

WAGE & SALARY SURVEY- Sheet 1

POPULATION, TAX RATE, TOWN OFFICIALS AND STAFF - FY 2012 - HAMPSHIRE COUNTY

	POPULATION	TAX RATE	SELECTMEN/ COUNCILMEN	SELECTMAN/ COUNCILMAN	SELECTMEN SECRETARY	MAYOR/TOWN MANAGER (ADMIN)	ADMIN. ASSISTANT	TOWN/CITY COUNSEL	OTHER STAFF/ COMMENTS
TOWN	2010 CENSUS	PER \$1,000 FY11	CHAIR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	
AMHERST	37,819	\$18.20	\$300	\$300	\$40,123-\$62,139	\$127,528	\$33,981-\$52,513		
BELCHERTOWN	14,649	\$15.65	\$3,000	\$2,500	14.50-20.64 40hrs	Contract \$92,219	18.42-26.21 40hrs		
CHESTERFIELD	1,222	\$16.15	\$2,091	\$2,091		\$39,309		\$175/hr	
CUMMINGTON	872	\$12.45	\$1,200	\$1,100	15.00/hr 15hrs/wk				
EASTHAMPTON	16,053	\$12.69	\$3,000	\$3,000	\$2,565	\$70,000	\$41,667		
GOSHEN	1054	\$14.63							
GRANBY	6,240	\$14.98	\$2,870	\$2,870	14.57-19.01/40 hrs wk	\$87,500	NA	\$9,036	
HADLEY	5,250	\$9.92	\$1,400	\$1,200		\$75,878	16.10/37.5hrs/1yr		
HATFIELD	3,279	\$10.84	\$2,131	\$2,050	\$33,758	\$58,000		\$20,000 last yr	
HUNTINGTON	2,180	\$14.66							
MIDDLEFIELD	521	\$15.12	\$1,500	\$1,500			\$9,000	\$5,000 appropriation	
NORTHAMPTON	28,549	\$12.96							
PELHAM	1,321	\$18.20	\$1,200	\$200		28,081 24 hr/wk			
PLAINFIELD	648	\$14.83	\$2,000	\$1,500	\$12,000*			\$6,000	*Admin. Secretary
SOUTH HADLEY	17,514	\$14.36	166.66/mo	166.66/mo	\$41,860	\$85,000		433.32/mo	
S. HADLEY - FIRE DIST. 1		\$1.90							
S. HADLEY - FIRE DIST. 2		\$2.53							
SOUTHAMPTON	5,792	\$12.96	\$0	\$0	\$0	\$45,000			
WARE	9,872	\$14.87	\$2,015	\$1,690		\$98,880	26,244-46,672/35hrs		IT \$26,000
WESTHAMPTON	1,607	\$15.67	\$1,425	\$1,225			\$15,884		Town Cust. \$11.31/hr
WILLIAMSBURG	2,482	\$14.87							
WORTHINGTON	1,156	\$12.42							

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 2

POPULATION, TAX RATE, TOWN OFFICIALS, AND STAFF - FY 2012 - HAMPSHIRE COUNTY

	TOWN/CITY	TOWN/CITY	TAX	TOWN/CITY	ASSESSORS	ASSESSORS	ASSESSORS	OTHER STAFF/
	CLERK	TREASURER	COLLECTOR	ACCOUNTANT	CHAIR	OTHER	CLERK	COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$47,636-\$73,932	\$49,951-\$77,561		\$49,951-\$77,561	\$0	\$47,636-\$73,932	\$31,264-\$49,019	Treas/Coll. combined
BELCHERTOWN	\$48,194	50,330-62,915 - Combined Position		50,330-62,915	\$1,200	\$1,000		
CHESTERFIELD	\$10,664	\$8,829	\$12,024	\$10,983	\$1,414	\$1,414	\$12,796	
CUMMINGTON	\$2,000	\$8,615	\$8,615	\$8,615	\$1,200	\$1,100	15/hr 10 hrs/wk	
EASTHAMPTON	\$53,731	\$62,483 *	\$52,166	\$55,910				*treasurer/finance dir.
GOSHEN								
GRANBY	\$40,815		\$38,382	Contract w/HCOG	\$3,270	\$3,270	13.49-17.60/30 hrs wk	Treasurer: 44,098
HADLEY	\$46,082	\$54,746	\$49,358	\$53,144	\$2,677	\$2,142	17.39/10hrs/8yrs	Asst. Assessor 55,000
HATFIELD	\$21,942	\$32,912	\$26,860	\$19,592	\$1,920	\$1,676	16.00 hr@30hrs/wk	
HUNTINGTON								
MIDDLEFIELD	\$4,000	\$9,000	\$10,000	\$9,000	\$3,000	\$3,000	\$5,400	
NORTHAMPTON		\$60,580						
PELHAM	\$1,200	23,105 17/hrs	1,440 15/hrs	2,500 2-5 wk	1,000 52 hr/yr	500 52/yr	16,480 20 hrs/wk	
PLAINFIELD	\$6,000	\$10,694	\$10,694	\$10,800	\$650	\$300	20.25/35 hrs asst.	\$3,209.22
SOUTH HADLEY	\$58,000		\$57,000	\$68,400	208.33/mo	208.33/mo	\$65,304	
S. HADLEY - FIRE DIST. 1								
S. HADLEY - FIRE DIST. 2								
SOUTHAMPTON	30/\$1283.52	30/\$1804.88		30/\$1529.92	35/\$20.90		\$16.45	Bi Weekly
WARE	\$45,391	\$66,000		\$69,628		\$3,100	22,801-46,672/35hrs	Custodian 9,880-17,142
WESTHAMPTON	\$10,000	\$13,325	\$13,325	\$11,395	\$2,725	\$2,475	19.38/hr. 12+/week	Ass'or Secty 15/hr 2/wk
WILLIAMSBURG	\$16,729	\$18,372	\$26,765	\$21,779	\$2721 Sal	Labor Re-val \$5270	\$7,356	Asst Treas \$5255 Asst Town Clerk \$2104
WORTHINGTON								

Range - \$ per hour

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 3

POPULATION, TAX RATE, TOWN OFFICIALS, AND STAFF - FY 2012 - HAMPSHIRE COUNTY

	C.O.A.	CONSERVATION	PLANNING BOARD	PLANNING	ZONING BOARD	ZONING BOARD	OTHER STAFF/
	DIRECTOR	DIRECTOR	MEMBER	STAFF	MEMBER	OTHER	COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$49,951-\$77,561	\$56,212-\$87,378	\$0	\$49,951-\$77,561	\$0	\$0	Conserv. & Development
BELCHERTOWN	44,042-56,624	50,330-62,915		14.50-20.64 24hrs		Recording Secretary 10.25-14.60	
CHESTERFIELD	\$4,953/town \$3,500/State	NA	\$242	NA	NA	NA	Clerical Support, 12.83/hr
CUMMINGTON	15/hr 20 hrs/mth						
EASTHAMPTON	\$52,198						
GOSHEN							
GRANBY	\$46,333	NA	NA	NA	NA	NA	
HADLEY	\$49,995		\$400-\$600		\$650-\$850		
HATFIELD	17.55 hr@37.5hrs/wk		\$525	12.75/hr	25.00 per meeting		
HUNTINGTON							
MIDDLEFIELD	volunteer		volunteer	NA	volunteer		
NORTHAMPTON							
PELHAM							
PLAINFIELD							
SOUTH HADLEY	\$56,512	\$40,628	\$0	\$70,972	\$0	\$0	
S. HADLEY - FIRE DIST. 1							
S. HADLEY - FIRE DIST. 2							
SOUTHAMPTON	13 hrs/\$17.50					Clerk 164.8	Bi Weekly
WARE	\$46,350	\$65,000 town planner	\$608	\$37,360	\$200	\$400 Registrars	COA staff 10,136-23,957
WESTHAMPTON	\$12/hr 4/week						COA new position
WILLIAMSBURG	\$17,840	\$1,929-Sect'y Labor					COA Asst. 15,844 Mealsite Staff 3,982
WORTHINGTON							

Range - \$ per hour

Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 4

**BOARD OF HEALTH AND INSPECTION SERVICES - FY 2012 - HAMPSHIRE COUNTY**

	BOARD OF	BOARD OF	HEALTH	BUILDING	PLUMBING	ELECTRICAL	GAS	DOG OFFICER/	OTHER STAFF/
	HEALTH, CH.	HEALTH, OTHER	INSPECTOR	INSPECTOR	INSPECTOR	INSPECTOR	INSPECTOR	ANIMAL CNTRL	COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$0	\$77,561	\$57,436	\$36,631-\$57,436	\$30/inspection	\$30/inspection	\$30/inspection	\$27,376-\$43,473	
BELCHERTOWN	\$625	\$550		50,330-62,915	\$25/insp	\$25/insp	\$25/insp	14.50-20.64 25hrs	
CHESTERFIELD	\$435	\$435	23.70/hour	\$20,808*	\$1,583	\$1,583	See Plmbg Insp		*Hamp. Inspec. Prog.
CUMMINGTON	\$700	\$400		\$8,000	works for fees	works for fees	works for fees	150/mo	
EASTHAMPTON			\$50,068	\$50,636				\$18,626	
GOSHEN									
GRANBY	\$845	\$845	NA	19.83-25.86/30 hrs wk	35/inspection	25/inspection	35/inspection	\$8,242	
HADLEY	\$1,850	\$1,450-\$1,650		\$55,019	\$5,740	*	\$3,254	\$15/hr as needed	\$25 per inspection
HATFIELD	\$4,636	\$4,444	\$4,444	\$34,790	\$9,348	\$9,348	\$9,348	\$1,340	
HUNTINGTON									
MIDDLEFIELD	Select Board		fees @ \$600	\$12,740	\$400	fees @ \$500	Fire Chief	\$400	
NORTHAMPTON									
PELHAM	200/yr	150/yr						1700/yr	
PLAINFIELD	\$500	\$500		40.00/hour	\$1,800	\$1,800	*		*Combined w/plmbng
SOUTH HADLEY	\$0	\$0	\$54,799	\$60,558	404.50/wk	\$21,611		10.75/hr	
S. HADLEY - FIRE DIST. 1									
S. HADLEY - FIRE DIST. 2									
SOUTHAMPTON		Clerk 9/\$12.12	30/\$15.99	\$1,844	Fee Based	Fee Based		16.27/hr	
WARE		\$350			Per call	Per call	Per call	\$9,250	Pub. Hlth Nrse 35,484 Emer.Mgmnt 10,400
WESTHAMPTON	\$525	\$525	\$15.38 8/hr /wk	\$8,713	20/inspection	30/inspection	20/inspection	\$709	Cemetery Supt 5471
WILLIAMSBURG	\$1,200	\$1,200	\$24,264 (Foothills)	\$23,405 (Northampton)	Revolving Acct. Fees	Revolving Acct. Fees	Revolving Acct. Fees	\$1,883 Dog Ofcr	
WORTHINGTON									

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 5

**POLICE DEPARTMENT STAFF - FY 2012 - HAMPSHIRE COUNTY**

	POLICE	SERGEANTS	OFFICERS	RESERVE OFFICERS	DISPATCHER	CLERK	OTHER STAFF/
	CHIEF						COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$115,830	\$43,274-\$61,912	\$36,061-\$51,593	none	\$31,264-\$49,019	\$29,081-\$45,599	Plus Quinn for Sgt & Ofcrs
BELCHERTOWN	Contract \$81,341	24.2259-27.3114 40hrs	17.5399-22.7596 40hrs		13.15-18.76 40hrs		PT Ofcrs 13.0995-15.9564
CHESTERFIELD	18.55/hour	17.30/hour	15.38/hour	NA	NA	NA	
CUMMINGTON	15/hr ± 40 hrs/mth	14/hr varied	13/hr varied				
EASTHAMPTON	\$73,495	\$59,375	\$49,587	\$13/hr	\$15.60-\$19.77/40 hr	\$35,077	
GOSHEN							
GRANBY	\$84,849	25.64-27.97/40 hrs wk	18.72-23.31/40 hrs wk	17.68/hour	15.76-17.03/40 hrs wk	NA	
HADLEY	\$78,551	19.23-24.25	15.39-20.28	12.25-15.90	12.53-18.18	13.75-17.26	
HATFIELD	25.50/hr		18.56/hr	15.94/hr			
HUNTINGTON							
MIDDLEFIELD	\$7,000	\$6000 compensation for all officers			\$6,630 bill from Berkshire Cty Sheriff		
NORTHAMPTON							
PELHAM	55,123 40/wk		12.87-14.27/hr various				
PLAINFIELD	\$4,000		15.00/hour				
SOUTH HADLEY	\$96,441	28.03/hr	23.36/hr		15-17/hr		
S. HADLEY - FIRE DIST. 1							
S. HADLEY - FIRE DIST. 2							
SOUTHAMPTON	Salary \$3010.28	27.35/hr	20.01.hr		15.56/hr	15.56/hr	Bi Weekly
WARE	\$105,512	53,904-91,590/37.5hrs	43,612-76,326/37.5hrs	13.5554-15.0461/hr			
WESTHAMPTON	\$20,932	15.61 25/week	13.46/hr				
WILLIAMSBURG	\$54,742	\$21.54/hr	\$13.78-\$18.08				
WORTHINGTON							

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 6

**FIRE DEPARTMENT STAFF - FY 2012 - HAMPSHIRE COUNTY**

	FIRE	ASSISTANT	CAPTAIN	FIREFIGHTERS	DISPATCHER	CLERK	OTHER STAFF/
	CHIEF	FIRE CHIEF					COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$115,830	\$54,796-\$88,407	\$42,698-\$68,889	\$35,582-\$57,407		\$30,113-\$47,821	Pub. Safety Dispatchers
BELCHERTOWN	62,915-75,496			19.33-27.54 40hrs		15.95-22.70 30hrs	
CHESTERFIELD	\$5,075	\$508 Deputy	NA	NA	NA	NA	
CUMMINGTON							
EASTHAMPTON	\$76,838		\$57,678	\$48,196		\$19,731	
GOSHEN							
GRANBY	\$86,327	1,500 Deputy Chief	\$1,000	15.92-20.81 EMT 42 hrs 20.08-26.18 PARA 42 hrs	Through police dispatch	NA	
HADLEY	\$6,628	\$1,540	\$52,013	15.25 on call			
HATFIELD	25.50/hr	21.94/hr	19.90/hr	15.94/hr			Lieutenant 17.86/hr
HUNTINGTON							
MIDDLEFIELD	\$500	NA			Refer to police dispatch - combined		
NORTHAMPTON							
PELHAM	\$23,290	\$4,500	\$3,900	\$3,000 to \$3,600/yr			
PLAINFIELD	\$4,193						
SOUTH HADLEY							
S. HADLEY - FIRE DIST. 1							
S. HADLEY - FIRE DIST. 2							
SOUTHAMPTON	Salary \$2960.44	\$0	\$21.11 hr	\$16.53 hr			
WARE	\$96,449	\$87,111	53,697-61,373/42 hrs	38,458-57,443/42 hrs	\$6,625	\$48,135	Call FireFighters, as called EMT, \$40 per
WESTHAMPTON	\$10,000						
WILLIAMSBURG	\$20,024	\$13.80		\$13.47			
WORTHINGTON							

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 7

PUBLIC WORKS STAFF - FY 2012 - HAMPSHIRE COUNTY

	DPW DIR./	HIGHWAY	TRUCK	EQUIPMENT	UTILITIES/	SEWER	ADMIN.	LANDFILL	OTHER STAFF/
	ENGINEER	SUPT.	DRIVERS	OPERATORS	WATER SUPT.	SUPT.	SUPPORT	ATTENDANT	COMMENTS
TOWN	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	Range/Hrs OR	
	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	Annual Rate	
AMHERST	\$95,984	\$68,172	\$28,303-\$39,822	\$30,021-\$42,244		\$68,172	\$52,695	\$36,919-\$57,119	
BELCHERTOWN	62,915-75,496	20.29-28.90 40hrs	14.50-20.64 40hrs	15.95-22.70 40hrs		20.29-28.90 40hrs	18.42-26.21 40hrs	11.98-17.05 40hr	Mchnc 15.95-22.70 Laborer 11.98-17.05
CHESTERFIELD	NA	\$55,650	20.50/hour	\$20.50	NA	NA	NA	NA	Hwy Labor 13.84 Hwy Foremn 21.67
CUMMINGTON		20.80/hr	18.53/hr		\$10,500			11.00/hr 26 mth	
EASTHAMPTON	\$68,341	\$61,295		16.22-19.77/40 hrs	\$77,620		\$40,568		
GOSHEN									
GRANBY	NA	\$74,160	13.49-17.60/40 hrs wk	14.57-19.01/ 40 hrs wk	NA	NA	NA	13.49-17.60/ 24 hrs wk	
HADLEY	\$76,288	\$68,037	15.46-25.41	15.46-25.41		\$59,030	17.87/20hrs/4yr		
HATFIELD	\$71,478	\$57,096		same as laborer	\$57,096	\$59,363		16.00/hr @12 hrs/wk	
HUNTINGTON									
MIDDLEFIELD		\$49,800*	\$39,400*	\$42,000*	NA	NA	NA	\$4,000	*FY10 wage
NORTHAMPTON									
PELHAM		\$54,930	17.12-18.36 40 hr/wk						
PLAINFIELD		\$44,785	16.38/hr-17.90/hr						
SOUTH HADLEY	\$92,601	\$52,562						10.70/hr	
S. HADLEY - FIRE DIST. 1									
S. HADLEY - FIRE DIST. 2									
SOUTHAMPTON		\$3302.74		\$27.40 hr	\$32.29 hr		\$14.75 hr	\$14.09 hr	
WARE	\$85,000	\$67,000	36,385-37,922/40 hrs	43,492-48,728/40 hr	\$48,728	\$60,000	\$48,538		Labor/Mech 10,176-40,685
WESTHAMPTON		\$55,220	20.66-21.68/hr					11.03/hr 10/week	
WILLIAMSBURG		\$53,497	\$19.19/hr	\$19.19/hr	\$12,581		\$5,357	\$9.62-\$14.33	
WORTHINGTON									

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 8

MISCELLANEOUS SERVICES AND STAFF - FY 2012 - HAMPSHIRE COUNTY

	VETERAN'S SERVICES DIRECTOR	HOUSING AUTHORITY DIRECTOR	RECREATION DIRECTOR	LIBRARY DIRECTOR	ASST. LIBRARY DIR.	LIBRARY CLERK	OTHER STAFF/ COMMENTS
TOWN	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	Range/Hrs OR Annual Rate	
AMHERST	Hampshire Regional		\$49,951-\$77,561	\$56,212-\$87,378	\$40,123-\$62,139	\$23,357-\$43,473	
BELCHERTOWN	\$42,452		44,042-56,624	56,624-69,205	18.42-26.21 40hrs	14.50-20.64 25hrs	
CHESTERFIELD	Prog. Cost \$4183*	NA	None	\$13,375	NA	Aide 2212/annual	*part of N'ton District
CUMMINGTON							
EASTHAMPTON			\$55,965 *				*Parks & Cemetery Dir
GOSHEN							
GRANBY	Through Vet. District		NA	19.83-25.86/36 hrs wk	NA	18.36-23.96/33 hrs wk	
HADLEY			\$28,275	\$60,736		14.75-16.10	
HATFIELD	\$1,532		13.25/hr @225 hrs	24.50/hr @ 25 hrs/wk	15.72/hr @ 20 hrs/wk	11.66/hr	
HUNTINGTON							
MIDDLEFIELD	\$100	NA	NA	\$750			
NORTHAMPTON							
PELHAM				946/22 hr/wk	12/hr various hrs	11/hr various hrs	
PLAINFIELD				\$13.87			8.00/per hr.
SOUTH HADLEY			\$54,076	\$61,318			
S. HADLEY - FIRE DIST. 1							
S. HADLEY - FIRE DIST. 2							
SOUTHAMPTON	Salary \$271.46	\$0	\$0	\$21.45 hr		\$9.78 hr	
WARE	\$7,880		\$39,000				Park Maint 10,444-29,767
WESTHAMPTON	\$1,500			\$41,699	14.01/16/week		Librar Cust \$10/hr 3/wk
WILLIAMSBURG	\$8,002 (Northampton)			\$38,136	\$28,754	\$19,592.00	Library \$10.51/hr
WORTHINGTON							

Range - \$ per hour  
Hrs - # hours worked each week

WAGE & SALARY SURVEY - Sheet 9  
**HEALTH INSURANCE - FY 2012 - HAMPSHIRE COUNTY**

TOWN	EMPLOYER CONTRIBUTION (%)		EMPLOYER CONTRIBUTION (%) FOR RETIREES		OTHER STAFF/
	HMO	PPO	HMO	PPO	COMMENTS
AMHERST	80%	75%	80%	75%	
BELCHERTOWN	75%	75%	50%	50%	
CHESTERFIELD					50/50 split
CUMMINGTON	70%	70%	0%	0%	
EASTHAMPTON	50%	50%	50%	50%	
GOSHEN					
GRANBY	64% Family/74% Individ.	64% Family/74% Individ.	50%	50%	
HADLEY	65%	65%	50%	50%	
HATFIELD	50%	50%	50%	50%	
HUNTINGTON					
MIDDLEFIELD	85%	85%	NA		
NORTHAMPTON					
PELHAM	75%	75%	75%	75%	
PLAINFIELD	75%	75%	0%	0%	
SOUTH HADLEY	Fam. 70% Two mem. 70% Ind. 79%	Ind. & Fam. 60%	Fam. 65% Two mem. 65% Ind. 74%	Ind. & Fam. 55%	Medex 55% Managed Blue 70%
S. HADLEY - FIRE DIST. 1					
S. HADLEY - FIRE DIST. 2					
SOUTHAMPTON	70%	70%	50%	50%	
WARE	80%	75%	50%	50%	
WESTHAMPTON	75%	75%	50%	50%	
WILLIAMSBURG	70%	70%	50%	50%	Medex 50%
WORTHINGTON					