



Franklin County Municipal Wage and Salary Survey

FY2023

ACCOUNTANT

FRCOG W&S Survey FY2023

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 •	FRCOG	\$31,792		8													
Bernardston •	FRCOG	\$31,792		8													
Buckland •	FRCOG	\$31,792		8	2005												
Charlemont ▲	Y	\$33,000			2019												
Colrain ▲	Y	\$21,949	NA	NA	2018	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Conway •	FRCOG	\$31,792		8	2011												
Deerfield	Y	\$ 74,426	\$44.73	32	2013	Y	Y	Y		Y	65%	Y	0%	Y	50%	Y	\$1000 Cert
Erving	Y	\$29,967		12	2004	N	N	N	N	N				N		Y	N
Gill •	FRCOG	\$31,792		8	2009												
Greenfield	Y	\$83,883	\$43.02	37.5	2017	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	<i>No Town Accountant Position</i>																
Heath	Y	\$21,000		8	2019	N	N	N	N	N		N		N		N	N
Leverett •	FRCOG	\$31,792		8	2012												
Leyden	Y	\$12,730		8		N	N	N	N	N							
Monroe †	N	see treasurer					Y		Y	Y							
Montague	N	\$78,423		35	1999	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y
New Salem •	FRCOG	\$27,911		7	2005												
Northfield	Y	\$36,890			2020												
Assistant	N	\$20,492		20	2020	Y	Y	Y		Y	75%	Y	0%	Y	50%	Y	Y
Orange	N	\$76,500		40	2022	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y
Clerk*	N	\$14,718	\$19.52	14.5	2002	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Rowe †	Y	\$45,483		24	2020	Y	Y	Y	Y	Y	85%	Y	85%	Y	85%	N	Y
Shelburne •	FRCOG	\$27,911		7	2005												
Shutesbury	N	\$21,502		15	2008	N	N	N	Y	N							N
Sunderland •	FRCOG	\$58,203		15		N	N	N	N	N		N		N			
Warwick	Y	\$58,000			2020	N	N	N	N	N				N		N	N
Wendell •	FRCOG	\$27,911		7	2005												
Whately •	FRCOG	\$27,911		7	2005												

• FRCOG Town Accounting. Contract amounts are the FY23 assessments for accounting services plus software and network maintenance. FY23 hourly wage range is \$24.38 to \$35.04, depending on duties, experience, and program management responsibilities. Amounts listed are all-inclusive of salaries and all other program expenses. Benefits vary based on hrs worked and are offered as required by law & in accordance w/ FRCOG personnel policy. ▲ Hill-Town Accounting Svcs. †Rowe shares services w/ Monroe. Salary & hrs are Rowe's portion. *Accountant Asst/Collector Clerk = 1 person

ANIMAL CONTROL

FRCOG W&S Survey FY2023

	Animal Control (+ Dog) Officer						Quarantine & Barn Inspector				
	Elect'd/Appoint'd	Sheriff/Reg. Control	Annual Salary	Hours per week	Benefits	Retirement	Elect'd/Appoint'd	Annual Salary	Hours per week	Benefits	Retirement
Ashfield	A		\$3,845	varies	N	A	A	\$810	N	N	N
Bernardston ■		RC	\$6,000								
Buckland ■		RC	\$6,101	varies	Y	Y	A	\$600	varies	N	N
Charlemont ■	A		\$4,552	varies	N	N	A	\$1,054	varies	N	N
Colrain ■			<i>No Information Provided for FY23</i>								
Conway	A		\$2,100	varies	N	N	A	\$2,200	varies	N	N
Deerfield *	A	shared	<i>No Information Provided for FY21, FY22, FY23</i>								
Erving	A		\$8,820	varies	N	N	A	\$0		N	N
Gill ■		RC	\$5,394	varies	Y	Y	A	\$1,008		N	N
Greenfield*	A	shared	\$54,245	37.5	Y	Y					
Hawley	A		\$500	varies	N	N	A	\$500	varies	N	N
Heath ■		RC	<i>No Information Provided for FY23</i>								
Leverett			\$1,442				A	\$100		N	N
Leyden ■		RC	<i>No Information Provided for FY22 or FY23</i>								
Monroe ■		RC	\$2,632	varies	Y	Y					
Montague*	A	shared	<i>No Information Provided for FY22 or FY23</i>								
New Salem ■		RC	\$3,187	varies	Y	Y					
Northfield ■		RC	\$9,975	varies	Y	Y	A	\$2,415		N	N
Assistant		shared	\$30,000	varies	N	N					
Rowe	A		\$1,557	varies	N	N	A	\$0		N	N
Shelburne ■		RC	\$3,761	varies	Y	Y	A	\$906	varies	N	N
Shutesbury	A		<i>No Information Provided for FY23</i>								
Sunderland	A		\$4,180	varies		N	A	\$100	varies	N	N
Warwick Δ	A		\$3,632	varies	N	N		\$506			
Wendell *	A		\$0	varies	N	N	A	\$1,500	varies	N	N
Whately	A		\$2,465	varies	7	N	A	\$436		N	N

* Officer shared by 3 towns Deerfield, Montague, & Greenfield. ♦ Orange and Athol share a Dog Officer ■ Member of the Franklin County Regional Animal Control.

Δ All 3 positions covered by same person; town is member of Sheriff's Kennel Program. That \$700 cost included here.

ASSESSORS

FRCOG W&S Survey FY2023

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	varies	N	N	N	N	N	N/A	N	N/A	N	N/A	N	N	N
Bernardston	E	3	\$1,050	\$1,000		N	N	N	N	N	0%	N	0%	N		N	N	N
Buckland	E	3	\$1,500	\$1,200		N	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	\$3,447	\$3,447		N	N	N	N	N				N		N	N	N
Conway	E	3	\$1,600	\$1,600	varies	N	N	N	N	N				N		N	N	N
Deerfield*	E	3	\$4,000	\$3,500		N	N	N	N	N		N		N		N	N	N
Erving	E	3	\$3,956	\$3,881	2-3 hrs	N	N	N	N	N				N		N	N	N
Gill	E	3	\$3,374	\$3,067		N	N	N	N	N				N		N	N	N
Greenfield	E	2	\$3,000	\$2,400	N	N	N	N	N	N	0	N	0	N	N	N	Y	N
Hawley	E	3	\$1,380	\$1,175	varies	N	N	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	N
Leverett	E	3		\$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	A	1	\$3,450	N/A	varies	N	N	N	N	N		N						
Montague	E	3	\$1,765	\$1,605	2-4	N	N	N	N	N		N		N		Y	N	N
New Salem	E	3	\$1,982	\$1,586	4	N	N	N	N	N		N		N		N	N	N
Northfield	E	3	\$2,222	\$2,173		N	N	N	N	N		N		N		N	N	N
Assistant	E	3	\$55,000	\$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	N
Shelburne	E	3	\$1,656	\$1,397		N	N	N	N	N				N		Y	N/A	N
Shutesbury	E	3	\$2,207	\$2,207		N	N	N	N	N				N		Y	N/A	N
Sunderland	E	3	\$4,492	\$4,492	3	N	N	N	N	N				N		N	N	N
Warwick	E	3	\$500	\$500	varies	N	N	N	N	N				N		N	N	N
Wendell	E	3	\$2,500	\$3,500	varies	N	N	N	N	N				N		N		N
Whately	E	3	\$2,117	\$1,943		N	N	N	N	N				N		N		N

* Deerfield Assessors receive additional pay from Districts ♦ Outsourced: Regional Resource Group

ASSESSORS STAFF

FRCOG W&S Survey FY2023

Wage Information				Benefits Eligibility and Percentages Paid by Employer/Town																
	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'nt Syst.	Other Benefits	Union Y/N	
Ashfield	Assistant Assessor	A		\$22.00	19	2020	N	N	N	N	N	N/A	N	N/A	N	N/A	N	N	N	N
Bernardston	Assistant Assessor	A	\$38,996		28	2003	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y			N
Buckland	Dir of Assessing	A	\$29,466	\$28.22	20	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y		N
	Assessor Clerk	A	\$3,312	\$16.56	8		Y	Y	Y	N	N		N							N
Charlemont *	Assessor Sec'try	A	\$42,954	\$20.65	40	2010	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y			N
Colrain	Director of Assessing	A	\$44,188		28	2003	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y			N
Conway	Assessor Clerk***	A		\$18.03	10	2021	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y			N
	Admin. Assistant	A	\$37,565		20	2003	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y			N
Deerfield^	Assessors Clerk	A	\$68,245	\$32.81	40	1998	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	Y		N
Erving	Principal Assessor	A		\$31.24	25	1999	Y	Y	Y	Y	Y	84%	Y	Flat	Y	77%	Y	Y		N
Gill	Assessor Clerk	A		\$22.63	30	2021	Y	Y	Y	N	Y	75%	Y	0%	Y	75%	Y			N
Greenfield	Chief Assessor	A	\$79,107	\$40.57	37.5	2022	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y		Y
Hawley **	Assessors Clerk	A		\$29.12	10	2000	Y	Y	Y	N	Y	75	N		Y	50%	Y			N
Heath	Director of Assessing	A	\$17,436	\$33.53	10	2007	N	N	N	N	N		N		N		N	N		N
Leverett	None																			
Leyden	Assessors Clerk	A		\$30.00	6		N	N	N	N	N									
Monroe	None																			
Montague	Dir. of Assessing	A	\$78,423		35+	2015	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y		Y
	Assistant	A		\$20.25	35	2021	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y		Y
	Assessor Clerk	A		\$20.75	35	vacant	Y	Y	Y	Y	Y	80%			Y	80%	Y	Y		Y
New Salem***	Assistant Assessor	A			12	2022	N	N	N	N	N		N							
Northfield	Assessor Clerk	A	\$44,555		33	2012	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y		DC	N
Orange	Assessor Clerk	A	\$40,000	\$20.71	40	2022	Y	Y	N	N	Y	70%	Y	0%	Y	70%	Y	Y		N
Rowe	Assistant Assessor	A	\$12,480	\$24.00	10	2020	Y	Y	Y	N	Y	85%	Y	85	Y	85%	Y	Y		N
Shelburne	Assistant Assessor	A	\$23,500		11	2022	Y	Y	Y	Y	Y	75%			Y	50%	Y	Y		N
	Admin. Assessor	A	\$28,423	\$0.00	20		Y	Y	Y	Y	Y	75%			Y	50%	Y	Y		N
	Assessor Clerk	A	\$14,511	\$19.87	15		Y	Y	Y	Y	Y	75%			Y	50%	Y	Y		N
Sunderland	Admin Assistant	A	\$19,439	\$26.70	14	2013	N	N	N	N	N		N		N		Y			N
Warwick	Clerk	A	\$8,779		10	2002	N	N	N	N	N				N		N	N		N
Wendell***	Assistant Assessor	A	No Information Provided for FY22																	
Whately	Assistant Assessor	A	\$23,274	\$27.84	16	1993	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y			N

* Combined hrs w / Board Secretary. See also" BOH Asst." • Also assists Town Coord. ***Administrative activities have been contracted out to Regional Resource Group

^ Assessors' Admin. Assistant receives additional pay from Districts. ** Financial Admin. - also Accounting Officer/Treasurer

BOARD OF HEALTH

FRCOG W&S Survey FY2023

					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
Ashfield	A	3	CPHS (Nurse)	\$750	\$750	N	N	N	N	N
Bernardston ♦	E	3	CPHS (Nurse, Food Safety, Sanitation,)	\$1,200	\$1,000	N	N	N	N	N
Buckland	E	3	CPHS	\$550	\$400	N	N	N	N	N
Charlemont	E	3	CPHS	\$1,560	\$1,235	N	N		N	N
Colrain	A	5	CPHS	\$0	\$0	N	N		N	N
Conway	E	5	CPHS (Nurse, Food Safety, Sanitation,)	\$1,560	\$1,235	N	N		N	N
Deerfield	Selectboard		Valley Health .	<i>No Information Provided for FY22 or FY23</i>						
Erving	E	3	Eastern Franklin & CPHS (Nurse)	\$1,075	\$1,000	N	N	N	N	N
Gill	E	3	CPHS	\$1,522	\$1,393	N	N	N	N	N
Greenfield	A	3	Valley Health	<i>No information provided for FY22 or FY23</i>						
Hawley	Selectboard		CPHS	\$0	\$0					
Heath	A	5	CPHS	\$375	\$250	N	N		N	N
Leverett	E	5	Valley Health	\$400	\$200	N	N	N	Y	N
Leyden	E	3	CPHS	\$800	\$600	N	N	N	N	N
Monroe	Selectboard		CPHS	\$300	\$300					N
Montague	E	3	Valley Health	\$1,765	\$1,605				Y	
New Salem	E	3	North Quabbin	\$1,642	\$1,314		N	N	N	N
Northfield ♦	E	5	Eastern Franklin CPHS (Nurse)	\$606	\$606	N	N	N	N	N
Assistant	E	3	North Quabbin	<i>No information provided for FY22 or FY23</i>						
Rowe	E	3	CPHS	\$1,646	\$1,646	N	N	N	N	N
Shelburne	A	3	CPHS	\$483	\$483	N	N	N	N	N
Shutesbury	A	5	Eastern Franklin	\$0	\$0	N	N		N	
Sunderland	E	3	Valley Health	\$0	\$0	N	N	N	N	N
Warwick	E	3	North Quabbin	\$500	\$500	N	N		N	N
Wendell ♦	E	3	North Quabbin	\$1,180	\$1,180		N	N	N	
Whately	E	3	Foothills	\$1,006	\$833	N	N		N	

CPHS= Franklin County Cooperative Public Health Service ♦ Highway Department and Road Commissioners oversee Solid Waste.

BOARD OF HEALTH STAFF *

FRCOG W&S Survey FY2023

* See Separate sheet for Nursing wages and salaries

Wage Information							Benefits Eligibility and Percentages Paid by Employer/Town													
	Title	Appointed/Contracted	Annual Sal/Contract	Hourly Rate	Hours Per Week	Date Of Hire/Contract	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	CPHS Health Agents	C	\$17,934	see below	varies	2021	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	BOH Title 5 Agent		No information provided for FY22 or FY23																	
Buckland •	CPHS Health Agents	C	\$14,907	see below	varies	2010	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Charlemont •	CPHS Health Agents	C	\$14,907	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Bds Clerk (also Town)	A	\$15,600	\$16.00	varies	2021	N	N	N	N	N				N		N	N	N	N
Colrain	CPHS Health Agents	C	\$11,902	see below	varies	2020	Y	Y	Y	Y	Y		Y		Y			Y	Y	N
	Clerk	A		\$18.36	varies	2015	N	N	N	N	N						N	N	N	N
Conway*	Clerk	A		\$18.38	5	2021	Y	Y	Y	N	Y				Y		Y	Y	Y	N
	CPHS Health Agents	C	\$11,042	see below	varies	2021	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Deerfield □	VHC Health Agent	A	\$64,364	\$38.68	32	2021	Y	Y	Y	N	Y	65%	Y	0%	Y	50%	Y	N	N	N
Erving ■	EFHD Health Agent	A	\$30,412		varies		N	N	N	N	N				N		N	N	N	N
Gill •	CPHS Health Agents	C	\$12,270	see below	varies	2012	Y	Y	Y	Y	Y				Y		Y	Y	Y	N
	Clerk	A	No information provided for FY22 or FY23																	
Greenfield	Health Director	A	\$72,133	\$36.99	37.5	2021	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	Y	N
	VHC Health Agent	A	VACANT																	
	Clerk	A	VACANT																	
Hawley •	CPHS Health Agents	C	\$ 3,534	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Assistant	C	\$5,742	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Boards Clerk **	A	\$8,320	\$16.00	10	2022	N	N	N	N	N		N		N		N	N	N	N
Leverett ◊	VHC Health Agent	A		\$44.61	varies	2005	N	N	N	N	N				N		N	N	N	N
	Clerk	A		\$16.80	varies		Y	Y	Y	Y	Y				Y		Y	Y	Y	N
Leyden •	CPHS Health Agents	C	\$4,417	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Monroe •	CPHS Health Agents	C	\$2,208	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Montague	Health Director	A	VACANT		35+	2019	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y	N
	VHC Health Agent		No information provided for FY22 or FY23																	
	Clerk	A		\$22.58	35	2011	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y	Y
New Salem	NQ Health Agent		No information provided for FY22 or FY23																	
	Clerk			\$16.39	5		N	N	N	N	N		N		N		N	N	N	N
Northfield ■	EFHD Health Agent		\$12,998																	
	Clerk		\$3,682				N	N	N	N	N		N		N		N	N	N	N
Orange	NQ Health Agent	A	\$67,085	\$32.16	40	2020	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	Y	N
	Clerk	A	\$5,200		varies	2022	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	Y	Y
Rowe •	CPHS Health Agents	C	\$5,522	see below	varies	2012	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
	Clerk	A	\$12,480	\$24.00	10	2021	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	Y	Y	N
Shelburne •	Clerk	A	No information provided for FY22 or FY23																	
	CPHS Health Agents	C	\$12,243	see below		2019	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	N
Shutesbury■	Health Agent	C	No information provided for FY22 or FY23																	
	Clerk			\$20.47	varies		N	N	N	N	N		N		N		N	N	N	N
Sunderland	VHC Health Agent	A	\$12,687		varies	2006	N	N	N	N	N				N		N	N	N	N
	Clerk	A	\$6,728	\$28.75	4.5	2000	N	N	N	N	N				N		N	N	N	N
Warwick	NQ Health Agent		No information provided for FY22 or FY23																	
	Clerk	A	\$4,435	\$16.62	varies		N	N	N	N	N				N		N	N	N	N
Wendell	NQ Health Agent	A	\$7,000		varies		N	N	N	N	N		N		N		N	N	N	N
	Clerk	A		\$16.25	2		N	N	N	N	N		N		N		N	N	N	N
Whately ‡	FHD Health Director	A	No information provided for FY22 or FY23																	
Whately ‡	FHD Health Agent	A	No information provided for FY22 or FY23																	

• 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 agents' and nurse's annual salary, and all program expenses. Benefits are offered to staff as required by law and in accordance with the FRCOG personnel policy. FY23 CPHS Health Agent salaries: \$31.80/hr, \$35.64/hr. Program Mgr \$40.48/hr
 □ One full-time commissioner with no hours limit. ◊ In FY12, BOH clerk combined with departmental assistant job, making employee eligible for benefits. **New position. Clerk serves BoH, Planning Bd, ZBA and Conservation Commission.
 ■ Contract amount for Eastern Franklin Health District (EFHD) services. ‡ Contract amount for Foothills Health District (FHD) services. *Conway employee also Town Clerk and Assessor's Clerk

COLLECTOR of TAXES

FRCOG W&S Survey FY2023

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	\$54,626		40+	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N/A
Bernardston	E	\$21,717		10	N	N	N	N	Y	0%	Y	0%			Y	Fees
Buckland *	A	\$50,143	\$25.62	37.5	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N
Assistant	A	\$4,016	\$20.10	4	N	N	N	N								
Charlemont	A	\$23,145	\$29.68	15	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	N
Colrain *	A	\$63,630		40	Y	Y	Y	N	Y	75%			Y	50%	Y	N
Conway *	A	\$41,298		18	N	N	N	N	N				N		N	N
Assistant	A		\$23.49	18	N	N	N	N	N				N		N	N
Deerfield *	A	\$78,229	\$37.61	40	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	Cert 1000
	A	\$61,838	\$29.73	40	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	Cert 500
Erving	E	\$16,964		10	N	N	N	N	N	84%			N		Y	N
Gill ♣	E	\$28,008		20	N	N	N	N	Y	75%	Y	0%	Y	75%	Y	N
Greenfield *	A	\$82,552	\$42.07	38	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	A	\$6,674		5	N	N	N	N	N		N		N		Y	Fees
Heath	A	\$19,539	\$25.05	15	N	N	N	N	N		N		N		N	N
Leverett^	A	\$23,167		13	Y	Y	Y		Y	75%			Y	50%	Y	N
Leyden	A	\$12,730		10	N	N	N	N	N							
Monroe	A	\$7,200		varies	N	N	N	N	N				N		Y	
Assistant	E	\$75,009		35	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
New Salem	E	\$14,496		8	N	N	N	N	N		N		N		N	Fees 5,000
Northfield*	A	\$36,684		24	N	N	N	N	Y	75%	Y	0%	Y	50%	Y	Fees
Orange	A	\$51,500		40	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y
Clerk**	A	\$19,793	\$19.52	19.5	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	Y
Rowe*	A	\$15,080		varies	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	Y
Shelburne *	A	\$56,950		40	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	Y
Shutesbury	A	\$21,565		12-15	N	N	N	N	N		N		N		N	N
Sunderland *	A	\$56,674		34	Y	Y	Y	Y	Y	60%	Y	0%	Y	50%	Y	Y
Warwick	A	\$17,891		20	N	N	N	N	Y	75%	N	0%	N	0%	Y	Fees 4,500
Wendell	E	\$20,800		19	N	N	N	N	N		N		N		N	N
Whately*	A		\$29.36	20	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	\$1,000
Assistant	A		\$25.22	20	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	N

* Collector/Treasurer -- Same person holds two positions. † Also Exec. Assistant, Asst. Town Clerk, Asst. Treas. (total salary here) ♣ Includes \$713 Sewer Salary. No fees reflected.

**Accountant Assistant/Collector Clerk positions are held by the same person ^ Current employee holds two positions, so is eligible for benefits.

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		\$125	\$6,000		
Bernardston			\$8,000	as needed	2010
Buckland			\$15,000	as needed	
Charlemont		\$175	\$20,000	as needed	
Colrain		varies	\$10,000	as needed	
Conway		\$150	\$10,000	as needed	
Deerfield	<i>No Information Provided for FY21, FY22, or FY23</i>				
Erving		\$125	\$50,000	as needed	
Gill		\$125	\$5,000	as needed	1980
Greenfield		varies	\$195,000	varies	
Hawley		125		as needed	
Heath		\$210	\$20,000	as needed	
Leverett		\$125	\$6,000	as needed	2003
Leyden			5,000		
Monroe		\$125		as needed	
Montague - Legal	\$55,000		\$60,000		
Labor	\$20,000		\$38,000		
New Salem		\$225	\$12,000	as needed	2021
Assistant			\$40,000	varies	
Orange		\$125	\$54,000	varies	
Rowe		as needed	\$9,800	varies	2021
Shelburne		as needed	\$9,500		
Shutesbury		\$125	\$15,000	as needed	2006
Sunderland	<i>No Info Provided for FY22 or FY23</i>			as needed	appt'd yearly
Warwick	\$5,400	\$160	\$10,400	as needed	2014
Wendell			\$13,000	as needed	
Whately		\$155	\$16,000	as needed	

CUSTODIAN

FRCOG W&S Survey FY2023

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 #		\$21.64	4-6	2005	N	N	N	N	N/A	N	N/A	N	N/A	N	N
Bernardston**		\$17.23	40	2006	Y	Y	Y	Y	75%	Y	75%			Y	N
Buckland	\$3,981		4		N	N	N	N		N		N		N	N
Charlemont		\$17.88	4	2021	N	N	N	N				N		N	N
Colrain		\$17.15	7	2011	N	N	N	N				N		N	N
Conway		\$18.54	20	2001	Y	Y	Y	Y	70%	Y	0%	Y	50%	Y	N
Deerfield	<i>No Information Provided for FY21, FY22, or FY23</i>														
Erving ■		\$21.48	40	2017	Y	Y	Y	Y	84%	Y	Flat	Y	77%	Y	Y
Gill		\$14.36	4		N	N	N	N		N		N		N	N
Greenfield	\$44,283	\$20.94	40	2007	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Hawley		\$30.00	1												
Heath	\$35,580	\$22.72	30		Y	Y	Y	Y		Y	\$0	N		Y	N
Leverett Cust.		\$18.01	19	2012	N	N	N	N				N		N	N
Facilities M'ger	\$9,938		7	2022	N	N	N	N				N		N	N
Leyden		\$15.91	4		N	N	N	N	N/A	N	N/A	N	N/A	N	N
Monroe	N/A														
Montague		\$19.25	40	2022	Y	Y	Y	Y		Y	\$0	Y	\$1	Y	Y
New Salem		\$17.70	7	2008	N	N	N	N		N		N		N	N
Assistant		\$19.01	varies	2005	N	N	N	N		N		N		N	N
Orange	\$5,460	\$0.00	varies	2006	N	N	N	N		N		N		N	N
Rowe	\$13,260	\$17.00	15	2022	N	N	N	N		N		N		N	N
Shelburne		\$21.74	varies	2020	N	N	N	N		N		N		N	N
Shutesbury		\$18.16	10	2011	N	N	N	N				N		N	N
Sunderland	N/A														
Warwick	5,099	\$17.00	4	2019	N	N	N	N				N		N	N
Wendell		\$16.93	5	2020	N	N	N	N		N		N		N	N
Whately ◇		\$18.11	10	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 # Transfer station and building maintenance needs

ELECTIONS WORKERS

FRCOG W&S Survey FY2023

Wage Information

	<i>Constable/Warden</i>	<i>Hourly/Per job Rate</i>	<i>Annual Hours?</i>	<i>Registrar/Clerk</i>	<i>Hourly/Per job Rate</i>	<i>Annual Hours?</i>	<i>Election Worker</i>	<i>Hourly/Per job Rate</i>	<i>Annual Hours?</i>
Ashfield	3	\$14.50	varies	N	\$150/yr	varies	Y	\$13.50	varies
Bernardston	N	Min Wage		N			Y	Min Wage	varies
Buckland		\$15.00	varies		\$15.00	varies		\$15.00	varies
Charlemont	3	volunteer	varies	N			Y	\$9.00	varies
Colrain									
Conway	Warden	volunteer	varies	Y	300/yr	varies	Clerk	\$14.25	50-62
Deerfield	<i>No Information Provided for FY21, FY22, or FY23</i>								
Erving	N			N			Y	\$12.75	
Gill	Y	\$22/job	varies	Y	\$111/yr	varies	Y	\$14.25	varies
Greenfield	N			Y	\$14.25	as needed	Y	\$14.25	as needed
Hawley	Y	\$14.25	varies	Y	\$14.25	as needed	Y	14.25	as needed
Heath	Y	\$150/yr	varies				Y	\$180/yr	varies
Leverett	Y	\$18.97	varies	Y	\$14.71	as needed	Y	13.06	
Leyden	Y	Min wage		N			Y	\$14.25	
Monroe	Y	\$15.00	varies	Y	\$200/yr		Y	\$11.00	varies
Montague	Y	14.25-17.00	varies	3	\$500/yr		Y	\$13.50	
New Salem	Y	\$349/yr	varies	Y		varies	Y	\$15.00	varies
Northfield	Y	\$20.87		N			Y	\$14.82	
<i>Assistant</i>	Y	\$25/ea*	varies	N			Y	\$13.50	varies
Rowe	Y	\$15.00	varies	Y	\$100/yr.	varies	Y	\$15.00	varies
Shelburne	Y	\$15.00	10	Y	\$100/yr	8	Y	\$13-\$15	10 to 15
Shutesbury	Y	\$11.00	260	Y	\$11.00	260	Y	\$11.00	\$260
Sunderland	3	\$15.00	varies	3	\$15.00	varies	18	\$15.00	varies
Warwick	3	\$15.00	varies	N			17	\$10.00	varies
Wendell	Y	\$19.28	varies	N			Y	\$14.27	varies
Whately	Y	\$15.74	varies	Y	126/yr	varies	Y	\$14.98	varies

EMERGENCY MANAGEMENT DIRECTOR

FRCOG W&S Survey FY2023

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	\$1,850			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	N
Asst. EMD	A	\$750			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	\$3,000			Ap'ted yearly	N	N	N	N	N	0%	N	0%	N	
Charlemont		\$2,000													
Colrain	A	\$1,920			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	No Information Provided for FY21, FY22, or FY23														
Erving EMD ♦	A	\$3,078		varies	2003	N	N	N	N	N	0%	N	0%	N	N
Gill	A	\$2,851		varies	2005	N	N	N	N	N	0%	N		Y	N
Greenfield	Fire Chf	contract	\$57.08	40	1997	Y	Y	Y	N	Y	80%	Y	80	Y	Y
Hawley	A	\$1,050		varies	Ap'ted yearly	N	N	N	N	N		N		N	N
Heath	A	\$1,000		varies		N	N	N	N	N		N		N	N
Leverett	N		\$1,500			N	N	N	N	N	0%	N	0%	N	N
Leyden	N/A														
Monroe	A	None													
Montague	A	\$5,765			2016	N	N	N	N	N		N		N	N
New Salem		\$1,715													
Assistant		\$4,336				N	N	N	N	N	0%	N	0%	N	N
Asst. Director		\$1,759				N	N	N	N	N	0%	N	0%	N	N
Orange *	A	\$3,000		varies											
Rowe	A	\$3,864				N	N	N	N	N	0%	N	0%	N	N
Shelburne		\$1,631		varies		N	N	N	N	N	0%	N	0%	N	N
Shutesbury	Fire Chf			7		Y	Y	Y	Y	Y		Y		Y	Y
Sunderland	No Information Provided for FY22 or FY23														
Warwick	Volunt'r														
Wendell	A	\$3,000		varies	Ap'ted yearly	N	N	N	N	N	N	N	N	N	N
Whately						N	N	N	N	N	0%	N	0%	N	N

♦ Under the Fire Department

TOWN OF ASHFIELD

FRCOG W&S Survey FY23

Fire Department	Chief	Assistant Chief	Captain	Lieutenants (2)	Firefighters (15)
Annual Salary if paid by salary	\$67,741				
Hourly Rate if paid hourly		\$20.16	\$19.08	\$18.00	\$16.92
Hours per Week (average)	40+	varies	varies	varies	
Hourly Rate Other Than Base Pay for Training or Responding to Fire					
Date Hire (regular staff)	Jul-21				
Benefit Eligibility (Y or N):	Y	N	N	N	
Vacation	Y	N	N	N	N
Sick	Y	N	N	N	N
Dental	Y	N	N	N	
Personal	Y	N	N	N	N
Longevity	N	N	N	N	N
Other	N	N	N	N	
Health Insurance Eligible?	Y	N	N	N	N
What Percent does Town Pay?	70%	N/A	N/A	N/A	
Retiree Health Insurance Eligible?	Y	N	N	N	N
What Percent does Town Pay?	50%	N/A	N/A	N/A	
Retirement System Eligible?	Y	N	N	N	N
Other Benefits (Def. Comp, 401K)	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N

Assistant

TOWN OF BERNARDSTON

FRCOG W&S Survey FY23

Fire Department	Chief	Assistant Chief	Captain	Lieutenant	Firefighters	Clerk
Annual Salary if paid by salary	\$8,000.00	\$4,000.00	600 X 2	200 X 2	\$20.13	\$200
Hourly Rate if paid hourly						
Hours per Week (average)						
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$15.11 training; \$20.13 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?	N	N	N	N	N	N
What Percent does Town Pay?						
Retiree Health Insurance Eligible?	Y	N	N	N	N	N
What Percent does Town Pay?						
Retirement System Eligible?	Y	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

BUCKLAND FIRE DISTRICT

FRCOG W&S Survey FY23

Fire Department	Chief	All Others
Annual Salary if paid by salary	*Fire Dept is not a Town Department.	
Hourly Rate if paid hourly		
Hours per Week (average)		
Hourly Rate Other Than Base Pay		
Date Hire (regular staff)		
Benefit Eligibility (Y or N):		
Vacation		
Sick		
Dental		
Personal		
Longevity		
Other		
Health Insurance Eligible?		
What Percent does Town Pay?		
Retiree Health Insurance Eligible?		
What Percent does Town Pay?		
Retirement System Eligible?		
Other Benefits (Def'd Comp, 401K)		
Union Employees (Y or N)		

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

TOWN OF CHARLEMONT FRCOG W&S Survey FY23

Fire Department	Chief	Asst. Chief
Annual Salary if paid by salary	9,417.72	\$6,543.63
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

Fire, Continued

*asst chief salary being split by 2 captains

TOWN OF COLRAIN FRCOG W&S Survey FY23

Fire Department	Chief	Dep Chief	Captain	Lieutenant(3)	Firefighters
Annual Salary if paid salary (Stipend)	\$6,587	\$745	\$614	\$492	
Hourly Rate if paid hourly					\$18.37
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 FY23

Fire Department	Chief	Deputy Fire Chief	Deputy Forrest Warden	Firefighters (15)
Annual Salary if paid by salary	\$10,551.00	\$203.28	203.28	
Hourly Rate if paid hourly	\$29.14	\$16.36	\$16.36	\$16.36
Hours per Week (average)	varies	varies	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	N	N	N	N
Date Hire (regular staff)	N	N	N	N
Benefit Eligibility (Y or N):	N	N	N	N
Vacation	N	N	N	N
Sick	N	N	N	N
Dental	N	N	N	N
Personal	N	N	N	N
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?	N	N	N	N
Retiree Health Insurance Eligible?	N	N	N	N
What Percent does Town Pay?	N	N	N	N
Retirement System Eligible?	N	N	N	N
Other Benefits (Def'd Comp, 401K)	N	N	N	N
Union Employees (Y or N)	N	N	N	N
paid for calls and training hours	Y	Y	Y	Y

TOWN OF DEERFIELD **FRCOG W&S Survey FY23**

Old Deerfield Fire District	Chief	Deputy Chief	Lieutenant (2)	Captain	Call Fire Fighters (20)
Annual Salary if paid by salary					
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)		NO INFORMATION PROVIDED FOR FY21, FY22, or FY23			
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 (Def'd Comp,401K)					
Union Employees (Y or N)					

Fire, Continued

South Deerfield Fire District	Chief	* Full Time Fireman	Deputy Chiefs (2)	Lieutenant (2)	Captain (2)	Firefighters (29)
Annual Salary if paid by salary *						
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)		NO INFORMATION PROVIDED FOR FY21, FY22 or FY23				
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 (Def'd Comp,401K)						
Union Employees (Y or 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 FY23**

Fire Department	Chief	FT Firefighters	Call Firefighters
Annual Salary if paid by salary	\$77,799.00		
Hourly Rate if paid hourly		\$22.08-27.60	\$17.23-21.65
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

Fire, Continued

TOWN OF GILL

FRCOG W&S Survey FY23

Fire Department (On Call)	Chief	Deputy Chief & Captains	Lieutenants	Firefighters	Inspector
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$37.03	\$19.52-23.72	\$19.52-23.72	\$15.64-17.56	\$18.41
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	N	N	N	
Union Employees (Y or N)	N	N	N	N	

Fire, Continued

TOWN OF GREENFIELD

FRCOG W&S Survey FY23

Fire Department	Chief	Captain (Average of 6 employees)	Deputy Chief (0)	Lieutenant (Average of 6 employees)	(Average of 17 employees)
Annual Salary if paid by salary	118,718	\$88,057	N/A	\$80,210	\$63,201
Hourly Rate if paid hourly					
Hours per Week (average)	40	42	40	42	42
Hourly Rate Other Than Base Pay					
Date Hire (regular staff)	1997	Varied	N/A	Varied	Varied
Benefit Eligibility (Y or N):	Y	Y	Y	Y	Y
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y
Dental	Y	Y	Y	Y	Y
Longevity	Y	Y	N	Y	Y
Other	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%
Retirement System Eligible?	Y	Y	Y	Y	Y
Other Benefits (Def'd Comp, 401K)	Y	Y	Y	Y	Y
Union Employees (Y or N)	N	Y	N	Y	Y

TOWN OF HAWLEY

FRCOG W&S Survey FY23

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$2,575	
Hourly Rate if paid hourly		\$14.25/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 FY23**

Fire Department	Chief	Firefighters
Annual Salary if paid by salary	\$6,120	varies
Hourly Rate if paid hourly		
Hours per Week (average)	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire		
Date Hire (regular staff)		
Benefit Eligibility (Y or N):	N	N
Vacation		
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)		
Union Employees (Y or N)	N	N

Fire, Continued

TOWN OF LEVERETT **FRCOG W&S Survey FY23**

Fire Department	Chief	Deputy Chief	Captain (3)	Firefighters
Annual Salary if paid by salary	\$44,440	\$2,575	\$1,277	
Hourly Rate if paid hourly		\$19.75	\$19.75	\$19.75
Hours per Week (average)	25			
Hourly Rate Other Than Base Pay				
Date Hire (regular staff)	2021			
Benefit Eligibility (Y or N):	Y			
Vacation	Y			
Sick	Y			
Dental	Y			
Personal	Y			
Longevity	Y			
Other				
Health Insurance Eligible?	Y			
What Percent does Town Pay?	75			
Retiree Health Insurance Eligible?	N			
What Percent does Town Pay?	50			
Retirement System Eligible?	Y			
Other Benefits (Def'd Comp, 401K)	Y			
Union Employees (Y or N)	N	N	N	N

TOWN OF LEYDEN **FRCOG W&S Survey FY23**

Fire Department	Chief	Deputy Chief & Captains	Lieutenants	Firefighters	Inspector
Annual Salary if paid by salary	\$5,000		*pos.not filled		25/inspection
Hourly Rate if paid hourly				\$16	
Hours per Week (average)					
Hourly Rate Other Than Base Pay					
Date Hire (regular staff)					
Benefit Eligibility (Y or N): No for all	no	no	no	no	
Vacation					
Sick					
Dental					
Personal					
Longevity					
Other					
Health Insurance Eligible?	no	no	no	no	
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 MONROE W&S Survey FY23

Fire Department	
Annual Salary if paid by salary	\$250
Hourly Rate if paid hourly	
Hours per Week (average)	
Hourly Rate Other Than Base Pay	
Date Hire (regular staff)	n/a
Benefit Eligibility (Y or N):	
Vacation	N
Sick	N
Dental	N
Personal	N
Longevity	N
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 (Def'd Comp, 401K)	N
Union Employees (Y or N)	N

Fire, Continued

TOWN OF MONTAGUE FRCOG W&S Survey FY23

Turners Falls Fire District	Chief	Deputy Chief	Captain (4)	Firefighters (4)	Call Force (20)
Annual Salary if paid by salary	\$82,000	\$54,524	\$48,682	\$43,466	\$38,250
Hourly Rate if paid hourly		\$24.97	\$22.29	\$19.90	\$17.51
Hours per Week (average)	40		42	42	
Hourly Rate Other Than Base Pay					
Date Hire (regular staff)					
Benefit Eligibility (Y or N):	Y		Y	Y	N
Vacation	Y		Y	Y	N
Sick	Y		Y	Y	N
Dental					
Personal	Y		Y	Y	N
Longevity	N		N	N	N
Other	Incentive		Incentive	Incentive	N
Health Insurance Eligible?	Y		Y	Y	Y
What Percent does Town Pay?	80%		80%	80%	N
Retiree Health Insurance Eligible?	Y		Y	Y	
What Percent does Town Pay?	80%		80%	80%	N
Retirement System Eligible?	Y		Y	Y	N
Other Benefits (Def'd Comp, 401K)	Y		Y	Y	
Union Employees (Y or N)	N		Y	Y	N

Montague Center Fire Dept	(3) Prudent'l Commiss'r	Treasurer	Chief	Assistant Chief (2)	Captain (1)	Lieutenant (4)	F.ighters (20)	EMT only (3)
Ann'l Stipend for Command Job Lev.	\$1,200	\$1,400	\$5,550	\$2,050	\$1,050	\$900		
Ann'l Stipend for Staff Job Level			\$150	\$150	\$150	\$150	\$150	
Ann'l Stipend for Training Attendance (1 per month required)			\$200	\$200	\$200	\$200	\$200	\$200
Annual Stipend for Completion			\$150	\$150	\$150	\$150	\$150	\$150
Annual Stipend for Completion			\$150	\$150	\$150	\$150	\$150	
Annual Stipend for Response			\$100	\$100	\$100	\$100	\$100	
Annual Stipend for EMTA			\$210	\$210	\$210	\$210	\$210	\$210
Annual Stipend for Paramedic			\$310	\$310	\$310	\$310	\$310	\$310
Annual Stipend for Instructing			\$150	\$150	\$150	\$150	\$150	\$150
Ann'l Total if Eligible for all Stipends	\$1,200	\$1,400	\$6,970	\$2,470	\$2,470	\$2,320	\$1,420	\$670
Benefit Eligibility (Y or N):								
Vacation	N	N	N	N	N	N	N	N
Sick	N	N	N	N	N	N	N	N
Dental								
Personal	N	N	N	N	N	N	N	N
Longevity	N	N	N	N	N	N	N	N
Other	N	N	N	N	N	N	N	N
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	100%	100%	100%	100%	100%	100%	100%	100%
Retiree Health Insurance Eligible?	N	N	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N	N	N
Retirement System Eligible?	N	N	N	N	N	N	N	N
Other Benefits (Def'd Comp, 401K)	N	N	N	N	N	N	N	N
Union Employees (Y or N)	N	N	N	N	N	N	N	N

TOWN OF NEW SALEM

FRCOG W&S Survey FY23

Fire, Continued

Fire Department	Chief	Firefighters
Annual Salary if paid by salary - Stipend	\$29,781	
Hourly Rate if paid hourly		\$16.64-\$18.72
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 FY23

Fire Department	Chief	Assistant Chief	Firefighters	Captain	Lieutenant
Annual Salary if paid by salary	\$4,529	\$708		\$354	\$172
Hourly Rate if paid hourly			\$20.87		
Hours per Week (average)	varies	varies	varies	varies	varies
Hourly Rate Other Than Base Pay	\$23.38	\$21.94			
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 FY23

Fire Department	Chief	Deputy Chief	Captain Full Time	Call Captain	District Deputy	Call Lieut	Driver	Full Time Firefighters
Annual Salary if paid by salary	\$110,220		\$65,361					
Hourly Rate if paid hourly								\$20.53
Hours per Week (average)	50							40
Hourly Rate Other Than Base Pay								
Date Hire (regular staff)	1998		2014					2018
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					N
Other Paramedic Incentive								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 Deferred Comp, 401k	Y		Y					Y
Union Employees (Y or N)	N		Y					Y

TOWN OF ROWE **FRCOG W&S Survey FY23**

Fire Department	Chief	Deputy Chief	Captain	Lieutenant	First Responders	Firefight'rs (12)
Annual Salary if paid by stipend	\$10,824	\$0	\$0	\$0		
Hourly Rate if paid hourly		21.01			16.00/17.00	16.00/17.00
Hours per Week (average)	16	VARIABLE				
Hourly Rate Other Than Base Pay for Training or Responding to Fire	26.26	26.26			Training: 16.00-17.00 / Response: 20.00	Training: 16.00-17.00 / Response: 20.01
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	N	N	N	N	N	N
Personal	N	N	N	N	N	N
Longevity	N	N	N	N	N	N
Other	N	N	N	N	N	N
Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retiree Health Insurance Eligible?	N	N	N	N	N	N
What Percent does Town Pay?	N	N	N	N	N	N
Retirement System Eligible?	Y	Y	N	N	Y	Y
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 FY23**

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 FY23**

Fire Department	Chief	Assistant Chief	Captain	Lieutenant	EMT	Inter-mediate	Administrator
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 FY23

Fire Department	Chief	Assistant Chief	Deputy Chief	Lieutenant (2)	Engineers (1)	Fireman	Admin
Annual Salary if paid by salary	\$52,000.00	\$0.00	\$0.00		N/A		\$931.06
Hourly Rate if paid hourly				\$20.24		\$20.24	
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 FY23

Fire Department	Chief	Asst. Chief	PT Firefighter - 1	EMT Director	Fire Asst
Annual Salary if paid by salary	\$18,922	none	none	none	\$0
Hourly Rate if paid hourly	stipend		\$26.78		\$0
Fire Admin	28.01		17,480		
Hourly Rate Other Than Base Pay for Training or Responding to Fire	17		24		
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?	N	N	N		
What Percent does Town Pay?	0%	0%			
Retiree Health Insurance Eligible?	N	N	N		
What Percent does Town Pay?	0%	0%			
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 FY23

Fire Department	Chief	Deputy	Captain	Lieutenants (2)
Annual Salary if paid by salary *	\$100/ wk chief; \$12,200 divided among firefighters			
Hourly Rate if paid hourly				
Hours per Week (average)	4			
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

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

Fire, Continued

TOWN OF WENDELL

FRCOG W&S Survey FY23

Fire Department	Chief	Firefighters	EMT
Annual Salary if paid by salary	\$30,000		
Hourly Rate if paid hourly		\$18.73	\$21.11
Hours per Week (average)	20	4	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire			
Date Hire (regular staff)		varies	
Benefit Eligibility (Y or N):	Y	N	N
Vacation	Y		
Sick	Y		
Dental			
Personal	Y		
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	N	N
Other Benefits (Def'd Comp, 401K)	Y	N	N
Union Employees (Y or N)	N	N	N

Fire, Continued

TOWN OF WHATELY

FRCOG W&S Survey FY23

	Chief	EMT Direct'r	Firefighter	EMT's
Annual Salary if paid by salary	\$10,506.00	Member/South		Member/South
Hourly Rate if paid hourly		Cty EMS	\$17.99	Cty EMS
Hours per Week (average)	varies	varies	varies	varies
Hourly Rate Other Than Base Pay for Training or Responding to Fire	\$17.99			
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 FY23

Highway Department	Superintendent	Laborer	Tree Warden (Elected)
Number of Employees Holding this Position	1	4.5	1
Annual Salary if paid by salary	\$74,605		300
Hourly Rate if paid hourly		25.20-25.78	
Hours per Week (average)	40	40	Varies
Overtime in Addition to Salary?	N	Y	N
Date of Hire			
Benefit Eligibility (Y or N):			
Vacation	Y	Y	N
Sick	Y	Y	N
Dental	Y	Y	N
Personal	Y	Y	N
Longevity	N	N	N
Other	N	N	N
Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	70%	70%	N/A
Retiree Health Insurance Eligible?	Y	Y	N
What Percent does Town Pay?	50%	50%	N/A
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N
Assistant	N	N	N

HIGHWAY DEPARTMENT STAFF

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

TOWN OF BERNARDSTON

FRCOG W&S Survey FY23

Highway Department	Superintendent	Laborer	Laborer	Assistants	Tree Warden
Number of Employees Holding this Position	1	1	2		1
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$32.43	\$25.91	\$23.59	\$17.34	\$26.81
Hours per Week (average)	40	40	40	20	Varies
Overtime in Addition to Salary?	Y	Y	Y	Y	
Date of Hire	2020	2021	2021	2013	2006
Benefit Eligibility (Y or N):	Y	Y	Y	N	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					
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 FY23

Highway Department	Foreman	Operator Mechanic	Operator Laborer	Tree Warden
Number of Employees Holding this Position	1		3	1
Annual Salary if paid by salary	\$54,027.00		\$44,165.00	\$1,200.00
Hourly Rate if paid hourly	25.88		20.02-21.50	
Hours per Week (average)	40		40	
Overtime in Addition to Salary?	Y		Y	
Date of Hire	2020		2021-2022	2017
Benefit Eligibility (Y or N):	Y	Y	Y	N
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Dental - 0% Town	Y	Y	Y	
Personal	Y	Y	Y	
Longevity	Y	Y	Y	
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	Y	Y	Y	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? 0
 Are Sewer lines maintained by the Highway Department or another Department? Waste Water Treatment Department

TOWN OF CHARLEMONT		FRCOG W&S Survey FY23			
	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	\$30.50	\$26.04	\$23.29		
Hours per Week (average)	40	40	40		
Overtime in Addition to Salary?	Y	Y	Y		
Date of Hire	2022	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 FY23		
	Superintendent	Laborer/ Equipment Operator/ Mechanic	Laborer/ Equipment Operator	
Highway Department				
Number of Employees Holding this Position	1	1	2	
Annual Salary if paid by salary	\$72,000.00			
Hourly Rate if paid hourly	\$32.07	\$33.18	\$26.25	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	
Sick	Y	Y	Y	
Dental				
Personal	Y	Y	Y	
Longevity	N	N	N	
Other	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)	Y	Y	Y	
Union Employees (Y or N)	N	N	N	

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

How many part time employees? 1 (on-call as needed)

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

TOWN OF CONWAY		FRCOG W&S Survey FY23		
	Superintendent	Laborer/Equip Operator	Laborer	
Highway Department				
Number of Employees Holding this Position	1	2	2	
Annual Salary if paid by salary	\$71,671			
Hourly Rate if paid hourly		\$22.65	18.54-20.41	
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? 4

How many regular part time employees? NA

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

TOWN OF DEERFIELD

FRCOG W&S Survey FY23

Highway Department	Superintendent	Assistant Superintendent	Foreman	Equipment Operators	Equipment Operators	Equipment Operators	Admin Assistant
Number of Employees Holding this Position	1	1	1	2	2	1	1
Annual Salary if paid by salary	\$90,709	\$76,586					
Hourly Rate if paid hourly			\$29.98	\$26.73	\$25.44	\$22.48	\$22.48
Hours per Week (average)	40	40	40	40	40	40	15
Overtime in Addition to Salary?							
Date of Hire							
Benefit Eligibility (Y or N):							
Vacation							
Sick							
Dental							
Personal							
Date of Hire							
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)							

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 FY23

Highway Department	Working Foreman	Equip.Op Laborer	Build/Ground Laborer
Number of Employees Holding this Position	1	3	1
Annual Salary if paid by salary			
Hourly Rate if paid hourly	\$34.37	20.64-27.27	\$18.67
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire	5/12	2016 & 2021	2021
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 - Clothing \$250 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 the Superintendent, how many regular full time employee: 5

How many regular part time employees? 0

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

**Highway,
Continued**

TOWN OF GILL

FRCOG W&S Survey FY23

Highway Department	Superintendent	Working Foreman	Mechanic/Operator	Tree Warden
Number of Employees Holding this Position	1	0	2	1
Annual Salary if paid by salary				Elected, \$0
Hourly Rate if paid hourly	\$34.64	\$24.48-27.52	\$24.48-27.52	
Hours per Week (average)	40	40	40	
Overtime in Addition to Salary?		Y		
Date of Hire	2009		2018 & 2020	
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				
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 Dept:Riverside Sewer Dist. pump station that sends solid waste to Montague's Wastwater Treatment Facility.

TOWN OF GREENFIELD

FRCOG W&S Survey FY23

Highway Department	Director of Public Works	Deputy Director of Public Works	Operations Supervisor	Vehicle Supervisor
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary	\$106,087	\$83,430	\$74,293	\$79,744
Hourly Rate if paid hourly				
Hours per Week (average)	37.5	37.5	37.5	37.5
Overtime in Addition to Salary?	N	N	N	N
Date of Hire	2018	2019	2003	1989/1998
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	N	N	Y	Y
Other			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 (ie. Deferred Comp, 401K)	Y	Y	Y	Y
Union Employees (Y or N)	N	N	Y	Y

**Highway,
Continued**

Including the Superintendent, how many regular full time employees? 8 Highway, Traffic & Vehicle Maintenance
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? Sewer Division of DPW

TOWN OF HAWLEY

FRCOG W&S Survey FY23

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	\$26.76	\$22.08	\$20.90	-0-
Hours per Week (average)	40	40	30	
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 FY23

Highway Department	Supervisor	Mechanic	Skilled Laborer	Skilled Laborer
Number of Employees Holding this Position	1	1	1	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$30.00	\$25.00	\$22.72	\$21.01
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	Y	Y	Y	Y
Date of Hire				
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	Y
Sick	Y	Y	Y	Y
Dental	N	N	N	N
Personal	Y	Y	Y	Y
Longevity	N	N	N	N
Other				
FRCOG W&S Survey FY18				
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 lines.

TOWN OF LEVERETT

FRCOG W&S Survey FY23

Highway Department	Superintendent	Truckdriver 1	Truckdriver 2
Number of Employees Holding this Position	1	1	1
Annual Salary if paid by salary	\$69,171.00		
Hourly Rate if paid hourly		\$27.67	\$25.54
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire	2019	2019	2022
Benefit Eligibility (Y or N):	Y		
Vacation	Y	Y	Y
Sick	Y	Y	Y
Dental			
Personal	Y	Y	Y
Longevity			
Other			
Health Insurance Eligible?	Y	Y	Y
What Percent does Town Pay?	75%	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? 3
 How many regular part time employees? 0
 Are Sewer lines maintained by the Highway Department or another Department? No

**Highway,
Continued**

TOWN OF LEYDEN

FRCOG W&S Survey FY23

Highway Department	Superintendent	Foreman	PT as needed
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$72,100		
Hourly Rate if paid hourly		27.5	24.5
Hours per Week (average)	40	40	no regular
Overtime in Addition to Salary?	N	Y	Y
Date of Hire	2013	2020	
Benefit Eligibility (Y or 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?	75%	75%	N
Retiree Health Insurance Eligible?	N	N	N
What Percent does Town Pay?	0	0	N
Retirement System Eligible?	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)			N
Union Employees (Y or N)	N	N	N

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

TOWN OF MONROE

FRCOG W&S Survey FY23

Highway Department	Superintendent	Mechanic
Number of Employees Holding this Position	1	1
Annual Salary if paid by salary	\$53,281.00	\$48,756.00
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
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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 FY23**

Highway Department	Superintendent	Office Manager	Working Foreman	Truck Driver	Grounds Keeper	Building Maintenance	Shop Foreman
Number of Employees Holding this Position	1	1	1	5	3	2	1
Annual Salary if paid by salary	\$100,168.00						
Hourly Rate if paid hourly		\$2,693.00	\$30.15	\$19.26-23.70	19.26-25.83	\$19.26-23.70	\$26.28
Hours per Week (average)	40	40	40	40	40	40	40
Overtime in Addition to Salary?							
Date of Hire	2004	2021	2018	5/07 - 11/21	1/14 - 11/21	1/11 - 7/16	8/18
Benefit Eligibility (Y or N):							
Vacation	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y
Dental - self pay	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y
Longevity	N	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	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 FY23**

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	\$28.41	\$25.13	\$25.13
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	Y	Y	Y
Date of Hire	2019	2019	2019
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 FY23**

Highway Department	Superintendent	Maintenance	Driver/Laborer	Secretary
Number of Employees Holding this Position	1*	1	2	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$41.79	\$24.76	\$22.22-\$23.75	\$19.99
Hours per Week (average)	40	40	40	15
Overtime in Addition to Salary?	Y	Y	Y	
Date of Hire	2002	2021	varies	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	N	N	N	N
Other	Y	Y	Y	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 Benefits (ie. Deferred Comp, 401K)	Deferred Comp.	Deferred Comp.	Deferred Comp.	
Union Employees (Y or N)	N	N	N	N

Including the Superintendent, how many regular full time employee: 4
 How many regular part time employees? 1
 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 FY23**

Highway Department	Superintendent	Laboror/Driver	Foreman
Number of Employees Holding this Position	1	9	1
Annual Salary if paid by salary	\$83,136		
Hourly Rate if paid hourly		\$20.71	\$23.33
Hours per Week (average)	40	40	40
Overtime in Addition to Salary?	N	Y	Y
Date of Hire	2018	2018	2006
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?	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? 11
 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, but shifting to Sewer
 Parks are also maintained by the Highway Department.

TOWN OF ROWE **FRCOG W&S Survey FY23**

Highway Department	Superintendent	Assistant Superintendent	Heavy Equipment Operator
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$82,443.20		
Hourly Rate if paid hourly		\$30.52	\$28.69
Hours per Week (average)	40+	40+	40+
Overtime in Addition to Salary?	N	Y	Y
Date of Hire	1992	2016	2016, 2018
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 FY23**

Highway Department	Superintendent	Laborers
Number of Employees Holding this Position	1	4
Annual Salary if paid by salary	\$72,113.00	
Hourly Rate if paid hourly		\$20.50 - \$24.84
Hours per Week (average)	40+	40
Overtime in Addition to Salary?	N	Y
Date of Hire	1989	1999-2022
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 Dept or another Dept? No

TOWN OF SHUTESBURY **FRCOG W&S Survey FY23**

Highway Department	Superintendent	Laborer/Driver	Tree Warden
Number of Employees Holding this Position	1	2	1
Annual Salary if paid by salary	\$72,268.58		\$735.00
Hourly Rate if paid hourly		\$22.78	
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 FY23**

Highway Department	Superintendent	Laborer/Truck Driver	Tree Warden
Number of Employees Holding this Position	1	2	
Annual Salary if paid by salary	\$76,112	\$49,971	0
Hourly Rate if paid hourly	\$36.59		
Hours per Week (average)	40	40	
Overtime in Addition to Salary?	snow/ice	snow/ice	
Date of Hire	2009	2020/2021	
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?	60%	60%	
Retiree Health Insurance Eligible?	Y	Y	
What Percent does Town Pay?	50%	50%	
Retirement System Eligible?	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	
Union Employees (Y or N)	N	N	

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

How many regular part time employees?

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

TOWN OF WARWICK **FRCOG W&S Survey FY23**

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				
Hourly Rate if paid hourly	\$27.11	\$22.44	\$21.42	
Hours per Week (average)	40	40	40	40
Overtime in Addition to Salary?	*	1.5	1.5	1.5
Date of Hire	2012	2019	2020	
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? 3

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 FY23**

Highway Department	Superintendent	Asst. Super	Labor/Driver	Clerk	Driver
Number of Employees Holding this Position	1	1	1	1	1
Annual Salary if paid by salary					
Hourly Rate if paid hourly	\$28.17	\$23.34	\$21.34	\$16.25	\$21.34
Hours per Week (average)	40	40	40	2	40
Overtime in Addition to Salary?	Y	Y	Y	N	Y
Date of Hire	2022	2020	2022	2011	2020
Benefit Eligibility (Y or N):	Y	Y	Y	N	Y
Vacation	Y	Y	Y		Y
Sick	Y	Y	Y		Y
Dental	Y	Y	Y		Y
Personal	N	N	N		N
Longevity	N	N	N		N
Other					
Health Insurance Eligible?	Y	Y	Y	N	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)	Eligible	Eligible	Eligible		eligible
Union Employees (Y or N)	N	N	N		N

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

How many regular part time employees? 0

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

TOWN OF WHATELY **FRCOG W&S Survey FY23**

Highway Department	Superintendent	Senior Operator Laborer	Operator Laborer
Number of Employees Holding this Position	1	1	2
Annual Salary if paid by salary	\$77,592.13		
Hourly Rate if paid hourly		\$26.28	\$23.96
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

Highway, Continued

INSPECTION SERVICES

FRCOG W&S Survey FY2023

	Wage Information				Benefits Eligibility and % Paid by Employer/Town						
	<i>Building Insp. Salary</i>	<i>Plumb'g Insp. Salary</i>	<i>Wiring Insp. Salary</i>	<i>Gas Insp. Salary</i>	<i>Support Staff Salary</i>	<i>Contract or Salary</i>	<i>Health Insurance</i>	<i>Retirement</i>	<i>Other Benefits</i>	<i>Union</i>	
Ashfield •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Bernardston •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Buckland •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Charlemont •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Colrain ■	\$9,371	Rev Funds	Rev Funds	Rev Funds	Y		N	N	N	N	
Conway	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Deerfield	\$80,184	\$38/hr	\$38/hr	\$38/hr	Admin. Asst	\$46,758	Y	Y	N	N	
Erving •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Gill • □	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Greenfield •	\$69,248	FCCIP	FCCIP	FCCIP	Y	N/A	Y	Y	Y	Y	
Hawley •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,600	Y	Y	Y	N	
Heath •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,600	Y	Y	Y	N	
Leverett •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Leyden •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,600	Y	Y	Y	N	
Monroe	\$500						N	N	N	N	
Montague	\$67,277	\$35.00/Insp	\$35.00/Insp	\$35.00/Insp	Admin. Asst	\$23.14	Y	Y	Y	Y	
New Salem	\$11,175	Fees	Fees	Fees			N	N	N	N	
Northfield	\$32,285	Fees	Fees	Fees			N	N	N	N	
Assistant	\$76,500	Fees	\$29,197	Fees	Admin. Asst	\$35,293	Y	Y	Y	Y	
Rowe •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$4,600	Y	Y	Y	N	
Shelburne •	FCCIP	FCCIP	FCCIP	FCCIP	Y	\$7,600	Y	Y	Y	N	
Shutesbury #	FCCIP	Fees	Fees	Fees	Y	\$4,600					
Sunderland	\$27,300	Fees	Fees	Fees	Y		N	Y	N	N	
Warwick	\$9,400	Fees	Fees	Fees			N	N	N	N	
Wendell	\$18,000	Fees	Fees	Fees			N	N	N	N	
Whately •	FCCIP	FCCIP	FCCIP	700	Y	\$7,600	Y	Y	Y	N	

• Contracted through the FRCOG's Franklin County Cooperative Inspection Program (FCCIP). FCCIP contract amounts are the FY23 assessments for inspection services provided. FCCIP retains all permit fees. Inspectors' FY23 pay rates range between \$35.90 and \$54.83/hour, 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. # Shutesbury has own Plumbing & Wiring Inspectors. Building inspection is contracted through FCCIP.

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

TOWN OF ASHFIELD **FRCOG W&S Survey FY23**

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		\$31,492	
Hourly Rate if paid hourly			\$22.20-\$22.80
Hours per Week (average)		23	10-12
Date of Hire			
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%	N/A
Retiree Health Insurance Eligible?		Y	N
What Percent does Town Pay?		50%	N/A
Retirement System Eligible?		Y	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	N/A
Union Employees (Y or N)		N	N

Assistant

TOWN LIBRARY STAFF

TOWN OF BERNARDSTON

LIBRARY	Librarian	Assistant Librarian	Library Aides	Custodian	Substitutes	Trustees
Elected or Appointed (E or A)	A					
Number of Members on Board	12					
Annual Salary if paid by salary						
Hourly Rate if paid hourly	\$25.06	\$18.22	\$15.62	vacant	\$15.62	
Hours per Week (average)	28	10				
Date of Hire	2004					
Benefit Eligibility (Y or N):						
Vacation	Y					
Sick	Y					
Dental	Y	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 FY23**

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		\$21.19	\$16.48	\$15.00
Hours per Week (average)		20	6-Apr	varies
Date of Hire		2022		
Benefit Eligibility (Y or N):	N	Y	N	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 FY23**

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board	3	1
Annual Salary if paid by salary		\$15,694.06
Hourly Rate if paid hourly		
Hours per Week (average)		17
Date of Hire		2020
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 FY23**

LIBRARY	Trustee	Library director	Assistant Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6		
Annual Salary if paid by salary		\$38,104	
Hourly Rate if paid hourly			\$17.61
Hours per Week (average)		28	12
Date of Hire		2019	
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)		Y	Y
Union Employees (Y or N)	N	N	N

TOWN OF DEERFIELD **FRCOG W&S Survey FY2023**

LIBRARY	Library Director	Children's Librarian	Assistants 3-5
Elected or Appointed (E or A)	A		
Number of Members on Board			
Annual Salary if paid by salary	\$66,670.50		
Hourly Rate if paid hourly		\$25.85	\$14.25-\$22.48
Hours per Week (average)	37.5	25	2 - 18.5
Date of Hire	2018	2,022	varies
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?	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)	N	N	N
Union Employees (Y or N)	N	N	N

TOWN OF ERVING		FRCOG W&S Survey FY2023		
LIBRARY	Library Director	Asst. Librarian	Asst. Librarian	Trustee
Elected or Appointed (E or A)	A	A	A	E
Number of Members on Board				3
Annual Salary if paid by salary	\$62,703			\$1,000
Hourly Rate if paid hourly		\$21.90	\$21.48	
Hours per Week (average)		28	28	0
Date of Hire	2022	2012	2018	
Benefit Eligibility (Y or N):	Y	Y	Y	N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	Y	Y	Y	N
Other	N	N	N	N
Health Insurance Eligible?	y	y	y	N
What Percent does Town Pay?	84%	84%	84%	
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	77%	77%	77%	
Retirement System Eligible?	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)				
Union Employees (Y or N)	N	N	N	N

Library, Continued

TOWN OF GILL		FRCOG W&S Survey FY23		
LIBRARY	Trustee	Library Director	Librarian	Custodian
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	Volunteers	\$23.72	\$15.64-18.27	\$14.36
Hours per Week (average)		18	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)		N	N	N
Union Employees (Y or N)		N	N	N

TOWN OF GREENFIELD		FRCOG W&S Survey FY23	
LIBRARY	Trustee	Director	Assistant Director
Elected or Appointed (E or A)	A	A	A
Number of Members on Board	7	1	1
Annual Salary if paid by salary		\$74,969	\$63,562
Hourly Rate if paid hourly			
Hours per Week (average)		37.5	37.5
Date of Hire		2012	1997
Benefit Eligibility (Y or N):		Y	Y
Vacation		Y	Y
Sick		Y	Y
Dental		Y	Y
Personal		Y	Y
Longevity		N	Y
Other		Y	Y
Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		80%	80%
Retiree Health Insurance Eligible?		Y	Y
What Percent does Town Pay?		80%	80%
Retirement System Eligible?		Y	Y
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp	Deferred Comp
Union Employees (Y or N)		N	Y

TOWN OF HEATH **FRCOG W&S Survey FY23**

LIBRARY	Trustees	Library Director	Assistants
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	3	1	1
Annual Salary if paid by salary			
Annual Stipend Chair	375		
Annual Stipend Member	250		
Hourly Rate if paid hourly		\$22.98	\$19.08
Hours per Week (average)		25	8
Date of Hire			
Benefit Eligibility (Y or N):	N	Y	N
Vacation		Y	
Sick		Y	
Dental		N	
Personal		Y	
Longevity		N	
Other			
Health Insurance Eligible?		Y	
What Percent does Town Pay?		75%	
Retiree Health Insurance Eligible?		N	
What Percent does Town Pay?			
Retirement System Eligible?		Y	
Other Benefits (ie. Deferred Comp, 401K)		N	
Union Employees (Y or N)		N	

Library, Continued

TOWN OF LEVERETT **FRCOG W&S Survey FY23**

LIBRARY	Director	Library Assistant	Library Cataloguer	Substitutes
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board				
Annual Salary if paid by salary	\$36,153			
Hourly Rate if paid hourly		\$15.45	\$18.91	\$15.45
Hours per Week (average)	25	10	16.5	vary
Date of Hire	2020			
Benefit Eligibility (Y or N):				
Vacation	Y	N	N	N
Sick	Y	N	N	N
Dental				
Personal	Y	N	N	N
Longevity		N	N	N
Other	Y	N	N	N
Health Insurance Eligible?	Y	N	N	N
What Percent does Town Pay?	75%			
Retiree Health Insurance Eligible?	Y	N	N	N
What Percent does Town Pay?				
Retirement System Eligible?	Y	N	N	N
Other Benefits (ie. Deferred Comp, 401K)		Deferred Comp.	Deferred Comp.	N
Union Employees (Y or N)	N	N	N	N

TOWN OF LEYDEN **FRCOG W&S Survey FY23**

LIBRARY	Trustee	Librarian
Elected or Appointed (E or A)	E	A
Number of Members on Board		
Annual Salary if paid by salary	0	
Hourly Rate if paid hourly		\$19.41
Hours per Week (average)		17.5
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?		
Retiree Health Insurance Eligible?		
What Percent does Town Pay?		
Retirement System Eligible?		
Other Benefits (ie. Deferred Comp, 401K)		

Union Employees (Y or N)		
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TOWN OF MONROE		FRCOG W&S Survey FY23	
LIBRARY	Trustee	Librarian	
Elected or Appointed (E or A)	E	A	
Number of Members on Board	3		
Annual Salary if paid by salary		\$600	
Hourly Rate if paid hourly			
Hours per Week (average) (every other week)	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 FY23			
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		\$76,510.00			
Hourly Rate if paid hourly			\$28.58	\$21.29	\$15.95 - 19.75
Hours per Week (average)		35	35	35	10 - 26
Date of Hire		2021	2014	2014	9/07 - 5/18
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
Longevity	N	Y	Y	Y	N
Other					
Health Insurance Eligible?	N	Y	Y	Y	N
What Percent does Town Pay?		80%	80%	80%	
Retiree Health Insurance Eligible?	N	Y	Y	Y	N
What Percent does Town Pay?		80%	80%	80%	
Retirement System Eligible?	N	Y	Y	Y	N
Other Benefits (ie. Deferred Comp, 401K)	N	Deferred Comp.	Y	Y	
Union Employees (Y or N)	N	N	Y	Y	Y

TOWN OF NEW SALEM		FRCOG W&S Survey FY23			
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		\$23,712			
Hourly Rate if paid hourly			\$15.84		
Hours per Week (average)		19	10	8	Varies
Date of Hire		2021			
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 FY23				
LIBRARY	Trustee	Director	Library Asst	Library Asst	Circulation Asst	Custodian
Elected or Appointed (E or A)	E	A	A	A	A	A
Number of Members on Board	6	1	1	1	2	1
Annual Salary if paid by salary		\$60,312				
Hourly Rate if paid hourly			\$20.90	\$22.85	\$14.82	\$18.59
Hours per Week (average)		40	28	19	varies	
Date of Hire			2014	2002	2021	
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 FY23		
LIBRARY	Library Director	Children's Librarian	Library Tech	
Elected or Appointed (E or A)	A	A	A	
Number of Members on Board	1	1	6	
Annual Salary if paid by salary	\$64,000	\$50,753		
Hourly Rate if paid hourly			\$17.30	
Hours per Week (average)	40	40	25	
Date of Hire	2016	2016	2017	
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	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	N	Y	

Library, Continued

*if over 20 hours/wk. "Regular PT"

TOWN OF ROWE		FRCOG W&S Survey FY23			
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	\$27.49	17.86-18.53	\$17.00	
Hours per Week (average)		20	18-20	3	
Date of Hire					
Benefit Eligibility (Y or N):					
Vacation		Y	N	N	
Sick		Y	N	N	
Dental		Y	N	N	
Personal		Y	N	N	
Longevity		N	N	N	

Other		N	N	N
Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		85%	N/A	0%
Retiree Health Insurance Eligible?		Y	N	N
What Percent does Town Pay?		85%	N/A	0%
Retirement System Eligible?		Y	N	Y
Other Benefits (ie. Deferred Comp, 401K)		N	N	N
Union Employees (Y or N)		N	N	N

*Library Custodian is eligible for benefits as she is also custodian at town hall. Otherwise not eligible.

TOWN OF SHELBURNE FRCOG W&S Survey FY23

LIBRARY	Director	Aides
Elected or Appointed (E or A)	A	A
Number of Members on Board	6	
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$26.37	\$15-\$15.53
Hours per Week (average)	18	Varies/small
Date of Hire	2014	2021-2022
Benefit Eligibility (Y or N):		
Vacation	N	N
Sick	N	N
Dental	N	N
Personal	N	N
Longevity	N	N
Other	N	N
Health Insurance Eligible?	N	N
What Percent does Town Pay?		
Retiree Health Insurance Eligible?		
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 SHUTESBURY FRCOG W&S Survey FY23

Elected or Appointed (E or A)	E	A
Number of Members on Board	5	
Annual Salary if paid by salary	0	\$55,224
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
Union Employees (Y or N)		N

TOWN OF SUNDERLAND FRCOG W&S Survey FY23

LIBRARY	Trustee	Director
Elected or Appointed (E or A)	E	A
Number of Members on Board	9	
Annual Salary if paid by salary	0	\$68,434
Hourly Rate if paid hourly		
Hours per Week (average)		37.5
Date of Hire		2015
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?		60%
Retiree Health Insurance Eligible?		Y
What Percent does Town Pay?		50%
Retirement System Eligible?		Y
Other Benefits (ie. Deferred Comp, 401K)		Y
Union Employees (Y or N)		N

TOWN OF WARWICK **FRCOG W&S Survey FY23**

LIBRARY	Trustee	Librarian	Sub Librarian
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	5	1	
Annual Salary if paid by salary		\$21,385	
Hourly Rate if paid hourly			\$12.00
Hours per Week (average)		20	
Date of Hire		2018	
Benefit Eligibility (Y or N):			
Vacation	N	Y	
Sick			
Dental			
Personal			
Longevity			
Other			
Health Insurance Eligible?	N	Y	
What Percent does Town Pay?		75%	
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 WENDELL **FRCOG W&S Survey FY23**

LIBRARY	Trustee	Librarian	Library Staff
Elected or Appointed (E or A)	E	A	A
Number of Members on Board	6	1	2
Annual Salary if paid by salary			
Hourly Rate if paid hourly		\$23.50	\$16.25
Hours per Week (average)	1/4	32	
Date of Hire		2022	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 FY23**

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				
Hourly Rate if paid hourly		\$23.62	\$17.00	\$18.11
Hours per Week (average)		22	varies	varies
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

MODERATOR

FRCOG W&S Survey FY2023

Wage Information

	<i>Elected/Appointed</i>	<i>Annual Wage?</i>	<i>Annual # of Hours</i>	<i>Benefits</i>
Ashfield	E	150/yr	as needed	N
Bernardston	E	230/yr		N
Buckland	E	250/yr	as needed	N
Charlemont	E	\$35/yr		N
Colrain	E	\$110/yr		
Conway	A	\$350/yr	10-20	N
Deerfield	E	\$300/mtg		N
Erving	E	\$350/yr	6-8	
Gill	E	\$152/ATM, \$28 STM	varies	N
Greenfield	No Moderator, Mayor Only			
Hawley	E	\$120/yr	varies	N
Heath	E	\$100/yr	varies	N
Leverett	E	\$50/yr	varies	N
Leyden		150		
Monroe	E	\$20/meeting	varies	N
Montague	E	\$370/yr		N
New Salem	E	\$142/yr	varies	
Northfield	E	67/yr	varies	
Assistant	E	\$0/yr	varies	N
Rowe	E	439/yr	varies	N
Shelburne	E	\$186/yr	varies	N
Shutesbury	E	134.17	24	N
Sunderland	E	\$200/yr		N
Warwick	E	\$140/yr	varies	N
Wendell	E	\$150/yr	varies	
Whately	E	\$134.76		N

MUNICIPAL/TOWN CLERK

FRCOG W&S Survey FY2023

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	\$0		\$25.00	24	2020	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N
Bernardston	A			\$19.75	15		N	N	N	N	N	0%	N	0%			Y	Fees
Assistant Clerk				\$15.36	4		Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	Y
Buckland	E		\$31,065		30	2020	Y	Y	Y	N	Y	75%	Y	0%	Y	50%	Y	Y
Charlemont *	A		\$53,137	\$25.55	40	2001	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N
Colrain ♦	E		\$24,150		varies		Y	Y	Y	N	Y	75%			Y	50%	Y	N
Conway	E		\$38,625		25	2019	N	N	N	N	Y	70%	Y	0%	Y	50%	Y	N
Deerfield	A		\$72,883		40		Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N
Asst Clerk	A			\$22.48	40		Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N
Erving	E		\$25,445		varies		N	N	N	N	N				N		N	N
Asst Clerk	A			\$24.19	4		N	N	N	N	N				N		N	N
Gill	E		\$24,189		20	2019	N	N	N	N	Y	75%	Y	0%	Y	75%	Y	Y
Greenfield	A		\$66,150	\$33.92	37.5	1997	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y
Asst Clerk	A		\$51,149	\$26.23	37.5	2017	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y
Hawley	E	varies	\$8,755		varies	2021	N	N	N	N	N		N		N		N	N
Heath	E		\$17,363		15	2021	N	N	N	N	N		N		N		Y	N
Leverett ■	E		\$29,156		16	1997	Y	Y	Y	Y	Y	75%			Y	50%	Y	N
Leyden	E	\$1,300	\$10,000		6	2021	N	N	N	N	N							
Assistant	E	varies	\$3,100		varies	1995	N	N	N	N	N						Y	
Montague	E		\$78,423		35	1997	Y	Y	Y	Y	Y	80%	Y	0	Y	80%	Y	Y
Asst Clerk	A			\$26.47	35	2014	Y	Y	Y	Y	Y	80%	Y	0	Y	80%	Y	Y
New Salem	E	\$2,000	\$8,200		8		N	N	N	N	N		N		N		N	N
Northfield	E	varies	\$44,555		33	2014	N	N	N	N	Y	75%	Y	0	Y	50%	Y	fees
Asst Clerk	A			\$20.38	varies	2022	N	N	N	N	N		N		N			
Orange	E		\$53,072		40	1987	Y	Y	Y	Y	Y	70%	Y	0%	Y	70%	Y	N
Assistant Clerk	A			\$17.73	19	2021	N	N	N	N	N		N		N		N	
Rowe	E		\$13,835		varies	2019	N	N	N	N	N	N/A	N	N/A	N	N/A	N	N
Asst Clerk	A		\$1,200		1-2		N	N	N	N	N	N/A	N	N/A	N	N/A	N	N
Shelburne	E		\$24,693		20		N	N	N	N	Y	75%	Y	75%	Y	50%	Y	Fees
Shutesbury	E		\$32,774		25	2015	Y	Y	Y	Y	Y	75%			Y	50%	Y	N
Sunderland	E		\$53,928		30	1998	N	N	N	Y	Y	60%	Y	0%	Y	50%	Y	cert
Warwick	E	\$600	\$6,774		5	2020	N	N	N	N	N				N	N	N	N
Wendell	E		\$13,500		8		N	N	N	N	N		N		N		N	
Asst Clerk	A			\$16.25	3													
Whately	E		\$40,731		28	2022	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.

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

MUNICIPAL/TOWN NURSE

FRCOG W&S Survey FY2023

	Wage Information					Benefits Eligibility and % Paid by Employer/Town											
	Town Employ/Contracted?	Annual Salary/Contract	Hourly Rate	Hours per week	Date of Hire/Contracted	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 •	CPHS		see below	varies	2020	Y	Y	Y	Y	Y				Y		Y	Y
Bernardston •	CPHS		see below	varies	2020	Y	Y	Y	Y	Y				Y		Y	Y
Buckland •	CPHS		see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Charlemont •	CPHS		see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Colrain •	CPHS		see below		2020	Y	Y	Y	Y	Y				Y		Y	Y
Conway •	CPHS	\$8,847	see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Deerfield	CPHS	\$21,867	see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Erving •	CPHS	\$9,600	see below		2019	Y	Y	Y	Y	Y				Y		Y	Y
Gill •	CPHS		see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Greenfield	City Employee	\$42,016	\$40.40	20	2021	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y
Hawley •	CPHS		see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Heath	CPHS		see below	varies	2012	Y	Y	Y	Y	Y				Y		Y	Y
Leverett	Contract	No Information Provided for FY22 or FY23															
Leyden •	CPHS		\$34.36	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Monroe •	CPHS		\$34.36	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Montague ■	Contract		\$55.00	10-17													
New Salem	North Quabbin		\$30.00	2 to 5													
Northfield •	CPHS	\$17,760	see below	varies	2020	Y	Y	Y	Y	Y				Y		Y	Y
Assistant	North Quabbin		\$37.07	2 to 5	2022	N	N	N	N	N		N		N		N	N
Rowe •	Town Employee & CPHS		see below	24	2020	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	N
Shelburne •	CPHS	\$6,800	see below	varies	1997	Y	Y	Y	Y	Y				Y		Y	Y
Shutesbury ♦	Contract	\$2,000	\$25.00	varies	2020												
Sunderland	Contract	No Information Provided for FY22 or FY23															
Warwick	North Quabbin	No Information Provided for FY22 or FY23															
Wendell ♦	North Quabbin	\$3,070	\$35/50	1 avg	2020	N	N	N	N	N				N		N	N
Whately	Contract	No Information Provided for FY22 or FY23															

• Town Nurse contracted through comprehensive membership of FRCOG's Cooperative Public Health Service (CPHS) health district. Hours vary, but total 40 hrs weekly across towns. See BOH assessment to towns for these services. Where a CPHS contracted figure is listed, the nursing portion of the service is broken out separately.CPHS Nursing staff hourly rates: \$41.06/hr and 35.34/hr. Community Health Educator: \$28.88/hr

■ Part of the Board of Health; ♦ North Quabbin Health Collaborative ● Hired for COVID contact tracing work: Wendell at \$35 p/hr surveillance, \$50 p/hr for

PARKS & RECREATION COMMISSION

FRCOG W&S Survey FY2023

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	E	3	Volunteers						
Bernardston	E	5	Volunteers						
Buckland	E	5	Volunteers						
Charlemont	E	5	Volunteers						
Colrain	None								
Conway		5	Volunteers						
Deerfield	<i>No Information Provided for FY21, FY22, FY23</i>								
Erving	E	5	\$1,000	each	varies		N	N	N
Gill	A	0	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	3	Volunteers				N	N	N
Northfield	E	5					N	N	N
Orange	None								
<i>Assistant</i>	E	3	Unpaid				N	N	N
Shelburne	E	5	Volunteers				N	N	N
Shutesbury	A	0	Volunteers				N	N	N
Sunderland	A	3	Volunteers						
Commisioner	A	1	\$9,332				N	N	N
Warwick			All volunteer						
Wendell	A	3	Volunteers						
Whately	A	7	Unpaid						

PARKS & REC COMMISSION STAFF

FRCOG W&S Survey FY2023

Wage Information

Benefits Eligibility (Y/N)

	Title	Annual Salary	Hourly Rate	Hours per week	Date of Hire	Benefits	Retirement	Other Benefits	Union
Ashfield	Swim Instructor		reb		Summer	N	N	N	N
	Swim Lesson Assistant		\$17.00-\$18.00		Summer	N	N	N	N
	Life Guards		\$17.00-\$21.50		Summer	N	N	N	N
Bernardston	Instructor		\$10-12		Summer				
	Director	\$5,000			Summer				
	Co-Director	\$2,000	\$15.00		Summer				
Buckland	Supervisor	\$8,500		varies	Summer	N	N	N	N
Deerfield	Director	\$53,871	\$30.47	34	2000	Y	Y	N	N
	Head Swim Instructor		\$20.00	varies		N	N	N	N
	Swim Instructor		\$17.00	varies		N	N	N	N
	Life Guards		\$20.00	varies		N	N	N	N
	Beach Gatekeepers		\$17.00	varies		N	N	N	N
Erving	Summer Park Director		\$21.00	40**	Summer				
	Recreation Clerk		\$21.48	19 hr/wk	2019	N	N	N	N
Greenfield	Rec Director	\$79,835	\$40.57	37.5	2007	Y	Y	Y	Y
	Rec Assisstant Director	\$60,027	\$30.78	37.5	2013	Y	Y	Y	Y
	Rec Program Supervisor	\$41,685	\$21.38	37.5	2021	Y	Y	Y	Y
	Summer Park Manager		\$17.50	varies	Summer	N	N	N	N
Assistant	Swim Team Coach			varies		N	N	N	N
	Director	\$78,423			2001	Y	Y	Y	Y
	Admin Asst		\$22.58	20	2012	Y	Y	Y	Y
Northfield	Program Director	\$7,038	\$19.55	varies	2022	N	N	N	N
Rowe	Recreation Director		\$21.01	varies	2017	N	N	N	N
	Park Manager	\$62,587		40	1999	Y	Y	Y	N
	Rangers		\$15.25	varies	Summer	N	N	N	N
Shelburne	Recreation Director	\$3,220		varies		N	N	N	N

TOWN OF ASHFIELD **FRCOG W&S Survey FY23**

Police Department	Chief	Part-Time
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	5
Annual Salary if paid by salary	\$80,020.00	
Hourly Rate if paid hourly		\$22.64
Hours per Week (average)	40+	10
Hourly Rate Outside of Regular Duties	\$50.00	\$50.00
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	N	N
Health Insurance Eligible?	Y	N
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	50%	N/A
Retirement System Eligible?	Y	N
Assistant	N	N
Union Employees (Y or N)	N	N

**TOWN
POLICE DEPARTMENT
STAFF**

TOWN OF BERNARDSTON **FRCOG W&S Survey FY23**

Police Department	Chief	Sergeant	FT Officers	PT Officers
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	2	10
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$38.58	\$32.15	\$21-23.21	\$20.45
Hours per Week (average)	40	40	40	varies
Hourly Rate Outside of Regular Duties	\$50-75	\$50-75	\$50-75	\$50-75
Date of Hire (staff only)	2007	2005	2019	
Benefit Eligibility (Y or N):	Y	Y	Y	N
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 FY23**

Police Department	Acting Chief	FT 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	**	\$63,276	
Hourly Rate if paid hourly	**	\$30.30	\$21.22
Hours per Week (average)		40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)		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	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

*We are now contracting Police Chief services through the Town of Shelburne

TOWN OF CHARLEMONT **FRCOG W&S Survey FY23**

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	\$9,417.72		
Hourly Rate if paid hourly	\$20.62	\$20.62	\$20.62
Hours per Week (average)	varies	varies	varies
Hourly Rate Outside of Regular Duties	\$50.00	\$50.00	\$50.00
Date of Hire (staff only)	1999	1999	
Benefit Eligibility (Y or N):		N	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 FY23**

Police Department	Chief	Part Time	PT Sergeant	FT Officer
Elected or Appointed (E or A)	A	A	A	A
Number of Members in Department		4	0	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$25.25	\$19.79		
Hours per Week (average)	25	varies		40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)				
Benefit Eligibility (Y or N):				
Vacation	Y	N	N	Y
Sick	Y	N	N	Y
Dental				
Personal	Y	N	N	Y
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	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 (Def'd Comp, 401K, Quinn Bill, etc.)	N	N	N	N
Union Employees (Y or N)	N	N	N	N

TOWN OF CONWAY **FRCOG W&S Survey FY23**

Police Department	Chief	Officers
Elected or Appointed (E or A)	A	A
Number of on-Call Officers		3
Annual Salary if paid by salary	\$75,799.00	
Hourly Rate if paid hourly		\$20.41
Hours per Week (average)	Full Time	5 to 20 hours
Hourly Rate Outside of Regular Duties		\$50.00
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	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 FY23

Police Department	Chief	Sergeant	Officer	Special Officer	X-ing Guard	Admin Asst.
Elected or Appointed (E or A)	A	A	A	A	A	A
Number of Members on Board	1	3	6	14	2	1
Annual Salary if paid by salary	\$104,998	\$69,410	\$52,874-\$61,318			\$61,381
Hourly Rate if paid hourly				\$23.00-\$31.00	\$28.00	
Hours per Week (average)	40	40	40	varies	varies	40
Hourly Rate Outside of Regular Duties						
Date of Hire (staff only)	2012				2015	
Benefit Eligibility (Y or N):						
Vacation	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y
Dental	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y
Longevity	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	65%	65%	65%	65%	65%	65%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	50%	50%	50%	50%	50%	50%
Retirement System Eligible?	Y	Y	Y	Y	Y	Y
Other (Def'd Comp, 401K, Quinn Bill, etc.)	Y	Y	Y	Y	N	N
Union Employees (Y or N)	N	Y	Y	Y	N	N

TOWN OF ERVING

FRCOG W&S Survey FY23

Police Department	Chief	Sergeant	Officer	Part Time
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	4	1
Annual Salary if paid by salary	\$88,897			
Hourly Rate if paid hourly		\$29.81	22.44-29.03	\$22.44
Hours per Week (average)	45	40	40	varies
Hourly Rate Outside of Regular Duties	\$53.00	\$53.00	\$53.00	\$53.00
Date of Hire (staff only)	1996	2011	2006 - 2022	2021
Benefit Eligibility (Y or N):	Y	Y	Y	N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	Y	Y	Y	N
Other	N	N		N
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	84%	84%	84%	
Retiree Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	77%	77%	77%	
Retirement System Eligible?	Y	Y	Y	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)				
Union Employees (Y or N)	N	Y	Y	N

POLICE, Continued

TOWN OF GILL

FRCOG W&S Survey FY23

Police Department	Chief	Sergeant	PT/ 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	\$98,000.00			
Hourly Rate if paid hourly		\$34.64	\$20.30-23.72	\$19.15-21.52
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	N	Y
Personal	Y	Y	N	Y
Longevity	Y	Y	N	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

CITY OF GREENFIELD

FRCOG W&S Survey FY23

Police Department	Chief	Deputy Chief	Lieutenant (average of 2)	Sergeant (average of 6)	Patrol (average of 22)
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board					
Annual Salary if paid by salary	\$152,490	\$126,277	\$111,157.70	\$92,329.74	\$71,223.43
Hourly Rate if paid hourly					
Hours per Week (average)	37.5	37.5	40	40	40
Hourly Rate Outside of Regular Duties					
Date of Hire (staff only)	2013	1993			
Benefit Eligibility (Y or N):					
Vacation	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y
Dental	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y
Longevity	Y	N	Y	Y	Y
Other	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%
Retiree Health Insurance Eligible?	Y	Y	Y	Y	Y
What Percent does Town Pay?	80%	80%	80%	80%	80%
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	N	Y	Y	Y

**POLICE,
Continued**

TOWN OF HAWLEY FRCOG W&S Survey FY23

Police Department	Chief
Elected or Appointed (E or A)	A
Number of Members on Board	1
Annual Salary if paid by salary	\$1,200.00
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 FY23

Police Department	Chief (OIC)	Officer
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	3
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$27.03	\$20.12
Hours per Week (average)	12 avg	varies
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?		
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)	N	N

TOWN OF LEVERETT

FRCOG W&S Survey FY23

Police Department	Chief	Sergeant	Full Time Officer	Reserve officers
Elected or Appointed (E or A)	A	A	A	A
Number of Members	1	1	1	4
Annual Salary if paid by salary	\$78,910			
Hourly Rate if paid hourly		\$24.58	\$21.91	\$19.83
Hours per Week (average)	40	40	40	
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2017	2020	currently vacant	
Benefit Eligibility (Y or N):	Y	Y	Y	N
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental				
Personal	Y	Y	Y	N
Longevity				
Other	Y	Y	Y	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.)				
Union Employees (Y or N)	N	N	N	N

POLICE, Continued

TOWN OF LEYDEN

FRCOG W&S Survey FY23

Police Department	Chief	Patrolman
Elected or Appointed (E or A)		
Number of Members on Board		
Annual Salary if paid by salary	DEPT eliminated. Currently in interim agreement for services with Town of Bernardston FY23	
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		
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 MONTAGUE

FRCOG W&S Survey FY23

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	\$128,996.00							
Hourly Rate if paid hourly		\$36.49-40.53	30.42-34.23	25.95-31.56	\$29.29	18.81-27.13	\$17-21	\$43.25
Hours per Week (average)	40	37.69	37.69		40	37.69	varies	40
Hourly Rate Outside of Regular Duties		\$50.00	\$50.00	\$50.00			\$50.00	
Date of Hire (staff only)	1995*				2002			2005
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	N

TOWN OF NEW SALEM **FRCOG W&S Survey FY23**

Police Department	Chief	Officers	Sergeant
Elected or Appointed (E or A)	A	A	
Number of Members on Board			
Annual Salary if paid by salary	\$29,874		
Hourly Rate if paid hourly (also C.P. Grant)		\$25.02	\$22.87
Hours per Week (average)	19	40	8
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	20	2021	2020
Benefit Eligibility (Y or N):	N	Y	N
Vacation		Y	
Sick		Y	
Dental		Y	
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?		75%	
Retirement System Eligible?	N	Y	N
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	Y	N
Union Employees (Y or N)	N	N	M

POLICE, Continued

TOWN OF NORTHFIELD **FRCOG W&S Survey FY23**

Police Department	Chief	Sergeant	Patrolmen	Reserve Offic'r	Secretary
Elected or Appointed (E or A)	A	A	A	A	A
Number of Members on Board	1	1	1	10	1
Annual Salary if paid by salary	\$102,015.00			varies	
Hourly Rate if paid hourly		\$32.98	\$25.15	\$22.50	\$22.85
Hours per Week (average)	40			varies	6-8
Hourly Rate Outside of Regular Duties					
Date of Hire (staff only)	2022				
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	N	N	N

TOWN OF ORANGE **FRCOG W&S Survey FY23**

Police Department	Chief	Sergeant	Patrolman	Administrative Assistant
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	12	1
Annual Salary if paid by salary	\$105,080	\$74,744	\$55,127	\$40,685
Hourly Rate if paid hourly				\$21.96
Hours per Week (average)	40	40	40	40
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2004	1999	2017	2022
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 FY23

Police Department	Chief	Special Police Officer
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	2
Annual Salary if paid by stipend	\$32,874.40	
Hourly Rate if paid hourly		27.67/23.87
Hours per Week (average)	20	12/wk each
Hourly Rate Outside of Regular Duties detail		\$50.00
Date of Hire (staff only)	2014	
Benefit Eligibility (Y or N):	Y	N
Vacation	Y	N
Sick	Y	N
Dental	Y	
Personal	Y	N
Longevity	N	
Other		
Health Insurance Eligible?	Y	N
What Percent does Town Pay?	85%	
Retiree Health Insurance Eligible?	Y	N
What Percent does Town Pay?	85%	
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 FY23

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	\$100,838.40	\$63,024.00	\$47,361.60	
Hourly Rate if paid hourly		\$30.30	\$22.77	\$21.22
Hours per Week (average)	40	40	40	varies
Hourly Rate Outside of Regular Duties				
Date of Hire (staff only)	2017	2017	2020	
Benefit Eligibility (Y or N):				
Vacation	Y	Y	Y	N
Sick	Y	Y	Y	N
Dental	Y	Y	Y	N
Personal	Y	Y	Y	N
Longevity	Y	Y	Y	N
Other				
Health Insurance Eligible?	Y	Y	Y	N
What Percent does Town Pay?	75%	75%	75%	
Retiree Health Insurance Eligible?	Y	Y	Y	
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 FY23

Police Department	Chief	Sergeant	Officers	PT Officers
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	3	5
Annual Salary if paid by salary	\$66,315			
Hourly Rate if paid hourly		\$21.26	\$21.21	\$21.21
Hours per Week (average)	40	40	40	varies
Hourly Rate Outside of Regular Duties	\$48/hr	\$48/hr	\$48/hr	\$48/hr
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?	60%	60%	60%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	Y	Y	
Union Employees (Y or N)	N	Y	Y	

TOWN OF SUNDERLAND		FRCOG W&S Survey FY23			
Police Department	Chief	Sergeant	Officers	PT Officers	
Elected or Appointed (E or A)	A	A	A	A	
Number of Members on Board	1	1	3	5	
Annual Salary if paid by salary	\$80,643				
Hourly Rate if paid hourly		\$32.56	\$28.87	\$20.45	
Hours per Week (average)	40	40	40	varies	
Hourly Rate Outside of Regular Duties	\$49/HR	\$49/hr	\$49/hr	\$49/hr	
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?	60%	60%	60%		
Retiree Health Insurance Eligible?	Y	Y	Y		
What Percent does Town Pay?	50%	50%	50%		
Retirement System Eligible?	Y	Y	Y		
Other (Def'd Comp, 401K, Quinn Bill, etc.)	N	Y	Y		
Union Employees (Y or N)	N	Y	Y		

TOWN OF WARWICK FRCOG W&S Survey FY23

Police Department	Chief	Sergeant	Officers
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	\$20.99	\$19.27	\$17.71
Hours per Week (average)	18	16	6
Hourly Rate Outside of Regular Duties			
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 FY23

Police Department	Chief	Officers
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)		
Hourly Rate Outside of Regular Duties		
Date of Hire (staff only)		
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 (Def'd Comp, 401K, Quinn Bill, etc.)		
Union Employees (Y or N)		

Wendell and Leverett share a police department. Salaries for those officers are listed in the Leverett spreadsheet. Wendell's assessment not provided.

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	\$78,500.75	\$58,121.73	
Hourly Rate if paid hourly			\$21.12
Hours per Week (average)	40	40	varies
Hourly Rate Outside of Regular Duties			
Date of Hire (staff only)	2002	1999	
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 FY2023

	Wage Information										Benefits Eligibility (Y/N)							
	Elected/Appointed	# of Members on Board	Annual Salary Chair	Annual Salary Members	Hours per week	Vacation	Sick	Personal	Longevity	Health Insurance Eligible	Percent Town Pays	Dental Plan	Percent Town Pays	Retiree Health Insurance	Percent Town Pays	Retirement System	Other Benefits	Union Y/N
Ashfield	E	3	\$1,500	\$1,250	varies	N	N	N	N	N	N/A	N	N/A	N	N/A	N	N	N
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	\$2,000	\$2,000	varies	N	N	N	N	N				N		Y	N	N
Colrain	E	3	\$3,461	\$3,461	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	N
Erving	E	3	\$4,150	\$4,150	varies	N	N	N	N	N		N		N		N	N	N
Gill	E	3	\$2,778	\$2,525	varies	N	N	N	N	N		N		N		N	N	N
Greenfield	E	Mayor	\$89,713	N/A	varies	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	N
City Council	E	13		\$2,000	varies	N	N	N	N	N	N/A	N	N/A	N	N/A	N	N	N
Hawley	E	3	\$1,900	\$1,700	varies	N	N	N	N	N		N		N		N	N	N
Heath	E	3	\$1,500	\$1,000	varies	N	N	N	N	N		N		N		Y	N	N
Leverett	E	3	\$1,050	\$1,700	varies	N	N	N	N	N		N		N		N	N	N
Leyden	E	3	\$2,000	\$1,500		N	N	N	N	N				N		N	N	N
Monroe	E	3	\$1,500	\$1,500	varies	N	N	N	N	N								
Montague	E	3	\$2,355	\$2,140		N	N	N	N	N				N		Y	N	N
New Salem	E	3	\$2,152	\$1,722						N		N		N		N	N	N
Assistant	E	5	\$2,500	\$2,352		N	N	N	N	N		N		N		Y		N
Orange	E	5	\$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	N
Shelburne	E	3	\$3,250	\$2,921	varies	N	N	N	N	N				N		Y		N
Shutesbury	E	3	\$2,694	\$2,694	varies	N	N	N	N	N				N		N		N
Sunderland	E	3	\$0	\$8,975	varies	N	N	N	N	N		N		N		Y	N	N
Warwick	E	3	\$800	\$800	varies	N	N	N	N	N				N		N	N	N
Wendell	E	3	\$4,000	\$4,000						N		N		N		N		
Whately	E	3	\$2,117	\$1,943		N	N	N	N	N				N		N		N

* Deerfield Selectboard also Board of Health

SELECTBOARD/ MAYORAL STAFF/ TOWN ADMINISTRATION

FRCOG W&S Survey FY2023

		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	\$67,000		40+	2021	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N	
	Exec Assistant	A	(See Collector)			2011	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N	
Bernardston	Town Coordinator	A	\$63,367		35	2018	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	N	N	
Buckland	Town Administrator	A	\$81,000		40	2007	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N	
	Admin Assistant	A	\$29,461	\$28.22	20	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	Y	N	
Charlemont	Town Administrator	A	\$62,482	\$30.04	40	2021	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N	N	
	* Exec Secretary	A	\$25.55		40	2001	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	N	N	
	Clerk		\$8,200	\$55.00	8															
Colrain	Town Administrator	A	\$89,250		35	2012	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N	
	Administrative Assista	A		\$24.15	24	2019	Y	Y	Y	N	Y	75%			Y	50%	Y	N	N	
Conway	Town Administrator	A	\$66,950.00		40	2021	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	N	N	
	Admin Assistant	A		\$18.45	19	2020	N	N	N	N	N		N		N		Y	N	N	
Deerfield ^	Town Admin.	A	\$107,089		40	2020	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N	N	
	Asst. Town Admin.	A	\$71,115		40	2022	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N	N	
	Admin Asst	A	\$58,427		40	2007	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N	N	
	Admin Asst	A		\$22.48	8															
Erving	Admin. Coordinator	A	\$98,679		50	2016	Y	Y	Y	Y	Y	84%	Y	flat amt	Y	77%	Y	Y	N	
	Municipal Clerk	A		\$25.70	36	2004	Y	Y	Y	Y	Y	84%	Y	flat amt	y	77%	Y	Y	N	
	Assistant																			
Gill	Town Administrator	A	\$77,022	\$37.03	40	2010	Y	Y	Y	Y	Y	75%	Y	0%	Y	75%	Y	Y	N	
	Admin. Clerk	A		\$19.52	15		N	N	N	N	N		N		N		N		N	
Greenfield	Admin Asst.	A	\$40,572	\$20.81	37.5	2020	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	N	
	Chief of Staff	A	\$81,455	\$41.77	37.5	2019	Y	Y	Y	N	Y	80%	Y	80%	Y	80%	Y	Y	N	
Hawley	Administrative Assista	A		\$15.45	15	2021	N	N	N	N	N		N		N			N	N	
Heath	Town Coordinator	A	\$72,072	\$34.65	40	2019	Y	Y	Y	N	Y	75%	Y	0%	N		Y	N	N	
	Office Assistant	A	\$2,273	\$16.23	2	2021	N	N	N	N	N						N	N	N	
Leverett	Executive Admin.	A	\$61,833	\$34.00	36	2003	Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N	
	Clerk	A		\$21.41	10	1999	Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N	
	Departmental Asst.	A		\$16.80	33		Y	Y	Y	N	Y	75%			Y	50%	Y	Y	N	
Leyden	Municipal Assistant	A	\$57,200		40	2018	Y	Y	Y	N	Y	75%			N					
Monroe	Admin Assistant	A	\$10,400	\$15.50	10	2001	N	N	N	N	Y	80%	N		N		Y			
Montague	Town Administrator	A	\$121,203		40+	2016	Y	Y	Y	N	Y	80%	Y	0	Y	80%	Y	Y	N	
	Assist. Town Admin	A	\$89,532			2022	Y	Y	Y	Y	Y	80%	Y	0	Y	80%	Y	Y	N	
	Executive Asst.	A		\$29.29	35	1997	Y	Y	Y	Y	Y	80%	Y	0	Y	80%	Y	Y	N	
	Admin Asst.	A		\$18.89	20	2022	Y	Y	Y	Y	Y	80%	Y	0	Y	80%	Y	Y	N	
New Salem	Town Coordinator	A	\$36,341		24	2021	Y	Y	Y		Y	75%	Y	75%	Y	75%	Y	Y	N	
Northfield	Town Administrator	A	\$107,500		40	2019	Y	Y	Y	N	Y	75%	Y	0	Y	50%	Y	DC	N	
	Town Secretary	A		\$27.15	40	2006	Y	Y	Y	N	Y	75%	Y	0	Y	50%	Y	DC	N	
	Boards Clerk	A		\$19.12	6	2021	N	N	N	N	N		N		N		N		N	
Orange ♦	Town Administrator	A	\$109,104		40+	2013	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	N	
	Admin. Assistant	A	\$45,900		40	2022	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	N	
Rowe	BOS Ex Secretary	A	\$55,544		32	2014	Y	Y	Y	N	Y	85%	Y	0.85	Y	85%	Y	Y	N	
	Ad. Asst. to the	A	\$26,208	\$21.00	24+	2022	Y	Y	Y	N	Y	85%	Y	0.85	Y	85%	Y	N	N	
Shelburne	Town Administrator	A	\$90,646		40	1989	Y	Y	Y	Y	Y	75%	Y	0%	Y	85%	Y	Y	N	
Shutesbury	Town Administrator	A	\$70,089		40	2009	Y	Y	Y	N	Y	75%	N		Y	50%	Y	Y	N	
	Admin Secretary	A	\$27,723	\$20.46	24	2015	Y	Y	Y	N	Y	75%	N	0	Y	50%	Y	Y	N	
Sunderland	Town Administrator	A	\$94,099		40+	2020	Y	Y	Y	N	Y	60%	Y	0%	Y	50%	Y	Y	N	
	Admin Assistant	A	\$38,124	\$28.05	25.5	2000	Y	Y	Y	N	Y	60%	T	0%	Y	50%	Y	Y	N	
Warwick	Town Coordinator	A	\$40,450		30	2007	Y	Y	N	N	Y	75%			N		Y	N	N	
	Town Secretary	A	\$3,281	\$17.00		2020	N	N	N	N	N				N		N	N	N	
Wendell**	Town Coordinator	A	\$35,023		28	2021	Y	Y	Y		Y	75%	Y	0%	Y	50%	Y		N	
Whately	Town Administrator	A	\$85,729		40	2005	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y		N	
	Admin Assistant	A		\$21.57	24	2021	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y		N	

* Charlemont - Also serves as Town Clerk. ♦ Orange - Town Administrator & Treasurer position combined position, Admin. Assistant & Assistant Treasurer combined position

^ Deerfield - Town Administrator has contract. Exec. Assistant and Admin. Assistant serve Selectboard, Town Administrator, and provide other board and departmental support. **Wendell only position. No longer shared with New Salem

SENIOR CENTER STAFF *

FRCOG W&S Survey FY2023

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 #	Assessment Paid to Shelburne \$46,150																			
Bernardston		Director	A	\$55,737		40	2018	Y	Y	Y	N	Y	75%	Y	75%	Y	50%	Y	N	N
Buckland #	Assessment Paid to Shelburne \$70,579																			
Deerfield ^	3	Director	A	\$61,838	\$29.73	40	2022	Y	Y	Y	Y	Y	65%	Y	0%	Y	50%	Y	N	N
		Prgm Coord	A	\$16,021	\$20.54	15	2011	N	N	N	N	N		N		N		N	N	N
		Outreach Coord.			\$19.55	19		N	N	N	N	N		N		N		N	N	N
Erving		Director	A		\$31.24	40	2015	Y	Y	Y	Y	Y	84%	Y	flat	Y	77%	Y	Y	N
		Van Drivers	A		\$15.00	varies	14,'22	N	N	N	N	N		N		N		N	N	N
Gill ■		Director	C	\$8,579																
Greenfield		Director	A	\$73,862	\$37.88	37.5	1998	Y	Y	Y	N	Y	80%	Y	0%	Y	80%	Y	Y	N
		Activity Director	A	\$52,839	\$26.70	37.5	2006	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y
		Volunteer Coord	A	Vacant		37.5		Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y
		Office Manager	A	\$37,981	\$23.48	30	1994	Y	Y	Y	Y	Y	80%	Y	0%	Y	80%	Y	Y	Y
Heath		Program Director	A	\$250		varies		N	N	N	N	N		N		N		N	N	N
Leverett		Lunch Program Director - Inactive since March 2020																		
Leyden		Several on-call staff earning Massachusetts minimum wage limited hours																		
Montague	2	Director	A		\$39.41	17	2009	Y	Y	Y	Y	N		Y	0%	N		N	Y	Y
New Salem		Volunteer																		
Northfield		Director	A	\$63,350	\$32.16	40	2021	Y	Y	Y	Y	Y	75%	Y	0%	Y	50%	Y	DC	N
		Assistant Outreach Coord.	A	\$19,760	\$20.50	19	2019	N	N	N	N	N		N		N		N	N	N
Orange	1	Director	A	\$43,414		35	2011	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y	N
		Admin Assist	A		\$16.37	18	2021	N	N	N	N	N		N		N		N	Y	N
Shelburne #	3	Director	A	\$60,985	\$29.32	40	2022	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	Y	N
		Activity Director	A	\$20,348	\$21.74	18	2013	N	N	N	N	N		N		N		N	N	N
		Outreach Coord.	A	\$39,620	\$23.81	32	2022	Y	Y	Y	Y	Y	75%	Y	75%	Y	50%	Y	Y	N
Sunderland ^	No Information Provided for FY21, FY22 or FY23 (part of 3 town: South County Senior Center in Deerfield)																			
Whately ^	No Information Provided for FY21, FY22 or FY23																			

Shelburne Falls Senior Center; serves Ashfield, Buckland and Shelburne

^ 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. No Outreach Coordinator in Gill.

SOLID WASTE

FRCOG W&S Survey FY2023

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 Attendant		\$20.65	17.5		N	N	N	N	1	Highway
Bernardston	FCSWD & Transfer Station Attendants		\$17.23	20		Y	Y	N	N	2	Highway
Buckland	Transfer Station Attendant		\$17.05	24	2016	N	N	N	N	2	Highway
Charlemont	Transfer Station Supervisor		\$17.88	10	2021	N	N	N		1	Select Board
Charlemont	Transfer Station Attendant		\$16.04	5	2021					1	Select Board
Colrain	Transfer Station Attendant (MSW)		\$16.50	12	2009	N	N	N	N		Highway
	Transfer Station Attendant (MSW)		\$16.50	12	2009	N	N	N	N		Highway
Conway	Transfer Station Attendants		\$14.68	15		N	N	N	N	5	Select Board
Deerfield	Transfer Station Attendants (2)		\$17.00						0	4	Highway
Erving	FCSWD Member	\$17,607			1989						
Gill	No transfer station/curbside pickup by independent contractor										BOH
Greenfield	Crew Chief	\$53,466	\$25.13	40	1998	Y	Y	Y	1	0	DPW
	Senior Operator 2	\$49,795	\$23.94	40	2016	Y	Y	Y	1	0	DPW
	Senior Operator	\$44,512	\$21.40	40	2021	Y	Y	Y	1	0	DPW
	Operator	\$49,629	\$23.86	40	2018	Y	Y	Y	1	0	DPW
	Laborer	\$41,267	\$19.84	40	2022	Y	Y	Y	4	0	DPW
Hawley	FCSWD and Town of Ashfield	<i>Assessments paid to each organization</i>									
Heath	Transfer Station Attendant	\$13,860	\$16.82	16		N	N	N		1	Highway
	Assistant	\$8,818		8.5	2015	N	N	N			
	Transfer Station Supervisor		\$17.77	6		N	N	N			
	Transfer Station Attendant		\$16.34	5		N	N	N			
Leyden	<i>Use Greenfield transfer station</i>										
Monroe	No transfer station/curbside pickup by DPW										
Montague	Landfill Attendant										
New Salem	Transfer Station Attendants		\$17.96	8		N	N	N		1	BOH
Northfield	Transfer Station Attendants	\$19.99-\$25.89		2-12		N	N	N		5	BOH
Orange	Transfer Station Superintendent	\$56,023		40	2000	Y	Y	Y	2	2	DPW
	Transfer Station Attendants		\$19.71	40	2022	Y	Y	Y	1	1	
Rowe	Transfer Station Attendants	\$15,808.00	\$15 to \$19	16	2021	N	N	N		1	BOH
Shelburne	Transfer Station Attendant		\$22.25	10.75	2017	N	N	N	0	0	Highway
	Highway Laborer fills in as attendant		\$21.22	4.5	2020	Y	Y	Y	Y		Highway
Shutesbury	No transfer station/curbside pickup by town										
Sunderland	No transfer station/curbside pickup by independent contractor										
Warwick	Transfer Station Attendant		\$17.00	7.5	2022	N	N	N	0	1	Commission
Wendell	Transfer Station Attendant/Supervisor		\$16.93	17		N	N			2	Highway
	Transfer Station Assistant		\$16.25	16							
Whately	Transfer Station Attendants		\$19.50	16		N	Y	N		2	BOH

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

TREASURER

FRCOG W&S Survey FY2023

	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	\$45,410.00	30	Y	Y	Y	N	Y	70%	Y	0%	Y	50%	Y	Cert. 1,000
Bernardston	A	\$24,781	15	N	N	N	N	N		N		N		Y	Cert. 1,000
Buckland	See COLLECTOR - Combined														
Charlemont ■	A	\$19,271.02	15	Y	Y	Y	N	Y	75%			N		Y	N
Colrain ■	A	See COLLECTOR - Combined				Y	N	Y	75%			Y	50%	Y	N
Conway	See COLLECTOR - Combined														
Deerfield	See COLLECTOR - Combined														
Asst. Treas	A	\$61,838	40												
Erving □	E	\$60,826	30	N	N	N	N	Y	84%	Y	flat amt	Y	77%	Y	Cert. 1,000
Asst. Treas	A	22.79/hr	25	Y	Y	Y	Y	Y	84%	Y	flat amt	Y	77%	Y	N
Gill	E	\$24,564	20	N	N	N	N	Y	75%	Y	0%	Y	75%	Y	N
Greenfield	See COLLECTOR - Combined position														
Hawley **	A	\$29.12/hr	20	Y	Y	N	N	Y	\$75	N		Y	50%	Y	N
Heath	A	\$14,171	10	N	N	N	N	N		N		N		N	N
Leverett ‡	A	\$28,325	27	Y	Y	Y	N	Y	75%			Y	50%	Y	N
Leyden	A	\$12,730	varies	N	N	N	N	N							Cert. 1,000
Monroe	A	\$26,621	varies	N	N	N	N	N						Y	
Montague	See COLLECTOR - Combined position														
Assistant	A	\$18,504	10	N	N	N	N	N		N		N		N	Cert. 1,000
Northfield	See COLLECTOR - Combined position														
Orange	See Administrator - Combined position														
Treasurer/HR	A	\$42,322	36	Y	Y	Y	N	Y	70%	Y	0%	Y	70%	Y	Y
Rowe	A	\$45,240	varies	Y	Y	Y	N	Y	85%	Y	85%	Y	85%	Y	Y
Shelburne *	See COLLECTOR - Combined position														
Shutesbury	A	\$33,280	25	Y	Y	Y	Y	Y	0.75	N		Y	0.5	Y	N
Sunderland	See COLLECTOR - Combined position														
Warwick	E	\$25,000	20	7	N	N	N	Y	75%			N		Y	N
Wendell	E	\$20,800	20	N	N	N	N	N		N		N		N	
Treas Clerk	A	\$15/per hr	4	N	N	N	N	N		N		N		N	
Whately	See COLLECTOR - Combined position														

■ Colrain & Charlemont - Tax Collector and Town Treasurer positions are held by the same person, therefore individual is entitled to benefits.
 □ Erving - Assistant Treasurer at \$20.70 per hour for 25 hrs/wk. ** Hawley - Financial Administrator - also Accounting Officer and Asst to Assessors
 ‡ Leverett - Eligible for benefits because this position is combined with another position.

TOWN OF ASHFIELD

FRCOG W&S Survey FY23

Waste Water Treatment Facility	Commissioners	Chief Operator	Operator	Operator
Elected or Appointed (E or A)	E	A	A	A
Number of Members on Board	3	1	1	1
Annual Salary if paid by salary	Volunteer	\$75,472		
Hourly Rate if paid hourly			\$27.28	23.46-27.28
Hours per Week (average)	Varies	40+	2	2-3
Date of Hire				
Benefit Eligibility (Y or N):	N	Y	N	N
Vacation	N	Y	N	N
Sick	N	Y	N	N
Dental	N	Y	N	N
Personal	N	Y	N	N
Longevity	N	N	N	N
Other	N	N	N	N
Health Insurance Eligible?	N	Y	N	N
What Percent does Town Pay?	N/A	70%	N/A	N/A
Retiree Health Insurance Eligible?	N	Y	N	N
What Percent does Town Pay?	N/A	50%	N/A	N/A
Retirement System Eligible?	N	Y	N	N
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	N
Assistant	N	N	N	N

Waste Water Treatment

Including superintendent, how many regular full time employees? 1
 How many regular part time employees? 2

TOWN OF BUCKLAND

FRCOG W&S Survey FY23

Waste Water Treatment Facility	Chief Operator	Assistant Operator
Elected or Appointed (E or A)	A	A
Number of Members on Commission	5	
Annual Salary if paid by salary	\$63,538	\$55,323
Hourly Rate if paid hourly	\$30.43	\$26.50
Hours per Week (average)	40	40
Date of Hire	2020	2022
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

Including superintendent, how many regular full time employees? 2
 How many regular part time employees? 0

TOWN OF DEERFIELD

FRCOG W&S Survey FY23

Waste Water Treatment Facility	DPW Superintendent	Chief Operator	Certified Operator	Operators in Training
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	1	2
Annual Salary if paid by salary	\$90,709	\$108,732	\$55,120	
Hourly Rate if paid hourly				\$22.48
Hours per Week (average)	40	40	40	varies
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	Y	Y	Y	
Other	N	N	N	
Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	65%	65%	65%	
Retiree Health Insurance Eligible?	Y	Y	Y	
What Percent does Town Pay?	50%	50%	50%	
Retirement System Eligible?	Y	Y	Y	
Other Benefits (ie. Deferred Comp, 401K)	N	N	N	
Union Employees (Y or N)	N	N	N	

Including superintendent, how many regular full time employees? 5
 How many regular part time employees? Superintendent is also Highway Super.

TOWN OF ERVING FRCOG W&S Survey FY23

Water/ WasteWater Treatment Facility	Water/ Wastewater Chief Operator	Wastewater Assistant Chief Operator	Water/ Wastewater Operator	Wastewater Maint. Laborer
Elected or Appointed (E or A)	A	A	A	A
Number of Members on Board	1	1	1	1
Annual Salary if paid by salary				
Hourly Rate if paid hourly	\$39.48	\$28.97	\$24.70	\$20.21
Hours per Week (average)	40	40	40	40
Date of Hire	2004	2010	2017	2019
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 - Clothing \$250 each	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	84%	84%	84%	84%
Retiree Health Insurance Eligible?	Y	Y	Y	Y
What Percent does Town Pay?	77%	77%	77%	77%
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

**Waste Water
Treatment,
continued**

Including superintendent, how many regular full time employees? 4
 How many regular part time employees? 0

TOWN OF GREENFIELD FRCOG W&S Survey FY23

Waste Water Treatment Facility	Superintendent	Op. Supervisor
Elected or Appointed (E or A)	A	A
Number of Members on Board		
Annual Salary if paid by salary	\$86,436	\$74,293
Hourly Rate if paid hourly	\$43.69	\$37.62
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	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)	Y	Y
Union Employees (Y or N)	Y	Y

Including superintendent, how many regular full time employees? 10
 How many regular part time employees? 0

TOWN OF MONTAGUE FRCOG W&S Survey FY23

Waste Water Treatment Facility	Superintendent*	Chief Operator	Lead Operator	Lead Mechanic	Wastewater Tech	Laborer & Admin Asst	Lab Manager
Elected or Appointed (E or A)	A	A	A	A	A	A	A
Number of Members on Board	1		1	1	2	1	1
Annual Salary if paid by salary	\$92,089.00						
Hourly Rate if paid hourly		\$30.32	\$23.92	\$29.30	22.16-22.72	\$19.75	\$22.05
Hours per Week (average)	40		40	40	40	40	40
Date of Hire	2019		2018	2012	2019	2020 / 2022	2022
Benefit Eligibility (Y or N):							
Vacation	Y	Y	Y	Y	Y	Y	Y
Sick	Y	Y	Y	Y	Y	Y	Y
Dental-self pay	Y	Y	Y	Y	Y	Y	Y
Personal	Y	Y	Y	Y	Y	Y	Y
Longevity	N	Y	Y	Y	Y	Y	Y
Other	Y	Y	Y	Y	Y	Y	Y
Health Insurance Eligible?	Y	Y	Y	Y	Y	Y	Y
What Percent does Town Pay?	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 superintendent, how many regular full time employees? 8 -includes 2 vacant Laborer positions
 How many regular part time employees? 0 *Superintendent - Currently Vacant

TOWN OF NORTHFIELD **FRCOG W&S Survey FY23**

Waste Water Treatment Facility	Superintendent	On-Call/Assistant
Elected or Appointed (E or A)	A	A
Number of Members on Board	3	
Annual Salary if paid by salary		
Hourly Rate if paid hourly	\$32.30	\$22.22
Hours per Week (average)	40	varies
Date of Hire	2020	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

**Waste Water Treatment,
continued**

Including superintendent, how many regular full time employees? 1
How many regular part time employees? 1

TOWN OF ORANGE **FRCOG W&S Survey FY23**

Waste Water Treatment Facility	Chief Operator	Operator
Elected or Appointed (E or A)	A	A
Number of Members on Board	1	3
Annual Salary if paid by salary	\$79,066	
Hourly Rate if paid hourly		\$20.30
Hours per Week (average)	40	40
Date of Hire	1983	2018
Benefit Eligibility (Y or N):		
Vacation	Y	Y
Sick	Y	Y
Dental	Y	Y
Personal	Y	Y
Longevity	Y	N
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? 4
How many regular part time employees? 0

WATER DEPARTMENT STAFF

FRCOG Wage & Salary Survey FY23

	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	\$10,305				N	N	N	N		
	Back-up Op	\$5,380									
	Collector	\$1,986									
	Collector		\$21.05	varies		N	N	N	N		
	Accountant	\$704									
	3 Commissioners	\$879	total for 3								
	Treasurer	\$1,838									
Gill	<i>Water District is not a town department</i>										
Greenfield*			\$22.76- \$23.97	40	VARIABLES	Y	Y	Y	Y	7	0
Hawley	N/A										
Heath	N/A										
Leverett	N/A										
Assistant	N/A										
Monroe	<i>Water District is not a town department</i>										
Montague	<i>FY2021</i>										
New Salem	N/A										
Northfield	<i>Water district is not a town department</i>										
Orange	Superintendent	\$86,000		40	2015	Y	Y	Y	N	3	0
Rowe	<i>N/A</i>										
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	3 Commissioners	\$793									
	Superintendent	\$51,200	\$32.82	30	2015	Y	Y				1