	N				N		N	N
Leverett #	A	\$18,562	15	Y	Y	Y	N	Y	75%			Y	50%	Y	N
Leyden	A	\$9,500	varies	N	N	N	N	N							
Monroe	A	\$14,000	varies	N	N	N	N	N						Y	
Montague	See COLLECTOR - Combined position														
New Salem	A	\$16,122	10	N	N	N	N	N		N		N		N	Cert. 1,000
Northfield	See COLLECTOR - Combined position														
Orange	A	\$47,418	40	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y
Rowe	E	\$20,722	varies	N	N	N	N	N				N		N	N
Shelburne	A	\$18,785	17	N	N	N	N	N		N		N		N	N
Shutesbury	A	\$27,264	22	Y	Y	Y	Y	Y	75%	N		Y	50%	Y	N
Sunderland	See COLLECTOR - Combined position														
Warwick	E	\$18,680	20	7	N	N	N	Y	75%			N		Y	Y
Wendell	E	\$17,000	16	N	N	N	N	N		N		N		N	
Whately	See COLLECTOR - Combined position														

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

• Deerfield - Assistant Treasurer position has been added.

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

** Hawley - Financial Administrator - also Accounting Officer and Asst to Assessors

□ Erving - Two positions: Assistant Treasurer at \$21.67 per hour for 25 hrs/wk. And Clerk at \$15.08 per hour for up to 10 hrs per week

♣ Gill - Treasurer enters payroll but contracts for paychecks & W2s. Treasurer is also tax collector.

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

TOWN OF ASHFIELD

FRCOG W&S Survey FY18

Waste Water Treatment Facility	Chief Operator	Assistant Operator	Assistant Operator
Elected or Appointed (E or A)	A	A	B
Number of Members on Board * 3 elected	3		
Annual Salary if paid by salary	\$52,724		
Hourly Rate if paid hourly		\$20.67	\$25.00
Hours per Week (average)	38	10	3
Date of Hire	2000		
Benefit Eligibility (Y or N):			
Vacation	Y	N	N
Sick	Y	N	N
Dental			
Personal	Y	N	N
Longevity	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)	Deferred Comp - Employees pay		
Union Employees (Y or N)	N	N	N

Waste Water Treatment

Including superintendent, how many regular full time employees? 0

How many regular part time employees? 2

* Sewer Commission - no compensation.

TOWN OF BUCKLAND

FRCOG W&S Survey FY18

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	\$55,453	\$43,258
Hourly Rate if paid hourly	\$26.66	\$20.80
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 - Overtime Stipend	\$1,500	\$1,000
Union Employees (Y or N)	N	N

superintendent, how many regular full time employees? 2

How many regular part time employees? 0

TOWN OF DEERFIELD

FRCOG W&S Survey FY18

Waste Water Treatment Facility	DPW 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			
Hourly Rate if paid hourly	\$37.55	\$28.60	\$19.23 - \$20.83
Hours per Week (average)	6-7	40+	40+
Date of Hire	2003	2007	2014 & 2016
Benefit Eligibility (Y or N):			
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
Personal	Y	Y	Y
Longevity	Y	Y	N
Other			
Health Insurance Eligible?	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 **FRCOG W&S Survey FY18**

Waste Water Treatment Facility	POTW Chief Operator	POTW Assistant Operator	POTW Operator
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	1	1	1
Annual Salary if paid by salary	\$62,525.00	\$46,634.00	\$37,607.00
Hourly Rate if paid hourly	\$30.06	\$22.42	\$18.08
Hours per Week (average)	40	40	40
Date of Hire	2004	2010	2017
Y		Y	Y
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental	Y	Y	Y
Personal	Y	Y	Y
Longevity	Y	Y	Y
Other - Clothing \$200 each	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	84%	84%	84%
Retiree Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	77%	77%	77%
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? 2 3
 How many regular part time employees? 0

Waste Water Treatment, Continued

TOWN OF GREENFIELD **FRCOG W&S Survey FY18**

Waste Water Treatment Facility	Water Facilities Superintendent	Operations Supervisor
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$75,583	\$64,866
Hourly Rate if paid hourly		
Hours per Week (average)	37.5	37.5
Date of Hire	1996	2003
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Dental	Y	Y
Personal	Y	Y
Longevity	Y	Y
Other		
Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	80%	80%
Retiree Health Insurance Eligible?	Y	Y
What Percent does Town Pay?	80%	80%
Retirement System Eligible?	Y	Y
Other Benefits (ie. Deferred Comp. 401K)	Y	Y
Union Employees (Y or N)	Y	Y

Including superintendent, how many regular full time employees? 14
 How many regular part time employees? 0

TOWN OF MONTAGUE **FRCOG W&S Survey FY18**

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	\$87,642.00		
Hourly Rate if paid hourly		17.20-24.64	\$24.22
Hours per Week (average)	40	40	40
Date of Hire	2016	2001	1987
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 **FRCOG W&S Survey FY18**

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	\$30.46	17.59-22.40
Hours per Week (average)	40	varies
Date of Hire	2012	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

Waste Water Treatment, continued

TOWN OF ORANGE **FRCOG W&S Survey FY18**

Waste Water Treatment Facility	Chief Operator	Operator
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	2
Annual Salary if paid by salary	\$59,975	
Hourly Rate if paid hourly		\$19.85/\$23.89
Hours per Week (average)	40	40
Date of Hire	1983	2007/1982
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Dental	Y	Y
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	Y

Including superintendent, how many regular full time employees? 3
 How many regular part time employees? 0

WATER DISTRICTS

FRCOG Wage & Salary Survey FY18

	Wage Information					Benefits Eligibility (Y/N)					
	# of Members	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union	F/T Employees	P/T Employees
Ashfield	<i>Water district is not a town department</i>										
Bernardston	<i>Water district is not a town department</i>										
Buckland	<i>Water district is not a town department</i>										
Charlemont	N/A										
Colrain	<i>Water district is not a town department</i>										
Conway	N/A										
Deerfield	<i>Water district is not a town department</i>										
Erving	Operator	\$7,654				N	N	N	N		
	Back-up Op	\$4,888									
	Meter Reader	\$1,225									
	Collector	\$1,835									
	Collector		18.43	varies		N	N	N	N		
	Accountant	\$662									
	3 Commissioners	\$828	total for 3								
	Treasurer	\$1,699									
Gill	<i>Water District is not a town department</i>										
Greenfield*	8		\$17.42 - \$20.44	40		Y	Y	Y	Y	5	0
Hawley	N/A										
Heath	N/A										
Leverett	N/A										
Leyden	N/A										
Monroe	<i>Water District is not a town department</i>										
Montague	<i>Water District is not a town department</i>										
New Salem	N/A										
Northfield	<i>Water district is not a town department</i>										
Orange	Superintendent	\$73,588		40	2015	Y	Y	Y	N	3	0
Rowe	N/A			7							
Shelburne	<i>Water district is not a town department</i>										
Shutesbury	N/A										
Sunderland	<i>Water district is not a town department</i>										
Warwick	N/A										
Wendell	N/A										
Whately Water Department	3 Commissioners	\$741									
	Superintendent	\$25,511	24.53	20	2015	Y	Y				1