

Town of Great Barrington



SALARY RECOMMENDATIONS & SURVEY

Department Heads

JULY 2021



COMMUNITY PARADIGM ASSOCIATES, LLC



Summary of Salary Recommendations

Assistant Town Manager

The Assistant Town Manager position in Great Barrington is a combination of two positions – that of Assistant Town Manager and that of Director of Planning & Community Development. Eight of the comparable communities, including Great Barrington, have both positions with only Great Barrington and Provincetown having the Assistant Town Manager also serving as Director of Planning & Community Development. Provincetown, which has a much smaller year-round population, provides an annual salary that is \$6,000 higher than the position’s salary in Great Barrington. The combined salaries for the two positions in other comparable communities greatly exceed the single salary in Great Barrington. For example, in Orleans the combined salaries of the two positions are nearly double the ATM/DP&CD salary in Great Barrington. In Williamstown, the combined salaries of the two positions are approximately \$25,000 higher than Great Barrington’s salary for the combined position. It is recommended that Great Barrington increase the annual salary of Assistant Town Manager/Director of Planning & Community Development by \$5,500, from \$107,000 to \$112,500, in the upcoming fiscal year due to the high level of responsibility, required technical expertise, and prominence of the position. This represents an annual salary adjustment of 5.14%.

Building Inspector

The FY21 annual salary for the position of Building Inspector is below both the mean and the median for building inspector positions in the comparable communities surveyed. To bring the position’s annual salary into range with comparable communities, it is recommended that Great Barrington increase the annual salary by \$3,732, from the current annual salary of \$66,717 to \$70,449. This represents an annual salary increase of 5.59%

Council on Aging/Senior Center Director

The current annual salary for the position of Council on Aging/Senior Center Director is well below the mean and the median for comparable communities surveyed. For example, the annual salary for the position in Williamstown is \$71,171 for a 37.5-hour work week and the annual salary in Brewster is \$71,364 for a 35-hour work week. The salary in Great Barrington is \$59,019 for a 40-hour work week. It is recommended that the annual salary be adjusted from \$59,019 to \$62,859, for a total annual salary increase of \$3,840 (6.51%).



Director of Planning and Community Development

Refer to Assistant Town Manager recommendation above.

Finance Director

The annual salary for the position of Finance Director is within an acceptable range of the median and mean annual salaries of the same position in comparable communities. No salary adjustment is recommended at this time other than any merit or step increase that may be determined by the Town's performance evaluation process.

Fire Chief

The annual salary for the position of Fire Chief in Great Barrington is currently well below an acceptable range of median and mean of comparable communities. For example, the annual salary in Salisbury (population 9,500) is \$123,687 and in Longmeadow (population 15,800) is \$145,680. The recommendation is to adjust the annual salary for the position of Fire Chief by a total of \$6,329 (7.33%), increasing from an annual salary of \$86,352 to an annual salary of \$92,681.

Health Agent

The FY21 annual salary for the position of Health Agent in Great Barrington is substantially below the median and mean salary of the same position in comparable communities. The annual salary for the Health Agent position had been reduced in recent years and should be adjusted to be appropriate for the responsibilities of the position and to be more in line with comparable communities. For example, the comparable position in Montague (population 8,200) carries an annual salary of \$67,610; in Orleans (population 5,800), the comparable position carries an annual salary of \$96,913; and in Williamstown (population 7,600), the position carries an annual salary of \$71,474, plus \$6,493 for additional services). It is recommended that the annual salary in Great Barrington be increased by \$9,975 (19.08%) increasing from an annual salary of \$52,274 to \$62,549.

Library Director

In comparison to the median and mean annual salaries of comparable communities surveyed, the position of Library Director in Great Barrington has an annual salary that is considerably lower. It is recommended that Great Barrington increase the annual salary for the position of Library Director from the current \$63,617 to \$69,506, which represents an increase of \$5,889 (9.26%). This adjustment will bring the salary within an acceptable range of the median and mean of library director salaries in comparable communities.

Police Chief

Great Barrington's FY21 annual salary for police chief is within an acceptable range of the median annual salary for the same position in comparable communities, particularly when noting that the effect of participation with the Quinn Bill by some of the comparable communities accounts for a portion of the higher salaries listed. The Quinn Bill requires participating municipalities to provide 10% to 25% salary increases to police officers who obtain advanced degrees in criminal justice. Initially, the state funded 50% of the cost of the salary increase, but about 10 years ago the state entirely eliminated its portion of the funding. Great Barrington has never participated with the Quinn Bill and its associated requirements. No salary adjustment is recommended at this time other than any adjustment required by negotiated contract between the individual currently serving as police chief and the Town of Great Barrington.

Principal Assessor

The FY21 annual salary for the position of Principal Assessor is within an acceptable range of the median annual salary for the same position in comparable communities. However, as Great Barrington is a premier community in the region with complex property valuations, an annual salary adjustment of \$1,500 (1.76%) is recommended which would increase the Principal Assessor position salary from \$85,000 to \$86,500.

Superintendent of Public Works

The annual salary for the position of Superintendent of Public Works, which also performs the duties of Town Engineer, is below the annual median and mean salaries of comparable communities surveyed. Given the complexity of the position, which fulfills the types of duties five comparable communities have separated into two positions, as well as carrying a lower annual salary than 11 of 14 comparable communities, it is recommended the annual salary for this position be adjusted upwards to \$99,111 from its current \$94,249, an increase of \$4,862 (5.16%).

Town Accountant

The responsibilities of Town Accountant are fulfilled by the Finance Director, which is a fairly common municipal practice. As detailed above under the Finance Director heading, no salary adjustment is recommended at this time other than any merit or step increase that may be determined by the Town's performance evaluation process.

Town Clerk

The annual salary for the position of Town Clerk in Great Barrington is well below the median and mean annual salaries for the same position in comparable communities surveyed despite having the same duties and responsibilities. It is recommended that the annual salary for the position be increased from \$61,200 to \$67,109 to bring it into an acceptable range with the median and mean salaries in comparable communities. This adjustment represents an increase of \$5,909 (9.66%).

Town Engineer

The responsibilities of Town Engineer are fulfilled by the Superintendent of Public Works. An annual salary adjustment for the position of Superintendent of Public Works is detailed above.

Town Manager

The compensation package for the position of Town Manager is negotiated between the Town of Great Barrington Selectboard and the individual serving in or being offered the Town Manager position, therefore no recommendation is proposed.

Town Planner

Great Barrington does not currently have a position of Town Planner. The typical responsibilities of a Town Planner are fulfilled by the position of Assistant Town Manager/Director of Planning & Development. A recommended adjustment to the annual salary for the position of Assistant Town Manager/Director of Planning & Development is detailed above.

Treasurer/Collector

The current annual salary for the position of Treasurer/Collector is somewhat below the median and mean salaries of the comparable communities surveyed. For example, the annual salary for the position of Treasurer/Collector in Salisbury (population 3,000) is \$84,986 and the annual salary for the position of Treasurer/Collector in Chatham (population 6,200) is \$89,814. It is recommended that the annual salary for the position be adjusted from \$80,668 to \$82,803, representing an annual salary increase of \$2,135 (2.64%).

Community Paradigm Associates would like to highlight that the annual salary adjustments recommended above relate solely to the department head positions and not to the individuals currently employed in those roles. The Great Barrington Town Manager should take each specific department head's experience, education, and job performance into consideration when determining implementation of any recommended salary adjustments.

Wage and Salary Survey FY2021

Assistant Town Manager/Assistant Town Administrator

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$94,914	(FY21) \$750	75%	35	¹ See end note
Chatham	6,200	n/a	n/a	n/a	n/a	n/a
Dalton	6,600	n/a	n/a	n/a	n/a	n/a
East Longmeadow	16,200	\$55,500	0	70%	37.5	3 weeks
Easthampton	16,000	n/a	n/a	n/a	n/a	n/a
Great Barrington*	7,000 (Seasonal 15,000- 20,000)	\$107,000	² \$300	80%	40	² See end note
Lee**	5,700	\$77,569	n/a	75%	40	2 weeks
Lenox**	5,000	\$77,569	n/a	On Lee benefits	40	2 weeks
Longmeadow	15,800	\$7,500	n/a	n/a	Stipend	0
Manchester by the Sea	5,400	n/a	n/a	n/a	n/a	n/a
Montague	8,200	n/a	n/a	n/a	n/a	n/a
Orleans	5,800	\$93,548	\$964	75%	40	³ See end note
Provincetown*	3,000 (Seasonal 30,000)	\$112,992	\$1,000	n/a	40	4 weeks
Salisbury	9,500	\$80,000	n/a	75%	37.5	3 weeks
Truro	2,000 (Seasonal 20,000)	\$102,144	\$840	65%	40	24 days
Williamstown	7,600	\$56,000 (up to \$60K after six months)	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Position is Assistant Town Manager/Director of Planning & Community Development.

**Lee and Lenox share an Assistant Chief Administrative Officer and each pays half the salary.

Building Inspector

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster (Building Comm.)	10,000	\$116,498	\$1,500	75%	40	¹ See end note
Chatham	6,200	\$98,987	0	65%	40	10 days
Dalton	6,600	\$30,765	0	72.5%	20	n/a
East Longmeadow	16,200	\$79,590	0	70%	40	4 weeks
Easthampton (Building Comm.)	16,000	\$59,847	n/a	75%	34	2 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$66,717	² \$300	80%	40	² See end note
Lee*	5,700	\$70,219	n/a	Uses Lenox benefits	40	3 weeks
Lenox*	5,000	\$70,219	n/a	75%	40	3 weeks
Longmeadow	15,800	n/a	n/a	n/a	n/a	n/a
Manchester by the Sea	5,400	\$23,494	0	n/a	18	n/a
Montague	8,200	\$70,341	0	80%	35	2 weeks
Orleans (Building Comm.)	5,800	\$87,546	\$1,200	75%	40	³ See end note
Provincetown (Building Comm.)	3,000 (Seasonal 30,000)	\$86,833	0	80%	40	3 weeks
Salisbury	9,500	\$100,789	\$1,800	75%	38	3 weeks
Truro	2,000 (Seasonal 20,000)	\$42,607	n/a	0	18	12 days
Williamstown	7,600	\$85,813	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Lee and Lenox share a Building Inspector and each pays half the salary.

Council on Aging/Senior Center Director

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$71,364	\$1,500	75%	35	¹ See end note
Chatham	6,200	\$83,699	\$350	70%	40	15 days
Dalton	6,600	\$51,182	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$72,000	0	70%	40	4 weeks
Easthampton	16,000	\$57,676	n/a	75%	35	2 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$59,019	² \$200	80%	40	² See end note
Lee	5,700	\$32,000	\$950	75%	32	3 weeks
Lenox*	5,000	\$59,000	n/a	75%	40	2 weeks
Longmeadow	15,800	\$71,485	0	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	\$86,564	0	70%	40	5 weeks
Montague**	8,200	\$32,335	\$300	n/a	17	4 weeks
Orleans	5,800	\$83,087	0	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$75,740	\$1,300	80%	40	5 weeks
Salisbury	9,500	\$74,082	\$2,000	75%	38	4 weeks
Truro	2,000 (Seasonal 20,000)	\$79,393	n/a	65%	40	11 days
Williamstown	7,600	\$71,171	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Title is Community Center Director.

**The COA Director works 17 hours a week but receives longevity and vacation per union contract (leave and longevity are provided to employees working <20 hours/week after three years of service. Employees must work 20 hours/week to receive health insurance.

Director of Planning & Community Development

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	n/a	n/a	n/a	n/a	¹ See end note
Chatham	6,200	\$127,420	0	65%	40	10 days
Dalton	6,600	n/a	n/a	n/a	n/a	n/a
East Longmeadow	16,200	\$62,500	0	70%	37.5	3 weeks
Easthampton	16,000	n/a	n/a	n/a	n/a	n/a
Great Barrington*	7,000 (Seasonal 15,000- 20,000)	\$107,000	² \$300	80%	40	² See end note
Lee	5,700	n/a	n/a	n/a	n/a	n/a
Lenox	5,000	n/a	n/a	n/a	n/a	n/a
Longmeadow	15,800	\$88,065	\$250	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	n/a	n/a	n/a	n/a	n/a
Montague	8,200	\$70,341	\$500	80%	35	4 weeks
Orleans	5,800	\$108,892	\$2,100	75%	40	³ See end note
Provincetown*	3,000 (Seasonal 30,000)	\$112,993	\$1,000	n/a	40	4 weeks
Salisbury**	9,500	\$83,952	\$2,200	75%	38	4 weeks
Truro***	2,000 (Seasonal 20,000)	\$128,584	n/a	65	40	15 days
Williamstown	7,600	\$75,232 plus \$10,000 (Conservation)	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Position is Assistant Town Manager/Director of Planning & Community Development.

**Director of Planning & Community Development also serves as Town Planner.

***Position is Town Planner and Land Use Counsel.

Finance Director

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster*	10,000	\$121,200	n/a	75%	35	¹ See end note
Chatham	6,200	\$139,360	\$500	70%	40	20 days
Dalton	6,600	n/a	n/a	n/a	n/a	n/a
East Longmeadow	16,200	\$107,500	0	70%	40	4 weeks
Easthampton	16,000	n/a	n/a	n/a	n/a	n/a
Great Barrington*	7,000 (Seasonal 15,000- 20,000)	\$107,100	² \$0	80%	40	² 2 weeks
Lee	5,700	n/a	n/a	n/a	n/a	n/a
Lenox	5,000	n/a	n/a	n/a	n/a	n/a
Longmeadow	15,800	\$116,511	\$1,500	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	\$110,063	0	70%	40	4 weeks
Montague	8,200	n/a	n/a	n/a	n/a	n/a
Orleans	5,800	\$150,960	0	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$130,799	0	70%	40	5 weeks
Salisbury*	9,500	\$120,000	\$1,800	75%	38	3 weeks
Truro**	2,000 (Seasonal 20,000)	Unfilled	n/a	n/a	n/a	n/a
Williamstown***	7,600	n/a	n/a	n/a	n/a	n/a

*Finance Director also serves as Town Accountant.

**Finance Director also serves as Treasurer/Collector.

***Duties currently handled by Town Manager.

Fire Chief

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$175,525*	(FY21) \$750	75%	40	¹ See end note
Chatham	6,200	\$133,080	0	70%	40	25 days
Dalton**	6,600	\$62,000-\$82,000	n/a	Undisclosed	40	TBD
East Longmeadow	16,200	\$135,600	0	70%	40	5 weeks
Easthampton	16,000	\$87,000	n/a	75%	40	25 days
Great Barrington	7,000 (Seasonal 15,000-20,000)	\$86,352	² \$200	80%	40	² See end note
Lee	5,700	\$71,488	n/a	75%	40	Contract
Lenox	5,000	\$84,900	n/a	75%	40	Max. 5 weeks / Contract
Longmeadow	15,800	\$145,680	0	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	\$126,170	0	65	40	4 weeks
Montague***	8,200	n/a	n/a	n/a	n/a	n/a
Orleans	5,800	\$161,000	\$5,000 civil defense	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$59,225	0	80%	Volunteer	n/a
Salisbury	9,500	\$123,687	0	75%	40	5 weeks
Truro	2,000 (Seasonal 20,000)	\$109,752	n/a	65%	40	20 days
Williamstown**	7,600	\$87,600	n/a	75%	40	3 weeks (4 weeks in 2022 at 20 years of service)

*Includes \$5,000 to serve as Emergency Management Director.

**Independent Fire District; not managed by Town government.

***All volunteer department; members receive an honorarium.

Health Director/Health Agent



Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$83,830	n/a	75%	35	¹ See end note
Chatham	6,200	\$138,881	\$2,000	70%	40	25 days
Dalton	6,600	\$34,485	0	72.5%	24	Undisclosed
East Longmeadow	16,200	\$78,000	0	70%	40	4 weeks
Easthampton	16,000	\$63,182	n/a	75%	35	Unavailable
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$52,274	² \$200	80%	40	² See end note
Lee*	5,700	\$82,622	\$1,100	75%	40	Contract
Lenox*	5,000	\$82,622	n/a	Receives benefits from Lee	40	Contract
Longmeadow	15,800	\$73,271	0	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	n/a	n/a	n/a	n/a	n/a
Montague	8,200	\$67,610	0	80%	35	2 weeks
Orleans	5,800	\$96,913	\$4,200	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$79,798	\$700	80%	40	4 weeks
Salisbury	9,500	\$38,860	0	n/a	17	n/a
Truro**	2,000 (Seasonal 20,000)	\$91,687	n/a	65	40	15 days
Williamstown	7,600	\$71,474 plus \$6,493.05 for additional services	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Lee, Lenox, and Stockbridge share a tri-town Health Director/Agent and each town pays 1/3 of the salary.

**Position is Health Director/Conservation Agent.

Library Director

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$98,847	n/a	75%	35	¹ See end note
Chatham	6,200	**\$82,732	0	70%	37	Undisclosed
Dalton	6,600	\$59,821	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$82,070	0	70%	37.5	4 weeks
Easthampton*	16,000	\$56,584	n/a	n/a	n/a	n/a
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$63,617	² \$200	80%	40	² See end note
Lee	5,700	\$60,000	n/a	75%	40	2 weeks
Lenox	5,000	\$72,862	n/a	75%	40	3 weeks
Longmeadow	15,800	\$76,936	\$750	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	\$90,368	0	70%	40	5 weeks
Montague	8,200	\$71,748	0	80%	35	5 weeks
Orleans	5,800	\$89,734	\$1,950	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$85,304	0	70%	40	2 weeks
Salisbury	9,500	\$77,940	\$2,300	75%	38	5 weeks
Truro	2,000 (Seasonal 20,000)	\$87,258	\$480	65%	40	19 days
Williamstown	7,600	\$76,487	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Library is a nonprofit, educational institution which receives 57% of total operating budget via the City and 43% of funding via fundraising efforts. Salary as of 2018.

**2018 data.

Police Chief

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$152,778	\$1,500	75%	40	¹ See end note
Chatham	6,200	\$167,310	0	70%	40	25 days
Dalton	6,600	\$105,000	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$142,000	0	70%	40	4 weeks
Easthampton	16,000	\$110,204	n/a	75%	40	n/a
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$105,000	² \$200	80%	40	² See end note
Lee	5,700	\$88,000	\$1,400	75%	40	Contract
Lenox	5,000	\$108,036	n/a	75%	40	Max. 5 weeks/ Contract
Longmeadow	15,800	\$137,603	\$1,000	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	\$149,817	0	70%	40	5 weeks
Montague	8,200	\$94,529 plus 20% incentive	0	80%	40	5 weeks
Orleans	5,800	\$161,029	\$1,000 Civil Defense	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$142,821	\$1,900	80%	40	3 weeks
Salisbury	9,500	\$160,845	0	75%	40	5 weeks
Truro	2,000 (Seasonal 20,000)	\$142,949	n/a	65%	40	20 days
Williamstown	7,600	\$112,377	\$250-\$700 based on years of service	75%	40	10-26 days based on years of service



Principal Assessor

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$74,301	(FY21) \$900	75%	35	¹ See end note
Chatham	6,200	\$98,987	0	65%	40	15 days
Dalton	6,600	\$16,242	0	n/a	11	n/a
East Longmeadow	16,200	\$95,500	0	70%	40	5 weeks
Easthampton	16,000	\$63,383	n/a	75%	34	3 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$85,000	² \$0	80%	40	² See end note
Lee*	5,700	\$45,719	\$1,250	75%	40	Max. 5 weeks
Lenox*	5,000	\$52,618	n/a	75%	40	4 weeks
Longmeadow	15,800	\$66,719	0	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	\$96,548	0	65%	40	4 weeks
Montague	8,200	\$73,184	\$300	80%	35	3 weeks
Orleans	5,800	\$85,657	0	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$83,030	0	70%	40	3 weeks
Salisbury	9,500	\$101,044	\$2,300	75%	38	5 weeks
Truro	2,000 (Seasonal 20,000)	\$83,957	n/a	65%	40	13 days
Williamstown	7,600	\$79,560	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Title is Assessor's Clerk.

Superintendent of Public Works

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$136,149	n/a	75%	40	¹ See end note
Chatham	6,200	\$146,154	0	70%	40	20 days
Dalton (Highway Superintendent)	6,600	\$80,716	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$116,160	0	70%	40	5 weeks
Easthampton*	16,000	\$97,968	n/a	75%	40	5 weeks
Great Barrington**	7,000 (Seasonal 15,000- 20,000)	\$94,249	² \$0	80%	40	² 2 weeks
Lee	5,700	\$85,609	\$1,800	75%	40	Max. 5 weeks
Lenox	5,000	\$74,651	n/a	75%	40	3 weeks
Longmeadow	15,800	\$115,875	\$250	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	\$125,000	0	65%	40	4 weeks
Montague	8,200	\$95,813	0	80%	40	4 weeks
Orleans (Director of Public Works & Natural Resources)	5,800	\$134,814	\$600	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$122,516	0	80%	40	4 weeks
Salisbury	9,500	\$120,739	n/a	75%	40	2 weeks
Truro	2,000 (Seasonal 20,000)	\$106,528	\$570	65%	40	19 days
Williamstown	7,600	\$91,781	\$250-\$700 based on years of service	75%	40	10-26 days based on years of service

*Title is Director of Public Works.

**Superintendent of Public Works and Town Engineer positions are filled by single employee.

Town Accountant

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster*	10,000	\$121,200	n/a	75%	35	¹ See end note
Chatham	6,200	\$89,939	\$350	70%	40	15 days
Dalton	6,600	\$58,461	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$70,200	0	70%	40	5 weeks
Easthampton	16,000	n/a	n/a	n/a	n/a	n/a
Great Barrington*	7,000 (Seasonal 15,000- 20,000)	\$107,100	² \$0	80%	40	² 2 weeks
Lee	5,700	\$74,500	\$950	75%	40	4 weeks/ Contract
Lenox	5,000	\$74,500	n/a	75%	40	4 weeks/ Contract
Longmeadow	15,800	\$72,696	\$250	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	n/a	n/a	n/a	n/a	n/a
Montague	8,200	\$75,014	0	80%	35	5 weeks
Orleans*	5,800	n/a	n/a	n/a	n/a	n/a
Provincetown	3,000 (Seasonal 30,000)	n/a	n/a	n/a	n/a	n/a
Salisbury*	9,500	\$120,000	\$1,800	75%	38	3 weeks
Truro	2,000 (Seasonal 20,000)	\$101,419	\$2,095	65%	40	30 days
Williamstown	7,600	\$78,412	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*Finance Director also serves as Town Accountant.

Town/City Clerk

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$83,367 plus \$1,500 stipend	n/a	75%	35	¹ See end note
Chatham	6,200	\$83,220	\$2,000	70%	40	25 days
Dalton	6,600	\$55,847	0	72.5%	40	Undisclosed
East Longmeadow	16,200	\$81,200	0	70%	40	4 weeks
Easthampton	16,000	\$68,541	n/a	75%	35	5 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$61,200	² \$300	80%	40	² See end note
Lee	5,700	\$53,717	n/a	75%	40	2 weeks
Lenox	5,000	\$59,051	n/a	75%	40	3 weeks
Longmeadow	15,800	\$83,268	\$500	Max. 68.5%	40	4 weeks
Manchester by the Sea	5,400	\$83,666	0	65%	40	4 weeks
Montague	8,200	\$75,014	0	80%	35	Elected
Orleans	5,800	\$78,384	\$2,250	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$71,369	0	80%	40	4 weeks
Salisbury	9,500	\$80,454	\$2,000	75%	38	3 weeks
Truro	2,000 (Seasonal 20,000)	\$77,857	n/a	65%	40	10 days
Williamstown	7,600	\$67,000	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

Town/City Engineer

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	n/a	n/a	n/a	n/a	¹ See end note
Chatham	6,200	n/a	n/a	n/a	n/a	n/a
Dalton	6,600	n/a	n/a	n/a	n/a	n/a
East Longmeadow	16,200	\$87,019	0	70%	40	4 weeks
Easthampton	16,000	\$69,688	n/a	75%	35	4 weeks
Great Barrington*	7,000 (Seasonal 15,000- 20,000)	\$94,249	² \$0	80%	40	² 2 weeks
Lee	5,700	n/a	n/a	n/a	n/a	n/a
Lenox	5,000	n/a	n/a	n/a	n/a	n/a
Longmeadow	15,800	\$87,667	0	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	\$103,500	0	65%	40	3 weeks
Montague	8,200	n/a	n/a	n/a	n/a	n/a
Orleans	5,800	n/a	n/a	n/a	n/a	n/a
Provincetown	3,000 (Seasonal 30,000)	\$89,274	0	n/a	40	2 weeks
Salisbury	9,500	n/a	n/a	n/a	n/a	n/a
Truro	2,000 (Seasonal 20,000)	n/a	n/a	n/a	n/a	n/a
Williamstown	7,600	n/a	n/a	n/a	n/a	n/a

*Superintendent of Public Works and Town Engineer positions are filled by single individual.

Town Manager/Town Administrator

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster*	10,000	\$158,651	n/a	75%	40+	¹ See end note
Chatham	6,200	\$192,728	0	70%	40+	25 days
Dalton	6,600	\$112,000	0	72.5%	40+	Undisclosed
East Longmeadow	16,200	\$142,000	0	70%	40+	4 weeks
Easthampton	16,000	n/a	n/a	n/a	n/a	n/a
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$122,400	² \$300	80%	40+	Per Contract
Lee**	5,700	\$125,000	0	Receives benefits from Lenox	40+	4 weeks/ Contract
Lenox**	5,000	\$125,000	n/a	75%	40+	4 weeks/ Contract
Longmeadow	15,800	\$148,500	0	Max. 68.5%	40+	4 weeks
Manchester by the Sea	5,400	\$161,178	0	70%	40+	4 weeks
Montague	8,200	\$115,934	0	80%	40+	4 weeks
Orleans	5,800	\$171,916	0	75%	40	Per Contract
Provincetown	3,000 (Seasonal 30,000)	\$185,000	0	70%	40+	3 weeks
Salisbury	9,500	\$142,570	\$2,500	75%	40+	5 weeks
Truro	2,000 (Seasonal 20,000)	\$172,000 (plus stipends to total \$186,000)	n/a	65%	40	20 days
Williamstown	7,600	\$125,304	\$250-\$700 based on years of service	75%	37.5+	10-26 days based on years of service

*Receives annual mileage stipend of \$4,000.

**Lee and Lenox share a Chief Administrative Officer and each community pays one-half of the salary.

Town/City Planner

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$100,642	n/a	75%	35	¹ See end note
Chatham	6,200	\$96,532	0	65%	40	10 days
Dalton [#]	6,600	\$47,683	0	72.5%	40	Undisclosed
East Longmeadow	16,200	n/a	n/a	n/a	n/a	n/a
Easthampton	16,000	\$82,427	n/a	75%	37.5	3 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	n/a	n/a	n/a	n/a	n/a
Lee*	5,700	\$40,914	n/a	75%	40	2 weeks
Lenox*	5,000	\$50,190	n/a	75%	40	2 weeks
Longmeadow	15,800	n/a	n/a	n/a	n/a	n/a
Manchester by the Sea	5,400	\$86,235	0	70%	40	4 weeks
Montague	8,200	n/a	n/a	n/a	n/a	n/a
Orleans	5,800	n/a	n/a	n/a	n/a	n/a
Provincetown	3,000 (Seasonal 30,000)	\$75,740	0	70%	40	2 weeks
Salisbury**	9,500	\$83,952	\$2,200	75%	38	4 weeks
Truro***	2,000 (Seasonal 20,000)	\$128,584	n/a	65%	40	15 days
Williamstown	7,600	n/a	n/a	n/a	n/a	n/a

[#]Position is currently open and being advertised.

*Lee and Lenox each have a Land Use Assistant, not a Town Planner.

**Director of Planning & Community Development also serves as Town Planner.

***Position is Town Planner and Use Counsel.

Treasurer/Collector

Community	Population	Annual Salary	Annual Longevity Pay	% Health Insurance Town Funded	Hours of Average Work Week	Annual Vacation Time
Brewster	10,000	\$100,830 plus \$1,500 stipend	\$1,500	75%	35	¹ See end note
Chatham	6,200	\$89,814	0	65%	40	15 days
Dalton*	6,600	\$53,891 (Collector) \$57,252 (Treasurer)	0	72.5%	40 (for each position)	Undisclosed
East Longmeadow	16,200	\$71,000	0	70%	40	4 weeks
Easthampton	16,000	\$74,733	n/a	75%	34	2 weeks
Great Barrington	7,000 (Seasonal 15,000- 20,000)	\$80,668	² \$200	80%	40	² See end note
Lee	5,700	\$76,984	\$1,400	75%	40	Max. 5 weeks
Lenox	5,000	\$71,843	n/a	75%	40	3 weeks
Longmeadow	15,800	\$76,239	0	Max. 68.5%	40	3 weeks
Manchester by the Sea	5,400	\$103,500	0	70%	40	4 weeks
Montague	8,200	\$68,963	0	80%	35	Elected
Orleans	5,800	\$96,913	0	75%	40	³ See end note
Provincetown	3,000 (Seasonal 30,000)	\$80,377	0	70%	40	3 weeks
Salisbury	9,500	\$84,986	\$2,300	75%	38	5 weeks
Truro	2,000 (Seasonal 20,000)	Unfilled \$111,980- \$125,000	n/a	n/a	n/a	n/a
Williamstown	7,600	\$74,460	\$250-\$700 based on years of service	75%	37.5	10-26 days based on years of service

*In Dalton, Town Collector and Town Treasurer are two separate positions.

¹ Town of Brewster

Personnel Bylaw Policies and Procedures

6.2-2 Accrual of Vacation

The vacation year shall be determined by the employee's anniversary date of hire with the Town. Vacation shall be granted in accordance with the following schedule:

- (a) Full-time employees in continuous service of the town for more than six (6) months but less than one (1) year of employment who have successfully completed the probationary period shall earn five (5) days of vacation leave with pay to be used during the first year of employment.
- (b) Full-time employees in continuous service of the town for more than one year, but less than five (5) years of continuous, shall earn ten (10) days per year of vacation leave with pay.
- (c) Full-time employees in continuous service of the town for more than five (5) years, but less than ten (10) years of continuous service shall be entitled to fifteen (15) days per year of vacation leave with pay.
- (d) Full-time employees in continuous service of the town for more than ten (10) years, but less than fifteen (15) years of continuous service shall be entitled to twenty (20) days per year of vacation leave with pay.
- (e) Full-time employees in continuous service of the Town in excess of fifteen (15) years shall be entitled to twenty-five (25) days per year of vacation leave with pay.
- (f) Part-time employees who work less than 20 hours per week are not entitled to paid vacation leave. Regular part-time employees who work more than twenty (20) hours per week shall be granted vacation leave in the same proportion that his/her part-time service bears to full-time service.
- (g) Employees utilizing paid vacation leave in advance of earning it shall be required to repay the town if they do not remain in the town's employment long enough to earn the vacation leave taken.

² Town of Great Barrington

Longevity is based on length of service:

- Five (5) years of service receives \$200
- Ten (10) years of service receives \$300
- Fifteen (15) years of service receives \$500
- Twenty (20) years of service receives \$750

Vacation leave is based on length of service:

- Up to two (2) years of service receives two (2) weeks (80 hours) vacation
- Up to five (5) years of service receives three (3) weeks (120 hours) vacation
- Up to ten (10) years of service receives four (4) weeks (160) hours vacation
- Up to fifteen (15) years of service receives five (5) weeks (200 hours) vacation
- One (1) additional day for each year above fifteen (15) years, up to a maximum of twenty-five (25) total days of vacation



³ Town of Orleans

Article XXXIX – Vacation

Section 1. A new employee is entitled to ten (10) working days paid vacation after one (1) year of continuous employment. Five (5) days may be taken after the first six (6) months – the remaining five (5) days may be taken after the completion of twelve (12) months.

Thereafter, upon completing one full year of employment after the employee anniversary date, a full-time employee shall be granted ten (10) working days of vacation per year during the employee’s first five (5) years of employment.

Section 2. In the year in which the employee commences the sixth (6th) year of employment, the employee shall be granted fifteen (15) working days of vacation per year.

Section 3. After completing ten (10) years of continuous employment, an employee shall be granted twenty (20) working days paid vacation per year.

Section 4. After completing fifteen (15) continuous years of service, the employee shall be granted twenty-five (25) working days paid vacation per year. Employees hired on or after July 1, 2012 shall be eligible for twenty-five (25) working days paid vacation after twenty (20) years or more of service.

Section 5. In no event will vacation be granted for more than twenty (20) consecutive working days except for an employee with ten (10) or more years of service.

Data re: MA Senior Tax Deferral Program (41A)

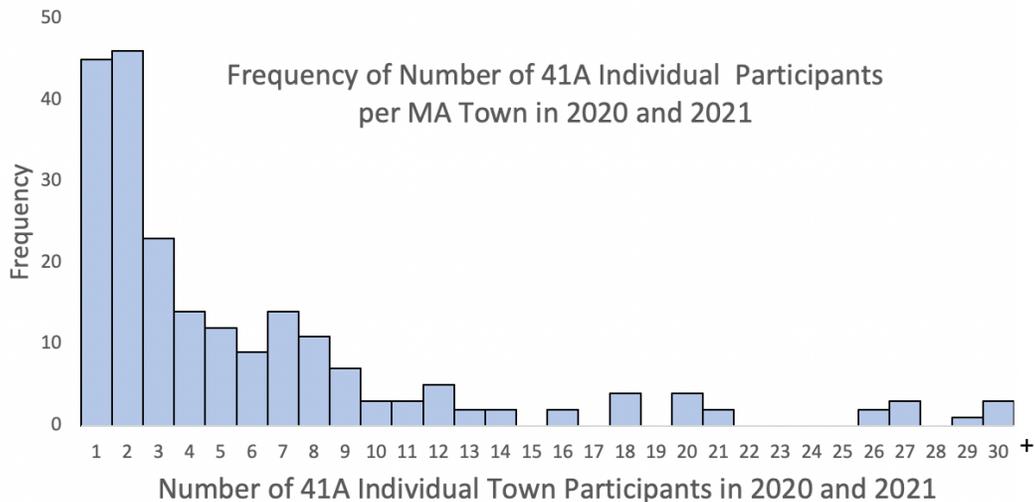
Top 10 Towns Participating in 41A

2020		2021	
Newton	69	< Newton not yet reported ? >	
Lexington	41	Lexington	54
Boston	27	Boston	27
Quincy	27	Quincy	29
Natick	26	Natick	26
Wellesley	21	Wellesley	21
Hingham	20	Hingham	20
Weymouth	20	Weymouth	20
Arlington	18	Arlington	16
Westford	18	Winchester	18
Sudbury	18	Westford	16

2020 Avg annual amount of deferral (per participant) = \$5,180 (n = 116)

2021 Avg annual amount of deferral (per participant) = \$6,163 (n = 102)

All Towns with 1+ participants (n = 134 [out of 351 total]): Abington, Acton, Amesbury, Amherst, Andover, Arlington, Ashby, Ashland, Attleboro, Barnstable, Belmont, Beverly, Billerica, Boston, Braintree, Brewster, Bridgewater, Brockton, Brookline, Burlington, Cambridge, Chatham, Chelmsford, Chicopee, Clinton, Cohasset, Colrain, Concord, Danvers, Dedham, Dennis, Dover, Duxbury, East Bridgewater, Easton, Everett, Fairhaven, Falmouth, Framingham, Freetown, Gloucester, Grafton, Hadley, Halifax, Hampden, Hanover, Hanson, Harwich, Haverhill, Hingham, Hopkinton, Hudson, Hull, Ipswich, Kingston, Lexington, Leyden, Littleton, Longmeadow, Lynn, Lynnfield, Manchester By The Sea, Marblehead, Marlborough, Marshfield, Mashpee, Maynard, Medfield, Medford, Medway, Melrose, Milton, Nahant, Natick, Needham, Newburyport, Newton, Norfolk, North Andover, Northampton, Northborough, Norton, Norwell, Oak Bluffs, Orleans, Paxton, Peabody, Pembroke, Pepperell, Plymouth, Plympton, Provincetown, Quincy, Randolph, Reading, Rowley, Salisbury, Sandwich, Scituate, Sherborn, Somerville, Southborough, Southbridge, Stoneham, Stow, Sudbury, Swampscott, Tewksbury, Tisbury, Topsfield, Tyngsborough, Wakefield, Walpole, Waltham, Wareham, Watertown, Wellesley, Wenham, West Bridgewater, West Brookfield, West Newbury, Westborough, Westford, Weston, Westwood, Weymouth, Whitman, Wilmington, Winchester, Winthrop, Woburn, Worcester, Wrentham, Yarmouth. (Towns in Berkshire County: 0)



Note: approx. 50% of towns have 3 or fewer participants

Data re: Great Barrington Tax Deferrals and Outstanding Liens (2016-2020) (Lenox also provided for comparison)

<https://dls.gateway.dor.state.ma.us/reports/rdPage.aspx?rdReport=Exemptions.TaxDeferrals>

8/19/21

Grt Barrington					
Fiscal Year	2016	2017	2018	2019	2020
Outstanding Real Estate Receivables	735,013	756,881	638,766	1,190,985	828,304
Outstanding Personal Property Receivables	36,758	40,122	41,286	140,465	97,328
Outstanding Deferred Property Tax	0	0	0	0	0
Outstanding Tax Liens Receivables	601,862	703,614	640,667	465,302	1,042,873
Outstanding Foreclosure Receivables	49,326	49,326	147,284	225,508	263,150
Total Outstanding RE, PP, DP, TL, FT Receivables	1,422,959	1,549,943	1,468,003	2,022,260	2,231,655
Tax Levy	19,808,863	20,832,972	21,574,492	23,500,999	23,993,431
Outstanding RE Receivables as % of Tax Levy	3.71%	3.63%	2.96%	5.07%	3.45%
Outstanding PP Receivables as % of Tax Levy	0.19%	0.19%	0.19%	0.60%	0.41%
Deferred Property Taxes as % of Tax Levy	0.00%	0.00%	0.00%	0.00%	0.00%
Tax Lien Receivables as % of Tax Levy	3.04%	3.38%	2.97%	1.98%	4.35%
Foreclosure Receivables as % of Tax Levy	0.25%	0.24%	0.68%	0.96%	1.10%
Total Receivables as % of Tax Levy	7.18%	7.44%	6.80%	8.60%	9.30%
Lenox					
Outstanding Real Estate Receivables	576,314	727,118	573,651	285,699	374,493
Outstanding Personal Property Receivables	22,169	29,791	35,500	5,658	5,464
Outstanding Deferred Property Tax	0	0	0	0	0
Outstanding Tax Liens Receivables	124,951	164,690	203,339	240,488	249,431
Outstanding Foreclosure Receivables	843	843	843	0	0
Total Outstanding RE, PP, DP, TL, FT Receivables	724,277	922,442	813,333	531,845	629,388
Tax Levy	14,469,591	14,822,046	15,248,742	15,613,955	16,015,739
Outstanding RE Receivables as % of Tax Levy	3.98%	4.91%	3.76%	1.83%	2.34%
Outstanding PP Receivables as % of Tax Levy	0.15%	0.20%	0.23%	0.04%	0.03%
Deferred Property Taxes as % of Tax Levy	0.00%	0.00%	0.00%	0.00%	0.00%
Tax Lien Receivables as % of Tax Levy	0.86%	1.11%	1.33%	1.54%	1.56%
Foreclosure Receivables as % of Tax Levy	0.01%	0.01%	0.01%	0.00%	0.00%
Total Receivables as % of Tax Levy	5.01%	6.22%	5.33%	3.41%	3.93%

THE 192ND GENERAL COURT OF THE
COMMONWEALTH OF MASSACHUSETTS

Bills & Laws
Budget
Legislators
Hearings & Events
Committees & Commissions
State House

[General Laws](#) » [Part I](#) » [Title IX](#) » [Chapter 59](#) »

SEARCH THE LEGISLATURE...

Q

SECTION 5K

GENERAL LAWS

Chapter Section GO >

- ▾ Part I
 - Title I
 - Title II
 - Title III
 - Title IV
 - Title V
 - Title VI
 - Title VII
 - Title VIII
 - ▾ Title IX
 - Chapter 58
 - Chapter 58A
 - ▾ Chapter 59
 - Section 1
 - Section 2
 - Section 2A
 - Section 2B
 - Section 2C
 - Section 2D
 - Section 3, 3A
 - Section 3B
 - Section 3C
 - Section 3D

Section 5K: Property tax liability reduced in exchange for volunteer services; persons over age 60 Print Page < Prev Next >

Section 5K. In any city or town which accepts the provisions of this section, the board of selectmen of a town or in a municipality having a town council form of government, the town council or the mayor with the approval of the city council in a city may establish a program to allow persons over the age of 60 to volunteer to provide services to such city or town. In exchange for such volunteer services, the city or town shall reduce the real property tax obligations of such person over the age of 60 on his tax bills and any reduction so provided shall be in addition to any exemption or abatement to which any such person is otherwise entitled and no such person shall receive a rate of, or be credited with, more than the current minimum wage of the commonwealth per hour for services provided pursuant to such reduction nor shall the reduction of the real property tax bill exceed \$1,500 in a given tax year. It shall be the responsibility of the city or town to maintain a record for each taxpayer including, but not limited to, the number of hours of service and the total amount by which the real property tax has been reduced and to provide a copy of such record to the assessor in order that the actual tax bill reflect the reduced rate. A copy of such record shall also be provided to the taxpayer prior to the issuance of the actual tax bill. Such cities and towns shall have the power to create local rules and procedures for implementing this section in any way consistent with the intent of this section.

In no instance shall the amount by which a person's property tax liability is reduced in exchange for the provision of services be considered income, wages, or employment for purposes of taxation as provided in chapter 62, for the purposes of withholding taxes as provided in chapter 62B, for the purposes of workers' compensation as provided in chapter 152 or any other applicable provisions of the General Laws, but such person while providing such services shall be considered a public employee for the purposes of chapter 258, but such services shall be deemed employment for the purposes of unemployment insurance as provided in chapter 151A.

A city or town, by vote of its legislative body, subject to its charter, may adjust the exemption in this clause by: (1) allowing an approved representative, for persons physically unable, to provide such services to the city or town; or (2) allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500.



[Return to Last page](#)

For Questions or Assistance Email us at :
databank@dor.state.ma.us

Select Municipalities: Select Fiscal Years:

Great Barrington 2020

Clause	Clause Description	Number of Exemptions Granted	Amount Abated	State Reimbursement Amount
17	Surviving Spouses, minors or persons 70 years or over	0	0.00	0.00
17C	Surviving Spouses, minors or persons 70 years or over	0	0.00	0.00
17C 1/2	Surviving Spouses, minors or persons 70 years or over	0	0.00	0.00
17D	Surviving Spouses, minors or persons 70 years or over	0	0.00	0.00
18	Hardship	0	0.00	0.00
18A	Deferred taxes	0	0.00	0.00
22(a-f)	Veterans	17	6,800.00	3,825.00
Para	Paraplegics & surviving spouses of paraplegics (G.L. 58 §8)	0	0.00	0.00
22A	Veterans & surviving spouses	0	0.00	0.00
22B	Veterans & surviving spouses	0	0.00	0.00
22C	Veterans & surviving spouses	0	0.00	0.00
22D	Surviving spouse	5	23,386.00	23,386.00
22E	Veterans & surviving spouses	6	6,000.00	4,950.00
37	Blind	6	2,625.00	525.00
37A	Blind	0	0.00	0.00
41	Certain elderly persons 70 years of age or over	0	0.00	0.00
41B	Certain elderly persons 70 years of age or over	0	0.00	0.00
41C	Certain elderly persons 70 years of age or over	17	17,000.00	0.00
41C 1/2	Certain elderly persons 70 years of age or over	0	0.00	0.00
41A	Deferred taxes -- persons 65 years or over	0	0.00	0.00
42	Surv. spouses of police officers/firefighters killed in the line of duty	0	0.00	0.00
43	Surv. minors of police officers/firefighters killed in the line of duty	0	0.00	0.00
50	Elderly housing (G.L. 59 §5)	0	0.00	0.00
52	Elderly persons water/sewer debt shift (G.L. 59 §5)	0	0.00	0.00
53	Septic system/cesspool (G.L. 59 §5)	0	0.00	0.00
56	Guardsman and Reservists Deployed	0	0.00	0.00
57	Optional Senior Exemption	0	0.00	0.00
Totals		51	55,811.00	32,686.00