



Town/School Compensation and Benefits Study

Plymouth, Massachusetts

- FINAL REPORT

August 25, 2017

Submitted by:

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1 Introduction and Overview

Human Resources Services, Inc. (HRS) was commissioned by the Town of Plymouth, Massachusetts to conduct a comprehensive *Town/School Compensation and Benefits Study*, as directed by a vote of Town Meeting. HRS was asked to conduct an independent evaluation of total compensation and benefits. The consultants studied salaries/wages, benefits, other compensation, classifications, and job descriptions. The scope of this study was shaped by the Town of Plymouth's interest in understanding and comparing total compensation, including benefits and pay, rather than simply pay; and also to conduct an all-inclusive town and school analysis and comparison within Plymouth.

At the onset of this study, a project study team was formed to work with the HRS consultants and to ensure that accurate information and appropriate decisions and comparisons were made based upon the Town and School's requirements jointly, and also to ensure proper input from all Town department heads and employees. The project study team also provided input regarding the Town's compensation philosophies, preferences, and needs of the systems to be developed. The consultants also requested documentation about current compensation, benefits and classification programs, met with management to discuss these systems and developed an understanding of concerns to be addressed. The project team included the Town Manager, Assistant Town Manager, Town Human Resources Director, and Assistant Superintendent of Schools for Human Resources. On other occasions, HRS also met separately with school administration staff including the Superintendent of Schools and the Business/Finance Manager. Overall, approximately 300 town/school benchmarked positions were studied, representing more than one thousand (1,000+) employees. The consulting team studied closely the departmental structures and jobs for both town and schools that make up the fabric of municipal

operations, staffing, overall workloads, resource requirements and expenditures, and use of technology within the various levels of town and school operations.

The consulting team conducted a thorough review of the positions within the organization as they currently exist and have provided herein the detailed information on the methodology used, data and statistics, analysis, findings and recommendations. The recommended plans offered in this HRS Study will assist to increase the market competitiveness of the Town's compensation administration program within the regional and statewide marketplace.

Whenever a study seeks ways to improve or enhance systems, it is important to recognize what the organization has accomplished to date. Much credit must be given to the Town of Plymouth, its management, superintendents, HR administrators and staff, and principals/department heads for the efficiencies and levels of improvements to compensation administration programs to date. Human Resources Services' recommendations are a continuation of many existing policies to the next increment of operating efficiency and system excellence. Significant work is required to achieve these next incremental benefits and will require a concerted effort with Town and School officials, department heads, union representatives, and employees. The recommendations developed are based upon what HRS believes to be practical and in the best interest of the Town and Schools as a whole.

The consultant team adhered to the following objectives:

1. Include all Town/School departments identified in the Request for Proposal.
2. Evaluate the external competitiveness of the salary, wages, and benefits compared to the market.
3. Show other total compensation pay for public safety positions.

4. Provide total compensation charts for town and school positions.
5. Ensure internal equity between grades/classes.
6. Update the current classification system and salary ranges to remain competitive in the job market for quality employees.
7. Update job descriptions and ensure that job descriptions comply with applicable laws and regulations and include all essential functions.
8. Enable ongoing administration and maintenance of the pay plans by staff.
9. Review of exempt/nonexempt status for all positions under the Federal Fair Labor Standards Act (FLSA).
10. Survey the Town's selected communities throughout the Commonwealth, and also compare to the local private sector market.

2 The Survey

A comprehensive wage and benefits survey was conducted as part of this Study. To measure the total compensation among the Town and School competitors for these positions studied, HRS distributed custom survey documents to comparable organizations jointly identified by the Town and Schools and HRS. This survey document was designed to collect information regarding specific components of pay rates including, minimum salary/wages, maximum salary/wages, and any unique characteristics about the positions which would affect pay. Respondents were asked to provide information for those jobs that represent a best match to their Town/School positions. As needed, follow-up calls and emails were made to the comparable communities. Sometimes it is difficult to find exact positions from other comparable organizations. However, in general, if seventy percent of the duties and responsibilities are the same, then the position is a good match for market analysis purposes. HRS also utilized its own databases (*such as ERI for state-wide municipal data*), and other survey data (*such as the MMPA, an industry provider of local municipal comparable data*).

The comparable communities were chosen based on set criteria by the Town and Schools, and they included a cross-section of communities throughout the Commonwealth that provided the best match for the positions.

The Town of Plymouth is a complex sea-side community; and is the largest Town in Massachusetts in land measurement. Therefore its size, budget, older infrastructure and services within a diverse urban, suburban, and beach environment presented challenges in selecting good comparable organizations. Plymouth has both historical landmarks, as well as a nuclear power plant. Due to the uniqueness of the Town, it was essential to look at both small towns and larger cities throughout the Commonwealth to find the best comparisons of positions. The following Massachusetts communities responded to the HRS survey:

- Attleboro
- Barnstable
- Billerica
- Boston
- Bourne
- Bridgewater
- Charlton
- Dartmouth
- Falmouth
- Haverhill
- Marlborough
- Mansfield
- Middleborough
- Milford
- North Attleborough
- Sandwich
- Sturbridge
- Taunton
- Tewksbury
- Waltham
- Weymouth

The Consultant Team met with the project team to develop a total compensation survey instrument. Comparable organizations responded to survey questions on salary/wages, benefits, other public safety compensation, and other school compensation. HRS met with the team to review draft data collected throughout the course of the study and analysis. A large volume of data was gathered for quantitative and qualitative results. Union contracts were gathered and analyzed to better understand the particulars of the benefits offered by the respective municipality or school district.

All of the comparative data is current FY-2017 information and are included as attachments to this report. HRS collected minimum and maximum salary ranges from the comparable organizations. Certain wage data may have been pro-rated for comparison purposes only. In the Comparative Data Charts attached to this report, in each cell, the top number indicates the minimum base salary range for each position and the bottom number indicates the maximum base salary range for each position. HRS also reported on the averages, medians, range, and 75th percentile of market. The data is good for several years, and can be aged.

Virtually every organization had some type of a pay and classification plan structure. For the school teacher positions, it was typical to find compensation plans based on educational attainment, so data was collected and analyzed for the various educational groupings, such as MA+30 or MA+60, and this data was quantified. Some private sector data was collected and analyzed for select positions in the Town which are often recruited from the private sector, those include positions such as Finance Director, Accounts Payable Clerk, and Maintenance Worker. For this information, a 25 mile radius was used to gather salary/wage data from private companies.

For each position analyzed, data points were collected from the labor market. The data points indicate the amount of salary information for each position surveyed. In some instances: (1) the organization did not have a comparable position; or (2) the consultants determined that the position was not comparable to the Town and School positions in Plymouth. HRS used professional discretionary judgment when they compared positions to the comparable data. In some cases it was determined that less data was more, if it offered better comparative information. Also, the positions were benchmarked against other positions in the same job family series. This market analysis and information provides the Town and Schools with benchmark salary data to set the parameters for compensation decisions.

The Benefits Survey included comprehensive information such as the following for each union for both Town and Schools. This data is provided as an attachment to this report.

- Paid Leave
- Tuition and other Reimbursements
- Longevity Program
- Retirement Benefits (457 or 401K plan match)
- Comp Time Off Program
- Health, Dental and Life Insurance
- Disability Insurance

The Public Safety Total Compensation survey included the following information for police and fire for all ranks. These charts are attached to this report.

Police:

- Maximum Annual Base
- School Education Maximum Pay/New Hire
- Longevity @ 25 Years
- Night Differential
- Weekend Differential
- Holiday Pay
- Specialty Pay
- Defibrillator Pay
- Clothing Allowance
- Cleaning Allowance

- Other Pay

Fire:

- Maximum Annual Base
- EMT-B Stipend
- HazMat Pay
- Associates Degree Pay
- Fire Course Certifications
- Holiday Pay
- Defibrillator Pay
- Longevity @ 25 years
- Clothing Allowance
- Night Differential
- Weekend Differential

Also included as an attachment to this report is the Town and School Total Compensation which includes, but is not limited to data such as:

- Base Salary
- Deferred Compensation
- Educational Incentive
- Annual Buy Back
- Annual Longevity
- Health Insurance
- Dental Insurance
- Annual Retirement (*Note: In Massachusetts municipal and school employees do not participate in the social security system.*)
- Clothing Allowance

3 Methodology – Pay and Classification

As part of this total compensation and benefits analysis, HRS was charged with developing updated compensation and classification plans. As the economy continues to improve and other organizations look to raise their salaries and wages, the Town of Plymouth found it necessary to review its own compensation and classification program to ensure that it is competitive in order to attract and retain the necessary talent to provide vital municipal and school services.

Internal equity relates to the fairness of an organization's compensation practices among its current employees. Specifically, by reviewing the skills, capabilities, and duties of each position, it can be determined whether similar positions are being compensated in a similar manner within the organization. The Classification component of this study is aimed at resolving any inconsistencies related to job requirements and providing some clarity to the plans in place.

External equity deals with the differences between how an organization's classifications are valued and what compensation is available in the market place for the same skills, capabilities and duties.

As part of the study, Human Resources Services, Inc. was tasked with:

- Collecting and reviewing current compensation data;
- Reviewing current organizational charts;

- Conducting a thorough job analysis and job audit; updating of job descriptions by utilizing comprehensive position analysis questionnaires (PAQ) and interview techniques;
- Conducting a market survey;
- Conducting a classification analysis to assess internal equity and the strength of the current classification plans; updating the classification plans as needed;
- Developing new compensation plans as needed; and
- Developing and submitting draft and final pay and classification plans.

Human Resources Services, Inc. combined qualitative as well as quantitative data analysis to produce an equitable solution in order to maximize the fairness and competitiveness of the Town of Plymouth's compensation and classification structures and practices. Best practices were followed and utilized throughout the duration of the project.

- Organizational meetings with the project study team including Town Manager, Assistant Town Manager, Human Resources Director, and Assistant Superintendent for Human Resources.
- Orientation sessions with Department Heads from Town and School, and union representatives, and key town officials. The purpose was to discuss the study process and to distribute documents and information.
- Interviews with employees or groups of employees online with video conferencing to discuss positions, essential functions and requisite requirements, as well as the physical and work environment.

- Update of classification job descriptions.
- Rating and ranking of positions on the classification plans
- Development of recommendations

4 Job Descriptions

One major aspect of this study involved the development of updated job descriptions. Through the job analysis process which included select employees completing a comprehensive *HRS Position Analysis Questionnaire (PAQ)*, HRS discovered that many of the current job descriptions needed some updating. Based on employee feedback and manager comments on the PAQ tool, job descriptions were updated so as to better reflect actual work performed and to streamline and standardize the formats. Union representatives selected the employees to complete PAQs, and then HRS consultants determined which employees to interview. HRS interviewed a good cross-section of positions in Plymouth through online video conference. This process proved to be very efficient, and as a result the consultants were able to interview many more employees as part of the process. It also was a less costly approach for the Town.

HRS' proposed job descriptions are submitted to the Town and Schools as part of this final report. They are submitted in electronic format only through a secure HRS sharefile for the respective HR departments. In addition to assisting with the development of job analysis and classifications, good descriptions produce many other important benefits. These job descriptions emphasize the purposes of each position and the types of results which each incumbent is expected to produce. Representative examples of the work performed and minimum qualification requirements are listed. These job descriptions are small but important components of more comprehensive personnel, organizational and administrative systems or plans. They can and should be used not only for recruitment and promotion, but as tools to assist in the administration of the Town. They help define initial expectations, provide fundamental building blocks for administering compensation systems, and give additional definition to organizational charts. They can and should be used when developing employee objectives, performance plans and

performance appraisals.

The job descriptions presented to the Town are up-to-date, clear, gender neutral, and identify the duties of each position, as well as the education, experience, training, knowledge, ability, and skills, and competency levels required. Additionally, they are legally compliant addressing areas such as FLSA, ADA, and State and Local requirements such as licensures, certifications, and training mandates.

Position and class descriptions provide a broad description of the essential functions, examples of work performed, and minimum requirements for each class, but they do not provide an exhaustive list of tasks performed by each employee. In this way descriptions can cover a group of employees, some of which may be in different departments, which share comparable levels of responsivity, perform comparable work and have comparable minimum requirements.

With the completion of the descriptions, we utilized the HRS job evaluation system, to review and rate its position. ©*The Municipal Position Classification and Rating Manual* was utilized for the Town positions, and the ©*Public School Position Evaluation Manual* was utilized for the School positions. These manuals have been provided to the Town and Schools for future maintenance of the classification plans.

5 Classification & Pay Plans – Town

A classification plan is the foundation upon which a sound personnel management program is established. The classification plan is the basis for developing and implementing other personnel functions such as recruitment and selection, training, performance appraisal, succession management, etc. Classification is the process of grouping individual positions into broader groupings for personnel, budgeting, and other management purposes. Classification sorts the work of individual positions based on type of work and then levels of responsivity and difficulty. As such, it is not an exact science but rather a reasonable arrangement of work efforts and activities. Beyond legal constraints, what is most reasonable is that which works best for a particular organization.

Overall the Town's classification structure has not drastically changed in this study, however, the accompanying compensation plans have fallen somewhat out-of-sync with the market and are in need of updating. Consideration of the external market as well will benefit the organization in a number of ways. A competitive pay structure will allow the Town of Plymouth to be an effective recruiter in the market place, contribute to a reduction in employee turnover, and set the precedence to offer comparable base salaries for positions.

The proposed classification and compensation plans are attached to this report. The OPEIU and Non-Union plans are similar, but separate plans now, and each have 12 grades with 8 steps with a wage differential of approximately 26.5% from minimum to maximum on each grade. HRS developed these plans by calculating from the base hourly rate to determine the 37.5/hour annual and 40/hour annual pay rates. This was a revision to the plans which previously divided the hours into the annual pay, thus resulting in two different hourly pay rates which was inequitable.

This change is pay equity adjustment. The Town Department Head proposed Plan is shown with a min-mid-max pay range, and no steps. The SEIU has 5 Grades and 8 steps. Also provided are the Dispatchers pay range and the seasonal and part-time hourly pay plan. These are all proposed FY-2017 plans and a COLA should be applied across the salary schedules for FY-2018. Based on our research, the standard COLA for FY-2018 is 2%.

The salary schedules seem to be consistent from one group to another based on the percentage range from minimum to maximum which makes for cross-organization equity. OPEIU, Non-Union, SEIU, Department Heads, Dispatch, all appear to be approximately 27% for a range spread. In some cases steps are used to denote specific salary movement, and in other cases there are ranges. The separate salary schedules have evolved over the years due to collective bargaining.

HRS has developed revised pay plans for all positions included in the Study. More specific details of the plans are provided in the report attachments following this narrative section. The proposed pay plans put employees into a variety of pay and classification plans depending on their job class and union/non-union assignment.

The proposed salary ranges for the pay plans are the result of both job analysis and a market salary survey of targeted organizations. While market data is important as a reference, it is not a mirror image of the work as it is performed in Plymouth, and may not reflect the organizational value of the job within the Town's workforce.

6 Classification & Pay Plans – Schools

Plymouth Public Schools is a large and complex school district that serves Plymouth, Massachusetts. It operates numerous schools, making it one of the largest town school districts in the Commonwealth. It has eight elementary schools, one intermediate school, one middle school, and two comprehensive high schools that offer career and vocational education programs. There is also central administration offices. This classification and compensation plan included all positions in the Plymouth Public Schools District, including the salaries/wages, benefits and total compensation. A combination of the external market and the internal job equity combined assisted in the development of the official Classification Plan for the Schools' positions. As referenced earlier, Classification is the process of grouping individual positions into broader groupings for personnel, pay equity, budgeting, and other management purposes.

The position groups studied for the Schools included Department Heads, Administrators, Secretarial Staff, Cafeteria Workers, and Custodial Workers, Teachers, Para-educators, Technicians, and Non-Union employees. The proposed compensation and classification plans are FY-2017 plans and should be adjusted for FY-2018 with a COLA adjustment. HRS reached agreement with the Schools on the structure of the various compensation plans. It was determined that the teachers should not be included in the classification plans, but rather a pay range should be given. In some cases new plans were developed, in other cases the older plans were updated to reflect the market. Overall, the School District did not want sweeping structural changes to the plans, but rather wanted a good match to the market for compensation. The School Administrators proposed plans have 4 grades with only a 10% spread from minimum to maximum range, so employees reach maximum relatively quickly. The para-educators have four categories and 9 steps and a pay range of approximately 26.5% from minimum to maximum which is similar to the Town's pay plan ranges. The Secretaries have 9 steps with a salary range of approximately 26.5% from minimum to maximum,

and salaries are calculated based on the number of days per year the employee works which ranges from 190 days a year to 230 days a year. This is typical in school districts because not all secretaries work all year round. The teacher's salaries are typically negotiated based on educational levels going up to MA+60. HRS provided this data to the School District for negotiating purposes. For Senior Administrators who have contracts, we are providing the pay range only for the jobs, and have not developed a salary schedule.

As mentioned earlier, the communities selected to survey were set by the Town and the Schools. Because of the size of the Plymouth school district, which is unique and has two comprehensive high schools, it was sometimes difficult to find exact matches from other schools surveyed. The titles also varied much more on the school side. Also, in general, less data was received from the comparable schools, than from the comparable towns. However, overall sufficient data was received for the school positions for purposes of our analysis and for this study.

Like the Town, more specific details of the plans are provided in the report attachments following this narrative section.

7 Costs of Plans

Our project did not include projected costs of the pay plans, however, HRS is available to strategically assist the Town of Plymouth in developing the total cost of implementation of the plans. HRS' recommendations for placing employees within the new pay ranges typically consider the following: current salary; proposed job title rank; or length of total service from the reported promotion date to the recommended implement date. While we did not develop the specific cost-outs, we have guidelines and options for the Town of Plymouth to follow which are best practices within the industry and will give the Town various cost options to work within. Please note also that union positions would have to go through the collective bargaining process.

Option I. Minimum. In this option all employee salaries are brought to the minimum of the proposed pay grade. To apply this strategy, employees with salaries below their proposed minimum rate of the proposed pay grade are brought to the new minimum. Those employees who fall naturally within the proposed pay grade are placed within the range on the nearest step that does not cause a decrease in pay. This is our customary solution that many communities implement.

Option II. Years of Service. Individual employee salaries are placed within the proposed pay grade based on length of service. A standard is developed for the number of years of service to reflect a more accurate picture of longevity. For example, a newly hired employee can be placed on step one, and someone with more than three years of experience can be placed on step two. Whatever the standard, it needs to be consistent. This solution assists with differentiating between those employees who are new and those who have been employed in the same job for many years.

Option III. Same Step. Individual employee salaries are placed within the proposed new pay grade at the same approximate location as in current grade reflecting a more accurate picture of market based increases for the employees. For example, if an employee was at a Step 3 along the range of his/her current pay grade, the

employee would be placed at a corresponding level of Step 3 within the new pay grade. This could be a very costly approach, however. Since the entire pay plans have been updated to reflect the market, this approach could cause unnecessary wage inflation.

8 Recommendations

In closing, the following is a summary of our findings and general recommendations for the Town and School's considerations:

- 8.1 The salaries/wages of the positions significantly below entry levels need to be brought into line with the new ranges provided. Salary adjustments need to be made to these positions as soon as possible in order to avoid turn-over or poor morale. Also, as employees separate from the Town and Schools, these positions may be difficult to fill at the current pay ranges. If it is too costly to do in one fiscal year, then the Consultants recommend a two-year implementation process. In this two-year phased in approach, the recommended salary scales would be adopted and employees would receive approximately one-half of the total increase recommended, in addition to their regular step increase. In the second year, the employees would receive the second half of the total increase to bring them to the full amount.
- 8.2 Continue using the average of the market for targeting pay ranges. It will also assist in eliminating salary compression at the upper levels. Plymouth is a major community in the south of Boston area where at a minimum average salaries are required to recruit and retain a qualified workforce.
- 8.3 When placing the employees on the new proposed compensation plans, at a minimum, incumbents should be placed at or above their closest pay rate in order to not cut anyone's current pay. Employee wages should not be cut as a result of this analysis.
- 8.4 In particular wages for police officer and teacher appear to be somewhat lower as compared to the overall market. This is the case when looking at total other compensation for police officer, and entry level wages for teacher. Continually paying below market could be problematic for recruitment, retention and moral of employees. At a minimum, these positions should match the market benchmarked.

- 8.5 The Town and School benefits are above average to the market. The Town contributes 77.5% for Health and Dental Insurance. Only Boston pays a higher percentage rate at 80%. It contributes 99% for Group Life Insurance. It provides 15% towards 457 and 401K plans. It also provides 60% long term disability, and 90% long-term disability. Tuition reimbursement is also competitive, when many communities have reduced or eliminated this benefit.
- 8.6 The Town and Schools should consider both benefits and compensation when determining the total compensation administration program. While the salaries are slightly below market, the benefits add to the total compensation equation, and this factor should be considered in all compensation decisions moving forward.
- 8.7 The Town and School's compensation administration plans must be flexible to be effective. It must provide for ease of adjustment to cost-of-living forces, labor market supply and demand, and internal organizational changes. It can and should be altered to meet changing economic and demographic conditions in the future. Since both Plymouth and the labor market are dynamic and subject to constant change, it should not be expected that this analysis and proposed compensation plan will provide solutions to all salary problems, nor will it eliminate the need for mature judgment in the administration of salaries. It does, however, provide a snapshot of the labor market and parameters to work within so most salary matters can be handled at this time.
- 8.8 Whenever a vacancy develops, it is a good time to automatically review the position. This may involve a job analysis, updating the job description, classifications, and reviewing the market for the particular position.
- 8.9 Develop a compensation and classification policy that will aid in the Town's implementation and maintenance of its total compensation administration program for the non-union positions. The Town should also develop a standard Town/School compensation philosophy and it should be communicated to the employees and the public.

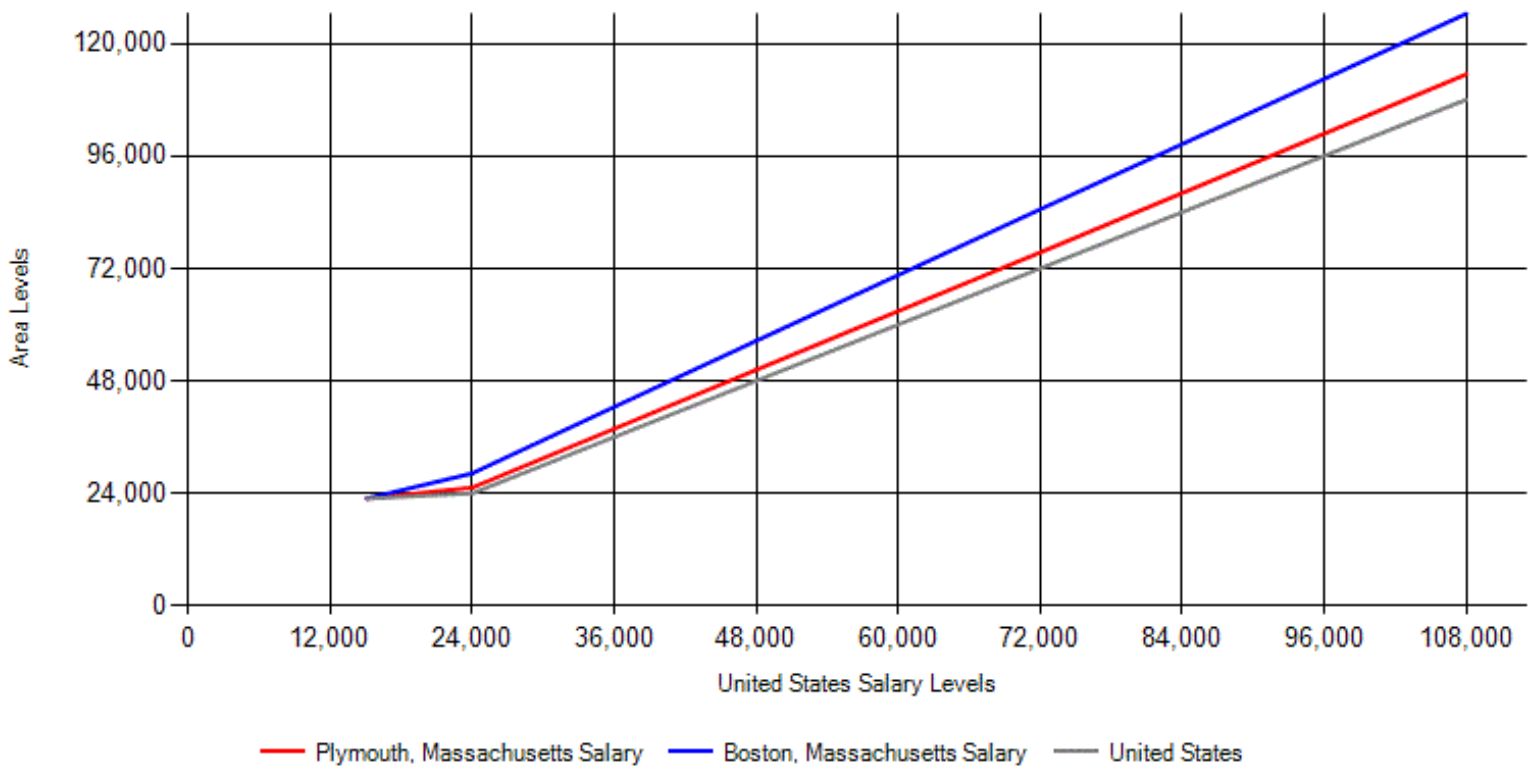
- 8.10 All union positions need to go through the collective bargaining process. It is important for management and unions to work together in a fair and equitable manner for implementation of the proposed plans or pay ranges. Nothing can be unilaterally adopted without union input.
- 8.11 Conduct small-scale salary surveys as needed, or at a minimum on an annual year basis, to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues, and make adjustments to pay grade assignments if necessary. This process should be used to maintain consistency in market analysis. A large full-scale market survey should be done every 3 – 4 years. The data in this report is good for three years and can also be aged accordingly. It is not necessary to do a full-scale survey each and every year.
- 8.12 It is recommended that further pay equity review be conducted for individual school contract positions to ensure internal equity. We understand that this is typical for many school administrators, principals and others in the employ of school systems. However, Massachusetts is implementing a new law on Pay Equity, and there will need to be some method of grouping these positions to ensure pay equity is adhered to. This action would not eliminate the individual contracts, but rather would ensure *equal pay for equal work* across the organization for these individual contract positions.
- 8.13 Our methodology is a combination approach of internal equity and external equity, therefore it is also important for the classifications to be maintained and regularly updated. HRS has provided the Towns and School District with the necessary tools to maintain the system through its proprietary web portal.
- 8.14 Cost-of-Living Adjustments (COLA) should be determined on a yearly bases across the board for all pay plans. This adjustment is determined by the Consumer Price Index (CPI) and what peer communities are providing in COLA increases. COLA increases are not step increases or range movement increases, but rather, are separate wage adjustments to the compensation plans.

9 HRS ATTACHMENTS



GEOGRAPHIC ASSESSOR

SALARY GRAPH: Plymouth, Massachusetts and Boston, Massachusetts



All Values In: United States Dollars

Data as of: 7/1/2017

Printout: 8/4/2017

Human Resources Services, Inc.

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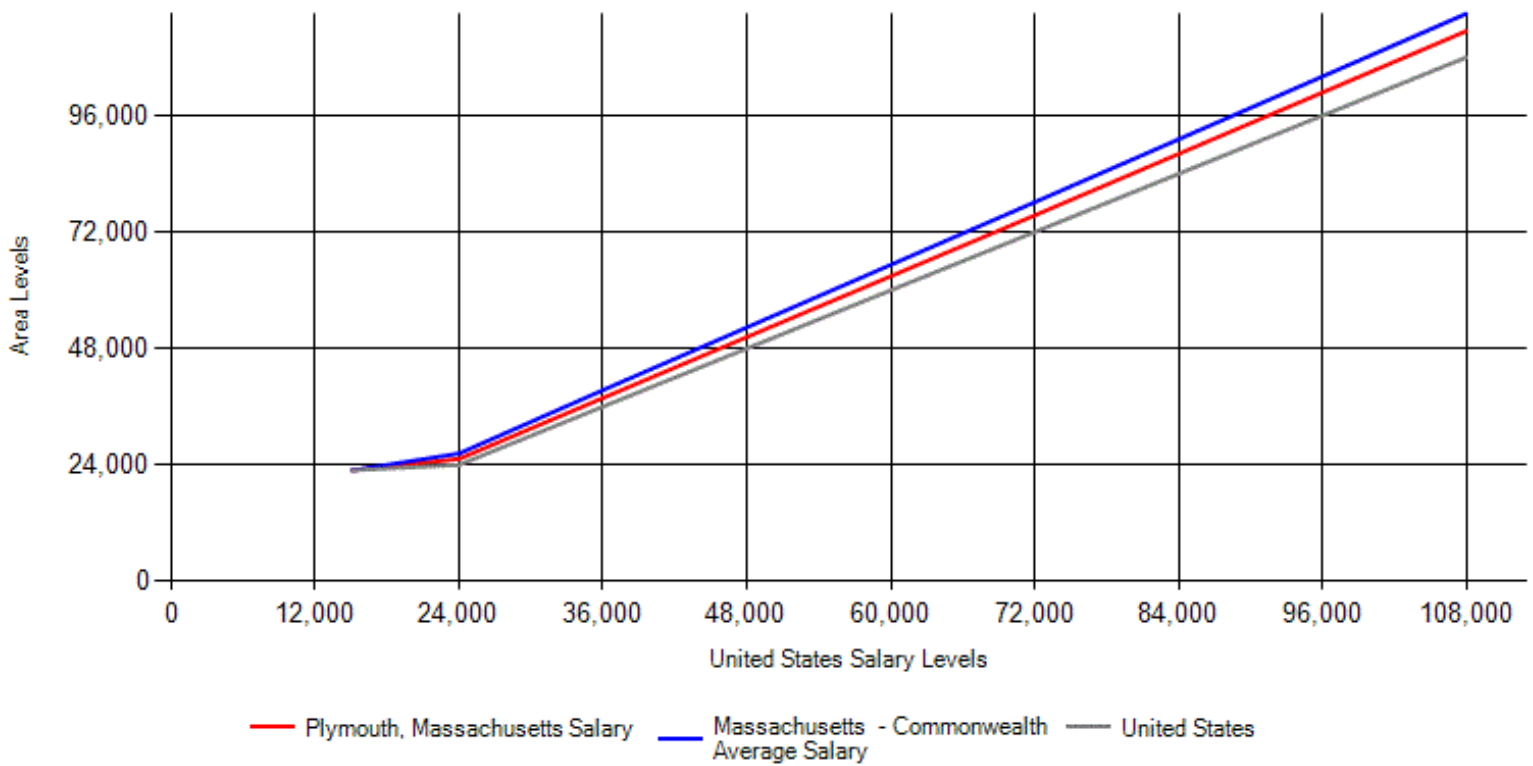
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Patent No. 6,862,596
and 7,647,322

ERI Economic Research Institute

(c) Human Resources Services, Inc.
Plymouth, MA Compensation/Benefits Study

GEOGRAPHIC ASSESSOR

SALARY GRAPH: Plymouth, Massachusetts and Massachusetts - Commonwealth Average



All Values In: United States Dollars

Data as of: 7/1/2017

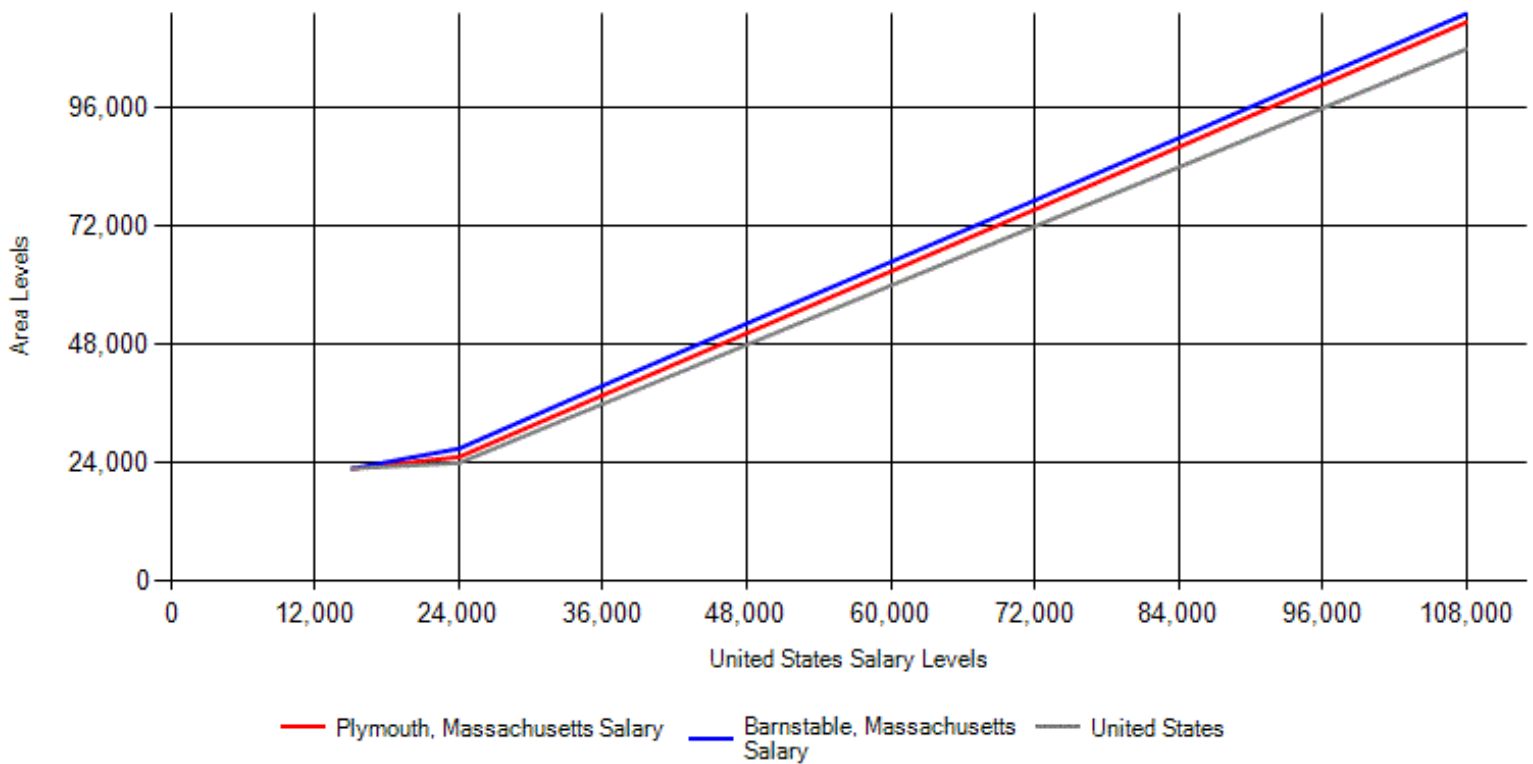
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GEOGRAPHIC ASSESSOR

SALARY GRAPH: Plymouth, Massachusetts and Barnstable, Massachusetts



All Values In: United States Dollars

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PLYMOUTH PROPOSED OPEIU FY2017 PAY PLAN

NEW GRADE	Amount	1	2	3	4	5	6	7	8 +3%
1	Hourly	18.97	19.63	20.32	21.03	21.77	22.53	23.32	24.02
	Annual 37.5	36,991.50	38,278.50	39,624.00	41,008.50	42,451.50	43,933.50	45,474.00	46,839.00
	Annual 40	39,457.60	40,830.40	42,265.60	43,742.40	45,281.60	46,862.40	48,505.60	49,961.60
2	Hourly	20.68	21.40	22.15	22.93	23.73	24.56	25.42	26.18
	Annual 37.5	40,326.00	41,730.00	43,192.50	44,713.50	46,273.50	47,892.00	49,569.00	51,051.00
	Annual 40	43,014.40	44,512.00	46,072.00	47,694.40	49,358.40	51,084.80	52,873.60	54,454.40
3	Hourly	22.54	23.33	24.15	25.00	25.88	26.79	27.73	28.56
	Annual 37.5	43,953.00	45,493.50	47,092.50	48,750.00	50,466.00	52,240.50	54,073.50	55,692.00
	Annual 40	46,883.20	48,526.40	50,232.00	52,000.00	53,830.40	55,723.20	57,678.40	59,404.80
4	Hourly	24.57	25.43	26.32	27.24	28.19	29.18	30.20	31.11
	Annual 37.5	47,911.50	49,588.50	51,324.00	53,118.00	54,970.50	56,901.00	58,890.00	60,664.50
	Annual 40	51,105.60	52,894.40	54,745.60	56,659.20	58,635.20	60,694.40	62,816.00	64,708.80
5	Hourly	26.78	27.72	28.69	29.69	30.73	31.81	32.92	33.91
	Annual 37.5	52,221.00	54,054.00	55,945.50	57,895.50	59,923.50	62,029.50	64,194.00	66,124.50
	Annual 40	55,702.40	57,657.60	59,675.20	61,755.20	63,918.40	66,164.80	68,473.60	70,532.80
6	Hourly	28.92	29.93	30.98	32.06	33.18	34.34	35.54	36.61
	Annual 37.5	56,394.00	58,363.50	60,411.00	62,517.00	64,701.00	66,963.00	69,303.00	71,389.50
	Annual 40	60,153.60	62,254.40	64,438.40	66,684.80	69,014.40	71,427.20	73,923.20	76,148.80
7	Hourly	31.23	32.32	33.45	34.62	35.83	37.08	38.38	39.53
	Annual 37.5	60,898.50	63,024.00	65,227.50	67,509.00	69,868.50	72,306.00	74,841.00	77,083.50
	Annual 40	64,958.40	67,225.60	69,576.00	72,009.60	74,526.40	77,126.40	79,830.40	82,222.40
8	Hourly	33.42	34.59	35.80	37.05	38.35	39.69	41.08	42.31
	Annual 37.5	65,169.00	67,450.50	69,810.00	72,247.50	74,782.50	77,395.50	80,106.00	82,504.50
	Annual 40	69,513.60	71,947.20	74,464.00	77,064.00	79,768.00	82,555.20	85,446.40	88,004.80

PLYMOUTH PROPOSED OPEIU FY2017 PAY PLAN

NEW GRADE	Amount	1	2	3	4	5	6	7	8 +3%
9	Hourly	35.93	37.19	38.49	39.84	41.23	42.67	44.16	45.48
	Annual 37.5	70,063.50	72,520.50	75,055.50	77,688.00	80,398.50	83,206.50	86,112.00	88,686.00
	Annual 40	74,734.40	77,355.20	80,059.20	82,867.20	85,758.40	88,753.60	91,852.80	94,598.40
10	Hourly	38.45	39.80	41.19	42.63	44.12	45.66	47.26	48.68
	Annual 37.5	74,977.50	77,610.00	80,320.50	83,128.50	86,034.00	89,037.00	92,157.00	94,926.00
	Annual 40	79,976.00	82,784.00	85,675.20	88,670.40	91,769.60	94,972.80	98,300.80	101,254.40
11	Hourly	40.37	41.78	43.24	44.75	46.32	47.94	49.62	51.11
	Annual 37.5	78,721.50	81,471.00	84,318.00	87,262.50	90,324.00	93,483.00	96,759.00	99,664.50
	Annual 40	83,969.60	86,902.40	89,939.20	93,080.00	96,345.60	99,715.20	103,209.60	106,308.80
12	Hourly	42.39	43.87	45.41	47.00	48.65	50.35	52.11	53.67
	Annual 37.5	82,660.50	85,546.50	88,549.50	91,650.00	94,867.50	98,182.50	101,614.50	104,656.50
	Annual 40	88,171.20	91,249.60	94,452.80	97,760.00	101,192.00	104,728.00	108,388.80	111,633.60

PLYMOUTH PROPOSED NON-UNION FY2017 PAY PLAN

NEW GRADE	Amount	1	2	3	4	5	6	7	8 +3%
1	Hourly	18.97	19.63	20.32	21.03	21.77	22.53	23.32	24.02
	Annual 37.5	36,991.50	38,278.50	39,624.00	41,008.50	42,451.50	43,933.50	45,474.00	46,839.00
	Annual 40	39,457.60	40,830.40	42,265.60	43,742.40	45,281.60	46,862.40	48,505.60	49,961.60
2	Hourly	20.68	21.40	22.15	22.93	23.73	24.56	25.42	26.18
	Annual 37.5	40,326.00	41,730.00	43,192.50	44,713.50	46,273.50	47,892.00	49,569.00	51,051.00
	Annual 40	43,014.40	44,512.00	46,072.00	47,694.40	49,358.40	51,084.80	52,873.60	54,454.40
3	Hourly	22.54	23.33	24.15	25.00	25.88	26.79	27.73	28.56
	Annual 37.5	43,953.00	45,493.50	47,092.50	48,750.00	50,466.00	52,240.50	54,073.50	55,692.00
	Annual 40	46,883.20	48,526.40	50,232.00	52,000.00	53,830.40	55,723.20	57,678.40	59,404.80
4	Hourly	24.57	25.43	26.32	27.24	28.19	29.18	30.20	31.11
	Annual 37.5	47,911.50	49,588.50	51,324.00	53,118.00	54,970.50	56,901.00	58,890.00	60,664.50
	Annual 40	51,105.60	52,894.40	54,745.60	56,659.20	58,635.20	60,694.40	62,816.00	64,708.80
5	Hourly	26.78	27.72	28.69	29.69	30.73	31.81	32.92	33.91
	Annual 37.5	52,221.00	54,054.00	55,945.50	57,895.50	59,923.50	62,029.50	64,194.00	66,124.50
	Annual 40	55,702.40	57,657.60	59,675.20	61,755.20	63,918.40	66,164.80	68,473.60	70,532.80
6	Hourly	28.92	29.93	30.98	32.06	33.18	34.34	35.54	36.61
	Annual 37.5	56,394.00	58,363.50	60,411.00	62,517.00	64,701.00	66,963.00	69,303.00	71,389.50
	Annual 40	60,153.60	62,254.40	64,438.40	66,684.80	69,014.40	71,427.20	73,923.20	76,148.80
7	Hourly	31.23	32.32	33.45	34.62	35.83	37.08	38.38	39.53
	Annual 37.5	60,898.50	63,024.00	65,227.50	67,509.00	69,868.50	72,306.00	74,841.00	77,083.50
	Annual 40	64,958.40	67,225.60	69,576.00	72,009.60	74,526.40	77,126.40	79,830.40	82,222.40
8	Hourly	33.42	34.59	35.80	37.05	38.35	39.69	41.08	42.31
	Annual 37.5	65,169.00	67,450.50	69,810.00	72,247.50	74,782.50	77,395.50	80,106.00	82,504.50
	Annual 40	69,513.60	71,947.20	74,464.00	77,064.00	79,768.00	82,555.20	85,446.40	88,004.80
9	Hourly	35.93	37.19	38.49	39.84	41.23	42.67	44.16	45.48
	Annual 37.5	70,063.50	72,520.50	75,055.50	77,688.00	80,398.50	83,206.50	86,112.00	88,686.00

PLYMOUTH PROPOSED NON-UNION FY2017 PAY PLAN

NEW GRADE	Amount	1	2	3	4	5	6	7	8 +3%
	Annual 40	74,734.40	77,355.20	80,059.20	82,867.20	85,758.40	88,753.60	91,852.80	94,598.40
10	Hourly	38.45	39.80	41.19	42.63	44.12	45.66	47.26	48.68
	Annual 37.5	74,977.50	77,610.00	80,320.50	83,128.50	86,034.00	89,037.00	92,157.00	94,926.00
	Annual 40	79,976.00	82,784.00	85,675.20	88,670.40	91,769.60	94,972.80	98,300.80	101,254.40
11	Hourly	40.37	41.78	43.24	44.75	46.32	47.94	49.62	51.11
	Annual 37.5	78,721.50	81,471.00	84,318.00	87,262.50	90,324.00	93,483.00	96,759.00	99,664.50
	Annual 40	83,969.60	86,902.40	89,939.20	93,080.00	96,345.60	99,715.20	103,209.60	106,308.80
12	Hourly	42.39	43.87	45.41	47.00	48.65	50.35	52.11	53.67
	Annual 37.5	82,660.50	85,546.50	88,549.50	91,650.00	94,867.50	98,182.50	101,614.50	104,656.50
	Annual 40	88,171.20	91,249.60	94,452.80	97,760.00	101,192.00	104,728.00	108,388.80	111,633.60

Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual MIN MAX		Plymouth Current Hrl MIN MAX		Market Data Points	Market Average Hrl MIN MAX		Market Average Annual MIN MAX calc on Plymouth hrs/title		Proposed Grade	Proposed Annaul MIN MAX	
991.8	Meal Distribution Coordinator	21,826	22,492	11.15	11.49	limited data					UC		
1957.5	Coordinator Volunteers	28,677	29,539	14.65	15.09	limited data					UC		
1957.5	COA Activities Coordinator	34,324	43,396	17.60	22.25	9	21.17	24.78	41,432	48,509	A1	36,992	46,839
2088	Animal Control Officer - FT	39,294	49,679	18.89	23.88	19	23.87	28.72	49,847	59,967	PS2	43,014	54,454
1957.5	Coordinator Support Services	39,294	49,679	20.15	25.48	5	23.06	28.44	45,144	55,675	PS2	40,326	51,051
2088	Recreation Assistant	39,294	49,679	18.89	23.88	6	15.35	18.58	32,058	38,799	PS2	43,014	54,454
						AVE	20.76	25.25	42,350	51,480			
1957.5	Transit Instructional Person (Civil Engineer)	42,830	54,151	21.96	27.77	limited data					I3	43,953	55,692
1957.5	Social Outreach Worker	42,830	54,151	21.96	27.77	12	23.26	29.38	45,535	57,511	T3	43,953	55,692
						AVE	23.26	29.38	45,535	57,511			
1957.5	Accounting Admin - Payables	46,685	59,024	23.94	30.26	8	23.59	30.41	46,186	59,537	T4	47,912	60,665
1957.5	Accountint Admin - Payroll	46,685	59,024	23.94	30.26	12	25.07	30.70	49,071	60,093	T4	47,912	60,665
991.8	Administrative Assistant - Treasurer/Collector (p/t)	46,685	59,024	23.94	30.26	limited data					T4	47,912	60,665
1957.5	Administrative Assistant - Selectmen	46,685	59,024	23.94	30.27	12	24.59	29.24	48,142	57,241	A4	47,912	60,665
1670.4	Airport Coordinator	46,685	59,024	23.94	30.26	limited data					T4	47,912	60,665
1957.5	Airport Office Manager	46,685	59,024	23.94	30.26	limited data					T4	47,912	60,665
1017.9	Assistant Cremationist	46,685	59,024	22.44	28.37	limited data					T4	47,912	60,665
1044	CDBG Coordinator - Fiscal Manager	46,685	59,024	23.94	30.26	limited data					T4	47,912	60,665
1017.9	Finance Administrator (p/t)	46,685	59,024	23.94	30.26	0					T4	47,912	60,665
1957.5	Human Resources Generalist/Specialist	46,685	59,024	23.94	30.27	11	24.65	30.42	48,251	59,556	A4	47,912	60,665
1957.5	Inspector/Lister	48,086	60,795	24.66	31.18	11	23.46	29.53	45,914	57,798	T4	47,912	60,665
1957.5	Procurement Assistant	46,685	59,024	23.94	30.26	3	25.61	33.20	50,132	64,982	T4	47,912	60,665
2088	Recreation Program Supervisor	46,685	59,024	22.44	28.37	9	22.14	29.17	46,219	60,914	T4	51,106	64,709
						AVE	24.16	30.38	47,702	60,017			
1957.5	Assistant Assessor	50,887	64,337	26.10	32.99	15	28.85	35.21	56,481	68,928	T5	52,221	66,125
1957.5	Administrative Assistant - Town Manager	50,887	64,337	26.10	32.99	13	25.63	31.77	50,179	62,193	A5	52,221	66,125
1957.5	Assistant Tax Collector	50,887	64,337	26.10	32.99	16	30.11	36.18	58,946	70,818	T5	52,221	66,125
1957.5	Assistant Treasurer	50,887	64,337	26.10	32.99	18	30.05	35.68	58,831	69,845	T5	52,221	66,125
1957.5	Cash Manager	50,887	64,337	26.10	32.99	limited data					T5	52,221	66,125
1957.5	Health Inspector	50,887	64,337	26.10	32.99	16	26.96	32.39	52,769	63,406	T5	52,221	66,125
1957.5	Inspector of Wires	50,887	64,337	26.10	32.99	17	29.14	35.16	57,039	68,817	T5	52,221	66,125
1957.5	Literacy Coordinator	50,887	64,337	26.10	32.99	limited data					T5	52,221	66,125
1957.5	Local Building Inspector	50,887	64,337	26.10	32.99	15	27.29	33.62	53,419	65,809	T5	52,221	66,125
1957.5	Plumbing and Gas Inspector	50,887	64,337	26.10	32.99	16	29.87	35.73	58,470	69,941	T5	52,221	66,125
991.8	Sealer of Weights and Measurers	42,830	54,151	21.96	27.77	4	29.68	37.02	58,101	72,472	I5	52,221	66,125
2088	Assistant Harbormaster	50,887	64,337	24.46	30.93	limited data					T5	55,702	70,533
2088	Business Manager -Fire	50,887	64,337	24.46	30.93	4	28.00	36.39	58,471	75,976	T5	55,702	70,533
2088	Business Manager - Police	50,887	64,337	24.46	30.93	4	31.65	39.99	66,087	83,493	A5	55,702	70,533
2088	DPW Office Manager	50,887	64,337	24.46	30.93	10	25.45	31.20	53,135	65,153	T5	55,702	70,533

Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual MIN MAX		Plymouth Current Hrl MIN MAX		Market Data Points	Market Average Hrl MIN MAX		Market Average Annual MIN MAX calc on Plymouth hrs/title		Proposed Grade	Proposed Annual MIN MAX	
2088	Natural Resources Warden	50,887	64,337	24.46	30.93	4	24.47	31.93	51,083	66,675	T5	55,702	70,533
						AVE	28.24	34.79	56,385	69,502			
1957.5	Conservation Planner	55,467	70,127	28.44	35.96	9	27.68	34.27	54,185	67,080	T6	56,394	71,390
1957.5	Facility Special Events Manager	55,467	70,127	28.44	35.96	0					T6	56,394	71,390
1957.5	Internal Auditor	55,467	70,127	28.44	35.96	limited data					T6	56,394	71,390
1957.5	Library Account Manager	46,685	59,024	23.94	30.26	4	31.61	41.47	61,879	81,171	T6	56,394	71,390
1957.5	PC Network Technician	55,467	70,127	28.44	35.96	14	27.83	35.22	54,468	68,944	T6	56,394	71,390
1957.5	Planning Technician	55,467	70,127	28.44	35.96	3	26.91	34.84	52,676	68,199	T6	56,394	71,390
1957.5	Veteran's Services Director	55,467	70,127	28.44	35.96	18	31.48	36.02	61,613	70,513	T6	56,394	71,390
2088	Cremationist	55,467	70,127	26.67	33.71	limited data					T6	60,154	76,149
2088	Environmental Tech I	55,467	70,127	26.60	33.71	3	26.32	31.20	54,963	65,139	T6	60,154	76,149
2088	Fire Apparatus Mechanic	46,685	59,024	22.44	28.38	3	30.01	34.88	62,661	72,822	T6	60,154	76,149
						AVE	28.83	35.41	57,492	70,553			
1957.5	CDBG Director	59,904	75,737	30.72	38.84	3	33.39	39.57	65,367	77,458	T7	60,899	77,084
1957.5	HR Benefits Administration/Assistant HR Director	55,467	70,127	28.44	35.96	11	32.62	41.44	63,845	81,109	A7	60,899	77,084
1957.5	Survey and GIS Technician	59,905	75,737	30.72	38.84	7	25.79	33.38	50,490	65,336	T7	60,899	77,084
2088	Environmental Tech II	59,904	75,737	28.80	36.41	limited data					T7	64,958	82,222
						AVE	30.60	38.13	59,901	74,634			
1957.5	Budget Analyst	64,696	81,796	33.18	41.95	6	29.12	38.77	56,996	75,893	T8	65,169	82,505
1957.5	Emergency Preparedness Director	59,904	75,737	30.72	38.84	4	38.53	43.23	75,418	84,613	T8	65,169	82,505
1957.5	GIS Coordinator	64,696	81,796	33.18	41.95	6	35.55	45.15	69,590	88,384	T8	65,169	82,505
1957.5	System Administrator - Police	64,696	81,796	33.18	41.95	5	29.29	38.42	57,327	75,215	T8	65,169	82,505
1957.5	Town Planner	64,696	81,796	33.18	41.95	14	33.14	41.77	64,870	81,761	T8	65,169	82,505
2088	Assistant Wastewater Manager	64,696	81,796	31.10	39.33	7	32.60	38.16	68,069	79,678	T8	69,514	88,005
2088	Water Quality Service Manager	59,904	75,737	28.80	36.41	4	34.86	41.25	72,793	86,125	T8	69,514	88,005
						AVE	33.30	40.96	66,438	81,667			
1957.5	Elder Affairs Director	69,872	88,340	35.83	45.30	19	33.95	42.16	66,448	82,527	EM9	70,064	88,686
1957.5	Procurement Officer	55,467	70,127	28.44	35.96	8	39.68	48.57	77,676	95,072	T9	70,064	88,686
1957.5	Recreation Director	69,872	88,340	35.83	45.30	21	35.16	41.92	68,818	82,064	EM9	70,064	88,686
1957.5	Town Clerk	66,638	84,250	34.17	43.21	18	37.49	44.47	73,384	87,054	EM9	70,064	88,686
1957.5	Town Surveyor - GIS	69,872	88,340	35.83	45.30	3	34.78	43.44	68,082	85,034	EM9	70,064	88,686
2088	Civil Engineer	69,872	88,340	33.59	42.47	11	33.13	42.25	69,172	88,214	T9	74,734	94,598
2088	Fire Alarm Superintendent	55,467	70,127	26.67	33.71	4	39.51	43.69	82,499	91,220	T9	74,734	94,598
2088	Transport Engineer	69,872	88,340	33.59	42.47	limited data					T9	74,734	94,598
2088	Wastewater Engineer	69,872	88,340	33.59	42.47	4	33.00	41.11	68,899	85,832	T9	74,734	94,598
						AVE	35.84	43.45	71,872	87,127			
1957.5	Accounting Officer	74,764	94,524	38.34	48.47	19	41.80	48.62	81,815	95,175	EM10	74,978	94,926
1957.5	Health Administrator	74,764	94,524	38.34	48.47	19	39.06	47.36	76,463	92,713	EM10	74,978	94,926
1957.5	Library Director	69,872	88,340	35.83	45.30	21	43.28	49.76	84,729	97,408	EM10	74,978	94,926
2088	Airport Manager	74,764	94,524	35.94	45.44	limited data					EM10	79,976	101,254
2088	Harbormaster	74,764	94,524	35.94	45.44	8	34.04	42.69	71,068	89,137	EM10	79,976	101,254
2088	Highway Manager	74,764	94,524	35.94	45.44	12	35.13	42.62	73,346	88,981	EM10	79,976	101,254

Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual		Plymouth Current Hrl		Market	Market Average Hrlly		Market Average Annual		Proposed	Proposed Annaul	
		MIN	MAX	MIN	MAX	Data Points	MIN	MAX	MIN	MAX	Grade	MIN	MAX
						AVE	38.66	46.21	77,484	92,683			
1957.5	Director of Assessing	77,006	97,359	39.49	49.93	20	39.67	48.48	77,656	94,908	EM11	78,722	99,665
1957.5	Treasurer/Collector	74,764	94,524	38.34	48.47	17	45.36	50.62	88,793	99,092	EM11	78,722	99,665
						AVE	42.52	49.55	83,224	97,000			
1957.5	Information Technology Manager	82,427	104,212	42.27	53.44	21	40.46	50.83	79,204	99,506	EM12	82,661	104,657
1957.5	Town Engineer	82,427	104,212	42.27	53.44	16	43.04	51.61	84,254	101,026	EM12	82,661	104,657
2088	Assistant DPW Director	82,427	104,212	39.63	50.10	9	41.38	50.41	86,408	105,261	EM12	88,171	111,634
2088	Cemetery Superintendent	82,427	104,212	39.63	50.10	3	40.36	45.75	84,272	95,526	EM12	88,171	111,634
2088	Police Captain	82,427	104,212	42.27	53.44		insufficient data				EM12	88,171	111,634
2088	Fire Deputy Chief	82,427	104,212	39.63	50.10	15	39.08	44.40	81,589	92,705	EM12	88,171	111,634
2088	Wastewater Superintendent	74,764	94,524	35.94	45.44	11	39.01	47.03	81,453	98,199	EM12	88,171	111,634
2088	Water Superintendent	74,764	94,524	35.94	45.44	17	41.44	49.93	86,537	104,261	EM12	88,171	111,634
						AVE	40.68	48.57	83,388	99,498			

PLYMOUTH DEPARTMENT HEAD PROPOSED FY2017 PAY PLAN

GRADE	Amount	MIN	MAX	SENIOR= +3%
DH1	Annual	75,805.00	93,012.74	95,803.12
DH2	Annual	78,837.20	96,733.24	99,635.24
DH3	Annual	81,990.69	100,602.58	103,620.66
DH4	Annual	85,270.32	104,626.68	107,765.48
DH5	Annual	89,533.84	109,858.02	113,153.76
DH6	Annual	94,905.87	116,449.50	119,942.99
DH7	Annual	100,600.22	123,436.47	127,139.56
DH8	Annual	106,636.23	130,842.65	134,767.93
DH9	Annual	113,034.40	138,693.21	142,854.01

PLYMOUTH DPW PROPOSED FY2017 PAY PLAN

GRADE	Amount	1	2	3	4	5	6	7	8 +2%
OM1	Annual	38,377.44	39,336.88	40,320.30	41,328.31	42,361.52	43,420.56	44,506.07	45,396.19
	40 hrs	18.38	18.84	19.31	19.79	20.29	20.80	21.32	21.74
OM2	Annual	41,063.86	42,090.46	43,142.72	44,221.29	45,326.82	46,459.99	47,621.49	48,573.92
	40 hrs	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.26
OM3	Annual	43,938.33	45,036.79	46,162.71	47,316.78	48,499.70	49,712.19	50,954.99	51,974.09
	40 hrs	21.04	21.57	22.11	22.66	23.23	23.81	24.40	24.89
OM4	Annual	45,695.86	46,838.26	48,009.22	49,209.45	50,439.69	51,700.68	52,993.20	54,053.06
	40 hrs	21.88	22.43	22.99	23.57	24.16	24.76	25.38	25.89
OM5	Annual	47,523.69	48,711.78	49,929.57	51,177.81	52,457.26	53,768.69	55,112.91	56,215.17
	40 hrs	22.76	23.33	23.91	24.51	25.12	25.75	26.40	26.92
OM6	Annual	49,424.64	50,660.26	51,926.77	53,224.94	54,555.56	55,919.45	57,317.44	58,463.79
	40 hrs	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.00
OM7	Annual	51,401.63	52,686.67	54,003.84	55,353.94	56,737.79	58,156.23	59,610.14	60,802.34
	40 hrs	24.62	25.23	25.86	26.51	27.17	27.85	28.55	29.12
OM8	Annual	53,971.71	55,321.00	56,704.03	58,121.63	59,574.67	61,064.04	62,590.64	63,842.45
	40 hrs	25.85	26.49	27.16	27.84	28.53	29.25	29.98	30.58
OM9	Annual	58,829.16	60,299.89	61,807.39	63,352.57	64,936.38	66,559.79	68,223.78	69,588.26
	40 hrs	28.17	28.88	29.60	30.34	31.10	31.88	32.67	33.33
OM10	Annual	64,123.78	65,726.87	67,370.04	69,054.29	70,780.65	72,550.17	74,363.92	75,851.20
	40 hrs	30.71	31.48	32.27	33.07	33.90	34.75	35.61	36.33
OM11	Annual	69,894.92	71,642.29	73,433.35	75,269.18	77,150.91	79,079.68	81,056.67	82,677.80
	40 hrs	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.60

PLYMOUTH SIEU PROPOSED FY2017 PAY PLAN

GRADE	Amount	1	2	3	4	5	6	7	8 +2%
C1	Annual	32,500.00	33,475.00	34,479.25	35,513.63	36,579.04	37,676.41	38,806.70	39,582.83
	37.5 HRS	16.60	17.10	17.61	18.14	18.69	19.25	19.82	20.22
C2	Annual	35,100.00	36,153.00	37,237.59	38,354.72	39,505.36	40,690.52	41,911.24	42,749.46
	37.5 HRS	17.93	18.47	19.02	19.59	20.18	20.79	21.41	21.84
C3	Annual	37,908.00	39,045.24	40,216.60	41,423.10	42,665.79	43,945.76	45,264.13	46,169.41
	37.5 HRS	19.37	19.95	20.54	21.16	21.80	22.45	23.12	23.58
C4	Annual	40,940.64	42,168.86	43,433.93	44,736.95	46,079.06	47,461.43	48,885.27	49,862.98
	37.5 HRS	20.91	21.54	22.19	22.85	23.54	24.25	24.97	25.47
C5	Annual	44,215.89	45,542.37	46,908.64	48,315.90	49,765.38	51,258.34	52,796.09	53,852.01
	37.5 HRS	22.59	23.27	23.96	24.68	25.42	26.19	26.97	27.51

Minimum Annual 51,000.00
 40 hrs/week 2,088
 Dif between st 103.0%

PLYMOUTH POLICE PROPOSED FY2017 PAY PLAN

Grade Dif	GRADE	Amount	1	2	3	4	5	6	7	8
	P	Annual	51,000.00	52,530.00	54,105.90	55,729.08	57,400.95	59,122.98	60,896.67	62,723.57
	Patrol Officer	40 Hrs	24.43	25.16	25.91	26.69	27.49	28.32	29.17	30.04
122.0%	SGT	Annual	62,220.00	64,086.60	66,009.20	67,989.48	70,029.16	72,130.03	74,293.93	76,522.75
	Sergeant	40 Hrs	29.80	30.69	31.61	32.56	33.54	34.55	35.58	36.65
122.0%	LT	Annual	75,908.40	78,185.65	80,531.22	82,947.16	85,435.57	87,998.64	90,638.60	93,357.76
	Lieutenant	40 Hrs	36.35	37.45	38.57	39.73	40.92	42.14	43.41	44.71

Minimum Annual 51,000.00
 40 hrs/week 2,088
 Dif between step 103.0%

PLYMOUTH FIRE PROPOSED FY2017 PAY PLAN

Grade Dif	GRADE	Amount	1	2	3	4	5	6	7	8
	F1	Annual	51,000.00	52,530.00	54,105.90	55,729.08	57,400.95	59,122.98	60,896.67	62,723.57
	Firefighter	40 Hrs	24.43	25.16	25.91	26.69	27.49	28.32	29.17	30.04
113.0%	F2	Annual	57,630.00	59,358.90	61,139.67	62,973.86	64,863.08	66,808.97	68,813.24	70,877.64
	Lieutenant	40 Hrs	27.60	28.43	29.28	30.16	31.06	32.00	32.96	33.95
113.0%	F3	Annual	65,121.90	67,075.56	69,087.83	71,160.46	73,295.27	75,494.13	77,758.95	80,091.72
	Captain	40 Hrs	31.19	32.12	33.09	34.08	35.10	36.16	37.24	38.36
118.0%	F4	Annual	76,843.84	79,149.16	81,523.63	83,969.34	86,488.42	89,083.07	91,755.56	94,508.23
	Battalion Chief	40 Hrs	36.80	37.91	39.04	40.22	41.42	42.66	43.94	45.26

Minimum Annual 38,732.00
 40 hrs/week 2,088
 Dif between step 103.0%

PLYMOUTH DISPATCH PROPOSED FY2017 PAY PLAN

Grade Dif	GRADE	Amount	1	2	3	4	5	6	7	8
	D1	Annual	38,732.00	39,893.96	41,090.78	42,323.50	43,593.21	44,901.01	46,248.04	47,635.48
	Dispatcher	40 Hrs	18.55	19.11	19.68	20.27	20.88	21.50	22.15	22.81

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual MIN MAX		Market Data Points	Market Average Annual MIN MAX calc on Plymouth hrs/title		Proposed Grade	MIN MAX	
219	Patrol	P	40	2088	Police Officer	50,299	58,965	17	50,069	62,701	P	51,000	62,724
223	Superiors	SGT	40	2088	Police Sergeant	63,488	71,312	16	71,581	77,211	SGT	62,220	76,523
222	Superiors	LT	40	2088	Police Lieutenant	72,927	82,723	17	80,659	92,269	LT	75,908	93,358

204	FF	F1	40	2088	Firefighter	52,395	62,449	17	46,883	58,429	F1	51,000	62,724
203	FS	F2	40	2088	Fire Lieutenant	62,681	69,624	18	61,588	69,095	F2	57,630	70,878
201	FS	F3	40	2088	Fire Captain	69,281	77,027	15	70,751	79,341	F3	65,122	80,092
200	FS	F4	40	2088	Batallion Chief	84,521	93,799	limited data	0	0	F4	76,844	94,508

214	Cobra-MEO	MEO	40	2088	Meter/Parking Enforce	29,879	34,264	4	33,471	39,475			
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212	Cobra-Disp	DISP	40	2088	Dispatcher	38,732	45,769	19	42,052	52,304	D1	38,732	47,635
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Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Current Hrly MIN	Plymouth Current Hrly MAX	Market Data Points	Market Average Hrly MIN	Market Average Hrly MAX	Proposed Grade	MIN	MAX
21	SEIU	C1	19	991.8	Reception Clerk - COA	16.23	18.78	7	17.66	21.82	C1	16.60	20.22
		C2			No Positions Assigned	17.04	19.83				C2	17.93	21.84
128	SEIU	C3	19	991.8	Health Senior Clerk (p/t)	17.90	20.88	5	19.60	22.80	C3	19.37	23.58
12	SEIU	C3	19	991.8	Senior Clerk - Part-Time	17.90	20.88	4	18.86	24.52	C3	19.37	23.58
								AVE	19.23	23.66			
5	SEIU	C4	37.5	1957.5	Administrative Secretary - Assessing	19.47	22.49	8	20.56	24.29	C4	20.91	25.47
142	SEIU	C4	37.5	1957.5	Administrative Secretary - Building	19.47	22.49	10	20.30	26.11	C4	20.91	25.47
143	SEIU	C4	19	991.8	Administrative Secretary - Building PT	19.47	22.49	4	18.71	21.98	C4	20.91	25.47
123	SEIU	C4	37.5	1957.5	Administrative Secretary - Collector	19.47	22.49	7	21.05	27.39	C4	20.91	25.47
81	SEIU	C4	40	2088	Administrative Secretary - Maintenance	18.26	21.08	6	21.39	26.58	C4	20.91	25.47
37	SEIU	C4	40	2088	Administrative Secretary -Maintenance PT	18.26	21.08	7	22.00	26.33	C4	20.91	25.47
168	SEIU	C4	37.5	1957.5	Administrative Secretary - Planning	19.47	22.49	7	20.58	25.45	C4	20.91	25.47
221	SEIU	C4	37.5	1957.5	Administrative Secretary - Police	19.47	22.49	12	20.97	26.04	C4	20.91	25.47
122	SEIU	C4	37.5	1957.5	Administrative Secretary - Treasurer	19.47	22.49	9	20.28	26.72	C4	20.91	25.47
105	SEIU	C4	37.5	1957.5	Administrative Secretary - Water	18.26	21.08	3	18.35	23.13	C4	20.91	25.47
106	SEIU	C4	20	1044	Administrative Secretary - Water (20 hrs)	19.47	22.48	limited data			C4	20.91	25.47
11	SEIU	C4	37.5	1957.5	Administrative Secretary- Town Clerk	19.47	22.49	10	20.40	25.13	C4	20.91	25.47
								AVE	20.42	25.38			
4	SEIU	C5	37.5	1957.5	Administrative Assistant - Assessing	20.42	23.60	14	22.04	27.14	C5	22.59	27.51
141	SEIU	C5	37.5	1957.5	Administrative Assistant - Building	20.42	23.60	15	23.10	28.62	C5	22.59	27.51
53	SEIU	C5	37.5	1957.5	Administrative Assistant- Cemetery	20.42	23.60	3	22.16	26.35	C5	22.59	27.51
20	SEIU	C5	37.5	1957.5	Administrative Assistant - COA	20.42	23.60	14	20.86	26.47	C5	22.59	27.51
61	SEIU	C5	37.5	1957.5	Administrative Assistant - Engineering	20.42	23.60	8	21.87	26.23	C5	22.59	27.51
210	SEIU	C5	37.5	1957.5	Administrative Assistant - Fire	20.42	23.60	14	23.74	29.68	C5	22.59	27.51
72	SEIU	C5	40	2088	Administrative Assistant - Highway	19.14	22.12	11	22.42	27.61	C5	22.59	27.51
33	SEIU	C5	37.5	1957.5	Administrative Assistant - Marine and Environment	20.42	23.60	6	20.78	26.92	C5	22.59	27.51
87	SEIU	C5	40	2088	Administrative Assistant - Parks & Forestry	19.14	22.12	5	23.51	29.83	C5	22.59	27.51
167	SEIU	C5	37.5	1957.5	Administrative Assistant - Planning	20.42	23.60	13	21.62	27.46	C5	22.59	27.51
220	SEIU	C5	37.5	1957.5	Administrative Assistant - Police	20.42	23.60	19	24.45	30.04	C5	22.59	27.51
121	SEIU	C5	37.5	1957.5	Administrative Assistant - Procurement	20.42	23.60	4	21.55	26.67	C5	22.59	27.51
183	SEIU	C5	37.5	1957.5	Administrative Assistant - Recreation	20.42	23.60	12	20.61	25.25	C5	22.59	27.51
10	SEIU	C5	37.5	1957.5	Administrative Assistant - Town Clerk	20.42	23.60	19	22.61	27.05	C5	22.59	27.51
190	SEIU	C5	37.5	1957.5	Administrative Assistant - Veterans	20.42	23.60	9	21.81	27.46	C5	22.59	27.51
104	SEIU	C5	37.5	1957.5	Administrative Assistant - Water	19.14	22.12	13	22.54	28.60	C5	22.59	27.51
								AVE	22.23	27.59			

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual MIN MAX		Market Data Points	Market Average Annual MIN MAX calc on Plymouth hrs/title		Proposed Grade	MIN MAX	
26		DH4	37.5	1957.5	Director of Marine and Environmental Affairs	85,234	107,761	8	82,592	97,048	DH4	85,270.32	107,765.48
135		DH4	37.5	1957.5	Inspectional Services Director	85,234	107,761	20	82,245	101,011	DH4	85,270.32	107,765.48
156		DH5	37.5	1957.5	Community Resource Director	89,496	113,149	0			DH5	89,533.84	113,153.76
131		DH4	37.5	1957.5	Human Resources Director	85,234	107,761	17	86,846	103,953	DH6	94,905.87	119,942.99
161		DH6	37.5	1957.5	Planning & Development Director	94,865	119,938	12	88,802	107,812	DH6	94,905.87	119,942.99
187		DH5	37.5	1957.5	Assistant Town Manager	89,496	113,149	9	89,312	110,027	DH7	100,600.22	127,139.56
35		DH6	40	2088	DPW Director	100,557	127,135	20	106,792	122,360	DH7	100,600.22	127,139.56
107		DH6	37.5	1957.5	Finance Director	147,350	147,350	14	100,145	124,097	DH7	100,600.22	127,139.56
205		DH6	40	2088	Fire Chief	100,557	127,135	18	118,693	133,798	DH9	113,034.40	142,854.01
217		DH6	40	2088	Police Chief	100,557	127,135	17	138,553	155,479	DH9	113,034.40	142,854.01

PLYMOUTH LIBRARY PROPOSED FY2017 PAY PLAN

GRADE	Amount	1	2	3	4	5	6	7	8
L1 & LS1	Annual	33,000.00	33,990.00	35,009.70	36,059.99	37,141.79	38,256.04	39,403.72	40,585.83
Technician	37.5 HRS	16.86	17.36	17.88	18.42	18.97	19.54	20.13	20.73
L2	Annual	34,980.00	36,029.40	37,110.28	38,223.59	39,370.30	40,551.41	41,767.95	43,020.99
Senior Technician	37.5 HRS	17.87	18.41	18.96	19.53	20.11	20.72	21.34	21.98
L3	Annual	37,078.80	38,191.16	39,336.89	40,517.00	41,732.51	42,984.49	44,274.02	45,602.24
No Position Assigned	37.5 HRS	18.94	19.51	20.10	20.70	21.32	21.96	22.62	23.30
L4 & LS4	Annual	39,303.53	40,482.64	41,697.12	42,948.03	44,236.47	45,563.56	46,930.47	48,338.38
Associate	37.5 HRS	20.08	20.68	21.30	21.94	22.60	23.28	23.97	24.69
L5 & LS5	Annual	45,199.06	46,555.03	47,951.68	49,390.23	50,871.94	52,398.10	53,970.04	55,589.14
Librarian	37.5 HRS	23.09	23.78	24.50	25.23	25.99	26.77	27.57	28.40

L = Union

LS = Non-Union Sub

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Annual MIN MAX		Market Data Points	Market Average Annual MIN MAX calc on Plymouth hrs/title		Proposed Grade	MIN MAX	
148	Cobra-Lib.	L1	37.5	1957.5	Library Technician	30,298	33,620	6	33,434	43,881	L1	33,000	40,586
147	Cobra-Lib.	L2	37.5	1957.5	Library Senior Technician	32,401	37,051	4	36,750	46,657	L2	34,980	43,021
		L3			No Positions Assigned								
145	Cobra-Lib.	L4	37.5	1957.5	Library Associate	37,789	42,882	16	37,552	47,239	L4	39,304	48,338
146	Cobra-Lib.	L5	37.5	1957.5	Librarian	42,882	49,303	19	47,054	58,352	L5	45,199	55,589

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Current Hrlly		Market Data Points	Market Average Hrlly		Proposed Grade	MIN	MAX
						MIN	MAX		MIN	MAX			
39	Cobra-DPW	OM1	16	835.2	Airport Operations - PT	18.38	21.20	0			OM1	18.38	21.74
13	Cobra-DPW	OM1	40	2088	Building Custodian - COA	18.38	21.21	14	17.71	21.87	OM1	18.38	21.74
144	Cobra-DPW	OM1	40	2088	Building Custodian - Library	18.38	21.21	12	17.91	22.43	OM1	18.38	21.74
213	Cobra-DPW	OM1	40	2088	Building Custodian - Police	18.38	21.21	8	19.79	23.48	OM1	18.38	21.74
73	Cobra-DPW	OM1	40	2088	Building Custodian Maintenance	18.38	21.21	15	18.60	22.20	OM1	18.38	21.74
47	Cobra-DPW	OM1	40	2088	Laborer - Cemetery	18.38	21.21	5	19.16	22.05	OM1	18.38	21.74
69	Cobra-DPW	OM1	40	2088	Laborer - Highway	18.38	21.21	16	18.07	21.69	OM1	18.38	21.74
84	Cobra-DPW	OM1	40	2088	Laborer-Parks	18.38	21.21	8	16.29	20.46	OM1	18.38	21.74
								AVE	18.22	22.03			
70	Cobra-DPW	OM2	40	2088	Maintenance Worker - Highway	19.11	22.05	4	18.75	23.63	OM2	19.67	23.26
82	Cobra-DPW	OM2	40	2088	Maintenance Worker - Parks	19.11	22.05	6	19.04	23.88	OM2	19.67	23.26
97	Cobra-DPW	OM2	40	2088	Maintenance Worker - Water	19.11	22.05	7	19.77	23.94	OM2	19.67	23.26
46	Cobra-DPW	OM2	40	2088	Maintenance Worker Cemetery	19.11	22.05	5	19.21	23.34	OM2	19.67	23.26
65	Cobra-DPW	OM1	40	2088	Motor Equipment Operator	18.38	21.21	9	19.62	23.84	OM2	19.67	23.26
								AVE	19.28	23.73			
74	Cobra-DPW	OM3	40	2088	Building Craftsman Apprentice	19.88	22.94	3	17.87	24.38	OM3	21.04	24.89
98	Cobra-DPW	OM2	40	2088	Meter Reader Repairperson	19.11	22.05	8	21.75	25.84	OM3	21.04	24.89
42	Cobra-DPW	OM3	40	2088	Operations Airport	19.88	22.94	limited data			OM3	21.04	24.89
88	Cobra-DPW	OM1	40	2088	Transfer Station Operator	18.38	21.21	5	20.51	25.25	OM3	21.04	24.89
								AVE	20.05	25.16			
38	Cobra-DPW	OM4	40	2088	Airport OM4 Operation	20.58	23.74	0			OM4	21.88	25.89
64	Cobra-DPW	OM3	40	2088	Heavy Motor Equipment Operator - Highway	19.88	22.94	19		25.72	OM4	21.88	25.89
96	Cobra-DPW	OM3	40	2088	Heavy Motor Equipment Operator - Water	19.88	22.94	8	21.88	27.11	OM4	21.88	25.89
								AVE	21.88	26.42			
66	Cobra-DPW	OM4	40	2088	Special Heavy Motor Equipment Operator - Highway	20.58	23.74	7	21.11	26.58	OM5	22.76	26.92
99	Cobra-DPW	OM4	40	2088	Special Heavy Motor Operator - Water	20.58	23.74	6	22.99	28.18	OM5	22.76	26.92
83	Cobra-DPW	OM4	40	2088	Tree Climber/Aerial Lift Operator	20.58	23.74	limited data			OM5	22.76	26.92
								AVE	22.05	27.38			
48	Cobra-DPW	OM5	40	2088	Cemetery Foreman	22.23	25.64	5	25.72	28.85	OM6	23.67	28.00
94	Cobra-DPW	OM5	40	2088	Construction Maintenance Lead - Water	22.23	25.64	5	21.30	27.19	OM6	23.67	28.00
62	Cobra-DPW	OM5	40	2088	Construction Maintenance Leader - Highway	22.23	25.64	6	21.84	27.19	OM6	23.67	28.00
101	Cobra-DPW	OM5	40	2088	Cross Connection Inspector	22.23	25.64	4	23.36	28.34	OM6	23.67	28.00
40	Cobra-DPW	OM5	40	2088	Facility Maintenance Assistant - OPR Airport	22.23	25.64	limited data			OM6	23.67	28.00
78	Cobra-DPW	OM5	40	2088	Service Mechanic/Maintenance Worker	22.23	25.64	5	22.17	26.22	OM6	23.67	28.00
67	Cobra-DPW	OM5	40	2088	Special Heavy Motor Operator/Trainer	22.23	25.64	4	24.81	29.40	OM6	23.67	28.00
79	Cobra-DPW	OM5	40	2088	Special Repairman Small Motor	22.23	25.64	limited data			OM6	23.67	28.00
86	Cobra-DPW	OM5	40	2088	Tree Climber-Aerial Lift Operator Lead	22.23	25.64	3	22.01	26.50	OM6	23.67	28.00
								AVE	23.03	27.67			
89	Cobra-DPW	OM6	40	2088	Assistant Pump Station Operator	24.00	27.69	4	20.75	25.30	OM7	24.62	29.12
63	Cobra-DPW	OM6	40	2088	Highway Foreman	24.00	27.69	14	25.59	30.43	OM7	24.62	29.12
76	Cobra-DPW	OM6	40	2088	Master Mechanic	24.00	27.69	10	23.76	29.40	OM7	24.62	29.12
85	Cobra-DPW	OM6	40	2088	Parks Foreman	24.00	27.69	10	24.11	29.58	OM7	24.62	29.12
68	Cobra-DPW	OM6	40	2088	Traffic Safety Leader	24.00	27.69	limited data			OM7	24.62	29.12
								AVE	23.55	28.68			
75	Cobra-DPW	OM7	40	2088	Building Maintenance Craftsman	25.79	29.77	7	22.12	26.55	OM8	25.85	30.58
95	Cobra-DPW	OM7	40	2088	Cross Connection Control Meter	25.79	29.77	limited data			OM8	25.85	30.58
41	Cobra-DPW	OM7	40	2088	Operations Supervisor Airport	25.79	29.77	limited data			OM8	25.85	30.58
90	Cobra-DPW	OM7	40	2088	Pump Station Operator	25.79	29.77	10	23.20	28.66	OM8	25.85	30.58
								AVE	22.66	27.61			

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Current Hrly		Market Data Points	Market Average Hrly		Proposed Grade		
						MIN	MAX		MIN	MAX		MIN	MAX
91	Cobra-DPW	OM7	40	2088	Wastewater Foreman	25.79	29.77	6	26.70	32.90	OM9	28.17	33.33
100	Cobra-DPW	OM7	40	2088	Water Foreman	25.79	29.77	11	27.19	32.81	OM9	28.17	33.33
77	Cobra-DPW	OM7	40	2088	Working Shop Foreman/Master Mechanic	25.79	29.77	5	25.67	33.12	OM9	28.17	33.33
								AVE	26.52	32.94			

Minimum Hrly Rate 11.61
 40 hrs/week 1,958
 Dif between steps 102.0%

SCH D SEASONAL and PART TIME PROPOSED FY2017 PAY PLAN

Grade Dif	GRADE		1	2	3	4	5	6	7
	SPT1	Hourly	11.61	11.84	12.08	12.32	12.57	12.82	13.08
104.0%	SPT2	Hourly	12.07	12.31	12.56	12.81	13.07	13.33	13.60
109.0%	SPT3	Hourly	13.16	13.42	13.69	13.96	14.24	14.52	14.81
109.0%	SPT4	Hourly	14.34	14.63	14.92	15.22	15.52	15.83	16.15
109.0%	SPT5	Hourly	15.63	15.94	16.26	16.59	16.92	17.26	17.61
102.0%	SPT6	Hourly	15.94	16.26	16.59	16.92	17.26	17.61	17.96
109.0%	SPT7	Hourly	17.37	17.72	18.07	18.43	18.80	19.18	19.56
130.0%	SPT8	Hourly	22.58	23.03	23.49	23.96	24.44	24.93	25.43
130.0%	SPT9	Hourly	29.35	29.94	30.54	31.15	31.77	32.41	33.06

Survey Line	Union	Grade	Hrs Week	Hrs Year	PLYMOUTH POSITION TITLE	Plymouth Current Hrly MIN MAX		Market Data Points	Market Average Hrly MIN MAX		Proposed Grade	MIN	MAX
7	SCH D	PT			Election Worker	11.00	11.00	8	11.61	12.36	SPT1	11.61	13.08
154	SCH D	S			Museum Director	11.00	11.00	0			SPT1	11.61	13.08
152	SCH D	PT	10	522	Library Page	11.61	11.61	7	11.73	13.07	SPT1	11.61	13.08
22	SCH D	S			Natural Recource Assistant	11.18	12.68	limited data			SPT2	12.07	13.60
170	SCH D	S			Recreation Beach & Pond Attendants	11.00	12.51	6	12.26	13.21	SPT2	12.07	13.60
49	SCH D	S			Seasonal Laborer	11.00	12.50	limited data			SPT2	12.07	13.60
178	SCH D				Youth Center Attendant	11.00	12.51	limited data			SPT2	12.07	13.60
175	SCH D	S			Recreation Instructor	11.00	12.51	5	12.67	13.95	SPT3	13.16	14.81
176	SCH D				Specialty Sports Instructor	11.69	14.75	3	13.22	13.81	SPT3	13.16	14.81
24	SCH D	S			Harbormaster Assistant	13.22	14.62	3	17.41	19.21	SPT4	14.34	16.15
169	SCH D	S			Lifeguard	12.50	14.00	8	13.30	14.42	SPT4	14.34	16.15
6	SCH D	S			Warden -Election	15.50	15.50	6	13.52	13.86	SPT4	14.34	16.15
23	SCH D				Natural Resources Officer	17.30	17.30	4	23.94	27.75	SPT5	15.63	17.61
124	SCH D	S			Seasonal Office Worker	15.00	17.00	limited data			SPT5	15.63	17.61
172	SCH D				Water Safety Program Coordinator	15.00	16.50	limited data			SPT5	15.63	17.61
173	SCH D	S			Head Lifeguard	13.00	14.50	4	14.38	15.09	SPT6	15.94	17.96
216	SCH D	S			Police Matron	14.28	14.28	3	15.65	16.49	SPT6	15.94	17.96
174	SCH D	S			Lifeguard Coordinator	17.50	19.50	3	15.76	16.41	SPT7	17.37	19.56
	SCH D	S			Sports Official	14.50	28.00				SPT8	22.58	25.43
	SCH D				Adult Basic Ed Instructor						SPT9	29.35	33.06
	SCH D	PT			Sports Clinic Director/Basketball Program Director	29.00	33.00				SPT9	29.35	33.06

**PLYMOUTH DEPARTMENT HEADS
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION**

1
No Position Assigned
2
No Position Assigned
3
No Position Assigned
4
Director of Marine and Environmental Affairs Inspectional Services Director
5
Community Resource Director
6
Human Resources Director Planning & Development Director
7
Assistant Town Manager DPW Director Finance Director
8
No Position Assigned
9
Fire Chief Police Chief

PLYMOUTH OPEIU

PROPOSED CLASSIFICATION PLAN

GRADE/POSITION

UC
Meal Distribution Coordinator
UC
Coordinator Volunteers
1
COA Activities Coordinator
2
Animal Control Officer - FT
Coordinator Support Services
Recreation Assistant
3
Transit Instructional Person (Civil Engineer)
Social Outreach Worker
4
Accounting Admin - Payables
Accountint Admin - Payroll
Administrative Assistant - Treasurer/Collector (p/t)
Airport Coordinator
Airport Office Manager
Assistant Cremationist
CDBG Coordinator - Fiscal Manager
Finance Administrator (p/t)
Inspector/Lister
Procurement Assistant
Recreation Program Supervisor
5
Assistant Assessor
Assistant Harbormaster
Assistant Tax Collector
Assistant Town Clerk
Assistant Treasurer
Business Manager - Fire
Business Manager - Police
Cash Manager
Health Inspector
Inspector of Wires
Literacy Coordinator
Local Building/Zoning Inspector
Natural Resources Warden
Office Manager - DPW
Office Program Manager- Recreation
Plumbing and Gas Inspector
Sealer of Weights and Measurers

PLYMOUTH OPEIU

PROPOSED CLASSIFICATION PLAN

GRADE/POSITION

6
Conservation Planner
Cremationist
Environmental Tech I
Facility Special Events Manager
Fire Apparatus Mechanic
Internal Auditor
Library Account Manager
PC Network Technician
Planning Technician
Veteran's Services Director
7
Billing Coordinator - Water
CDBG Director
Environmental Tech II
Survey and GIS Technician
8
Application Manager- IT
Assistant Wastewater Manager
Budget Analyst
GIS Coordinator
System Administrator - Police
Town Planner
Water Quality Service Manager
9
Civil Engineer
Elder Affairs Director
Emergency Preparedness Director
Fire Alarm Superintendent
Procurement Officer
Recreation Director
Town Clerk
Town Surveyor - GIS
Transport Engineer
Wastewater Engineer
10
Accounting Officer
Airport Manager
Harbormaster
Health Director
Highway Manager
Library Director
11

PLYMOUTH OPEIU
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

Director of Assessing
Treasurer/Collector
12
Cemetery/Parks/Recreation Superintendent
Information Technology Manager
Town Engineer
Wastewater Superintendent
Water Superintendent

**PLYMOUTH NON-UNION
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION**

1
No Position Assigned
2
No Position Assigned
3
No Position Assigned
4
Administrative Assistant - Selectmen
Human Resources Generalist/Specialist
5
Administrative Assistant - Town Manager
Records Access Officer/Archivist - TM Office
6
Special Assistant to the Town Manager
7
HR Benefits Administration/Assistant HR Director
8
No Position Assigned
9
No Position Assigned
10
No Position Assigned
11
No Position Assigned
12
Assistant DPW Director
Deputy Fire Chief
Police Captain

PLYMOUTH DPW
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

OM1	Current Class
Airport Operations - PT	OM1
Building Custodian - COA	OM1
Building Custodian - Library	OM1
Building Custodian - Police	OM1
Building Custodian Maintenance	OM1
Laborer - Cemetery	OM1
Laborer - Highway	OM1
Laborer-Parks	OM1
OM2	
Maintenance Worker Cemetery	OM2
Maintenance Worker - Highway	OM2
Maintenance Worker - Parks	OM2
Maintenance Worker - Water	OM2
Motor Equipment Operator	OM1
OM3	
Building Craftsman Apprentice	OM3
Meter Reader Repairperson	OM2
Operations Airport	OM3
Transfer Station Operator	OM1
OM4	
Airport OM4 Operation	OM4
Heavy Motor Equipment Operator - Highway	OM3
Heavy Motor Equipment Operator - Water	OM3
OM5	
Special Heavy Motor Equipment Operator - Highway	OM4
Special Heavy Motor Operator - Water	OM4
Tree Climber/Aerial Lift Operator	OM4
OM6	
Cemetery Foreman	OM5
Construction Maintenance Leader - Highway	OM5
Construction Maintenance Leader - Water	OM5
Cross Connection Inspector	OM5
Facility Maintenance Assistant - OPR Airport	OM5
Service Mechanic/Maintenance Worker	OM5
Special Heavy Motor Operator/Trainer	OM5
Special Repairman Small Motor	OM5
Tree Climber-Aerial Lift Operator Lead	OM5

PLYMOUTH DPW
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

OM7	
Assistant Pump Station Operator	OM6
Highway Foreman	OM6
Master Mechanic	OM6
Parks Foreman	OM6
Traffic Safety Leader	OM6
OM8	
Building Maintenance Craftsman	OM7
Cross Connection Control Meter	OM7
Operations Supervisor Airport	OM7
Pump Station Operator	OM7
OM9	
Chief Master Mechanic	OM7
Wastewater Foreman	OM7
Water Foreman	OM7
Working Shop Foreman/Master Mechanic	OM7
OM10	
No Positions Assigned	

PLYMOUTH SEIU
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

C1	Current Class
No Positions Assigned	C1
C2	
No Positions Assigned	C2
C3	
Senior Clerk - Council on Aging	C3
C4	
Administrative Secretary - Assessing	C4
Administrative Secretary - Building	C4
Administrative Secretary - Building PT	C4
Administrative Secretary - Collector	C4
Administrative Secretary -Maintenance	C4
Administrative Secretary - Planning	C4
Administrative Secretary - Police	C4
Administrative Secretary- Town Clerk	C4
Administrative Secretary - Treasurer	C4
Administrative Secretary - Water	C4
C5	
Administrative Assistant - Assessing	C5
Administrative Assistant - Building	C5
Administrative Assistant= Cemetery	C5
Administrative Assistant - COA	C5
Administrative Assistant - Engineering	C5
Administrative Assistant - Fire	C5
Administrative Assistant - Highway	C5
Administrative Assistant - Marine and Environment	C5
Administrative Assistant - Parks & Forestry	C5
Administrative Assistant - Planning	C5
Administrative Assistant - Police	C5
Administrative Assistant - Procurement	C5
Administrative Assistant - Sewer	C5
Administrative Assistant - Veterans	C5
Administrative Assistant - Water	C5

PLYMOUTH POLICE
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

P1
Police Officer
S1
Police Lieutenant
S2
Police Sergeant

PLYMOUTH FIRE
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

F1
Firefighter
F2
Fire Lieutenant
F3
Fire Captain
F4
Batallion Chief

PLYMOUTH DISPATCH
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

D1
Dispatcher

PLYMOUTH METER ENFORCEMENT
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

ME1
Meter Person

**PROPOSED CLASSIFICATION PLAN
GRADE/POSITION**

L1
Library Technician
L2
Library Senior Technician
L3
Library Associate
L4
Librarian

**PLYMOUTH LIBRARY- SUB
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION**

LS1
Library Technician Sub
LS2
No Positions
LS3
Library Associate Sub
LS4
Librarian Sub

PLYMOUTH SCH D Seasonal/PT
PROPOSED CLASSIFICATION PLAN
GRADE/POSITION

SPT1	Current Class
Election Worker	PT
Library Page	PT
Museum Director	S
SPT2	
Natural Recource Assistant	S
Recreation Beach & Pond Attendants	S
Seasonal Laborer	S
Youth Center Attendant	
SPT3	
Recreation Instructor	S
Specialty Sports Instructor	
SPT4	
Harbormaster Assistant	S
Lifeguard	S
Warden -Election	S
SPT5	
Natural Resources Officer	
Seasonal Office Worker	S
Water Safety Program Coordinator	
SPT6	
Head Lifeguard	S
Police Matron	S
SPT7	
Lifeguard Coordinator	S
SPT8	
Sports Official	S
SPT9	
Adult Basic Ed Instructor	
Sports Clinic Director/Basketball Program Director	PT

MISCELLANEOUS SCHEDULE D				Dif	% Dif
Title		MIN	MAX	Min-Max	Min-Max
Adult Basic Ed Instructor	not on schedule	26.55	26.55	0.00	0.0%
Animal Inspector	PT				
Basketball Program Director	S				
Building Dept Substitute	PT				
Caretaker	S				
Election Worker	PT	11.00	11.00	0.00	0.0%
Harbormaster Assistant	S	13.22	14.62	1.40	10.6%
Head Lifeguard	S	13.00	14.50	1.50	11.5%
Information Aide	S				
Library Page	PT	11.61	11.61	0.00	0.0%
Lifeguard	S	12.50	14.00	1.50	12.0%
Lifeguard Coordinator	S	17.50	19.50	2.00	11.4%
Police Matron	S	14.28	14.28	0.00	0.0%
Museum Director	S	11.00	11.00	0.00	0.0%
Natural Resource Assistant	S	11.18	12.68	1.50	13.4%
Natural Resource Officer	not on schedule	17.30	17.30	0.00	0.0%
Beach Parking Attendant	S	11.00	12.51	1.51	13.7%
Recreation Instructor	S	11.00	12.51	1.51	13.7%
Supervisor Beach & Pond	S				
Seasonal Laborer	S	11.00	12.50	1.50	13.6%
Seasonal Office Worker	S				
Seasonal Repairman	S				
Speciality Sports Instructor	not on schedule	11.68	14.75	3.07	26.3%
Sports Clinic Director	PT	29.00	33.00	4.00	13.8%
Sports Clinic Assistant	PT				
Sports Official	S	14.50	28.00	13.50	93.1%
Swimming Instructor	S				
Warden - Elections	S	15.50	15.50	0.00	0.0%
Water Safety Coordinator	not on schedule	15.00	16.50	1.50	10.0%
Youth Center Attendant	not on schedule	11.00	12.51	1.51	13.7%

Minimum Hourly Rate	22.40
Dif between steps	103.0%
Hours per day	7.00

PLYMOUTH SCHOOL SECRETARIES PROPOSED FY2017 PAY PLAN

GRADE	Amount	1	2	3	4	5	6	7	8	9
SECRETARY	Hourly	22.40	23.07	23.76	24.47	25.20	25.96	26.74	27.54	28.37
	Daily rate	156.80	161.49	166.32	171.29	176.40	181.72	187.18	192.78	198.59
	DAYS/YR									
	190	29,792	30,683	31,601	32,545	33,516	34,527	35,564	36,628	37,732
	195	30,576	31,491	32,432	33,402	34,398	35,435	36,500	37,592	38,725
	200	31,360	32,298	33,264	34,258	35,280	36,344	37,436	38,556	39,718
	220	34,496	35,528	36,590	37,684	38,808	39,978	41,180	42,412	43,690
	230	36,064	37,143	38,254	39,397	40,572	41,796	43,051	44,339	45,676

Minimum Hourly Rate	14.50
Dif between steps	103.0%

PLYMOUTH SCHOOL PARAEDUCATORS PROPOSED FY2017 PAY PLAN

GRADE	1	2	3	4	5	6	7	8	9
Category 1 & 2	14.50	14.94	15.39	15.85	16.33	16.82	17.32	17.84	18.38
Category 3	16.50	16.94	17.39	17.85	18.33	18.82	19.32	19.84	20.38
Category 4	27.37	28.19	29.04	29.91	30.81	31.73	32.68	33.66	34.67

Dif between Min- Max	110.0%
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PLYMOUTH SCHOOL ADMINSTRATORS PROPOSED FY2017 PAY PLAN

TITLE	GRADE	MIN	MAX
Assistant Special Education Director/Out of District Coord	1	88,814	97,695
Director of Developmental Preschool	1	88,814	97,695
Elementary Vice Principal (Assistant Principal)	1	88,814	97,695
Nurse Leader	1	88,814	97,695
Middle School Vice Principal	2	90,000	99,000
High School Vice Principal	3	93,000	102,300
Academic Coordinator	4	98,000	107,800
Director of Data Processing	4	98,000	107,800

		PLYMOUTH SCHOOL	Plymouth FY2017 WAGE		Comp	Comp Average		PROPOSED	
GROUP	Survey Line	POSITION TITLE	MIN	MAX	Data Points	MIN	MAX	**MIN	MAX
ADMINISTRATORS	12	Elementary Vice Principal (Assistant Principal)	87,720	91,264	9	87,406	98,131	88,814	97,695
ADMINISTRATORS	48	Assistant Special Education Director/Out of District Coord	88,814	92,402	6	87,482	97,915	88,814	97,695
ADMINISTRATORS	7	Nurse Leader	91,056	94,734	10	79,116	87,822	88,814	97,695
ADMINISTRATORS	13	Middle School Vice Principal	89,760	93,386	10	90,048	98,787	90,000	99,000
ADMINISTRATORS	14	High School Vice Principal	89,760	93,386	10	93,689	103,566	93,000	102,300
ADMINISTRATORS	4	Academic Coordinator	102,508	106,649	4	101,512	103,809	98,000	107,800
ADMINISTRATORS	5	Director of Data Processing	102,508	106,649	6	96,333	101,584	98,000	107,800
PARAEDUCATOR	28	Paraprofessional			10	14.58	20.89	14.58	20.89
PARAEDUCATOR	56	Certified Occupational Therapist Assistant	27.37	31.86	3	24.70	28.83	24.70	28.83
SECRETARIAL	23	Secretary	17.25	24.54	12	22.40	28.11	22.40	28.37
								**MIN	MAX
COBRA	17	Cafeteria Worker	14.74	16.03	6	13.41	16.17	14.74	16.17
COBRA	38	Custodian	17.21	20.91	10	18.08	21.33	18.08	21.33
COBRA	36	Head Custodian - Small Elementary School	21.69	22.89	7	21.90	24.82	21.90	24.82
COBRA	35	Head Custodian - Elementary School	22.06	23.29	10	21.76	25.24	22.06	25.24
		Head Custodian- High School							
COBRA	34	Head Custodian - Middle School	24.66	26.04	10	22.13	25.90	24.66	26.04
	43-46	Skilled Craftsman	28.99	31.24	11	27.63	30.74	28.99	31.24
TEACHER	55	Elementary Special Education DH - District-Wide Programs	41,713	86,970	4	83,650	83,650	83,650	86,970
TEACHER	8	Nurse	41,713	86,970	11	47,995	81,617	47,995	86,970
TEACHER	52	Physical Therapist	41,713	86,970	7	58,120	77,800	58,120	86,970
TEACHER	59	School Psychologist	41,713	86,970	9	56,150	84,439	56,150	86,970
TEACHER	60	Speech Pathologist	41,713	86,970	7	55,174	79,817	55,174	86,970
TEACHER	25-27	Teacher	41,713	86,970	15	46,403	87,087	46,403	87,087
TEACHER	49	High School Special Education Department Head	45,715	90,972	5	81,412	89,587	81,412	90,972
TECNICIAN	19	Technology Assistant (Computer Technician)	52,273	66,144	8	47,893	57,285	52,273	66,144
NON-UNION	22	Secretary - Central Administration	59,450	72,127	11	54,916	62,360	59,450	72,127
NON-UNION	32	Supervisor of Buildings and Grounds	79,447	79,447	3	68,144	74,510	79,447	79,447
NON-UNION	29	Literacy/Math Coach	83,791	83,791	6	33,604	62,066	83,791	83,791
NON-UNION	15	Food Services Director	87,837	87,837	4	72,861	86,021	87,837	87,837
NON-UNION	30	Athletic Director	91,668	93,042	9	93,995	95,969	93,995	95,969
NON-UNION	18	Technology Systems Engineer	96,801	96,801	8	84,978	88,800	96,801	96,801
NON-UNION	31	Director of Maintenance and Facilities	102,339	102,339	7	91,590	98,450	102,339	102,339
NON-UNION	47	Special Education Director	111,425	111,425	10	116,356	118,051	116,356	118,051
NON-UNION	11	Elementary School Principal	100,987	112,995	10	103,586	112,500	103,586	112,500
NON-UNION	10	Middle School Principal	106,121	115,688	10	108,874	116,047	108,874	116,047

		PLYMOUTH SCHOOL	Plymouth FY2017 WAGE		Comp	Comp Average		PROPOSED	
GROUP	Survey Line	POSITION TITLE	MIN	MAX	Data Points	MIN	MAX	**MIN	MAX
NON-UNION	9	High School Principal	106,783	124,633	11	124,777	128,119	124,777	128,119
NON-UNION	3	Business Administrator	131,634	131,634	11	116,955	122,183	131,634	131,634
NON-UNION	2	Assistant Superintendent of Schools	138,914	142,386	7	133,087	139,904	138,914	142,386

		A	B	C	D	E	F	G	H		
Hours per Week	POSITION TITLE	Current Base Salary	Deferred Comp	Education Incentive	Annual Buy Back	Annual Longevity	Annual Fam Health Ins	Annual Fam Dental Ins	Annual Retirement	Clothing Allownce	TOTAL ANNUAL COMPENSATION
	OPEIU	MAX	MAX	MAX	MAX	Max	Town Cost	Town Cost	Normal Cost		
37.5	Accounting Admin - Payables	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
37.5	Accounting Officer	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Accountint Admin - Payroll	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
19	Admin Assist - Treasurer/Collector	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
32	Airport Coordinator	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
40	Airport Manager	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Airport Office Manager	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
40	Animal Control Officer - FT	49,679	2,700	420	1,523	500	17,548	1,209	3,676		77,255
37.5	Assistant Assessor	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
19.5	Assistant Cremationist	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
40	Assistant Harbormaster	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
	Assistant Library Director		2,700	420	0	500	17,548	1,209	0		22,377
37.5	Assistant Tax Collector	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
37.5	Assistant Treasurer	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
40	Assistant Wastewater Manager	81,796	2,700	420	2,507	500	17,548	1,209	6,053		112,733
37.5	Budget Analyst	81,796	2,700	420	2,507	500	17,548	1,209	6,053		112,733
40	Business Manager -Fire	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
37.5	Cash Manager	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
20	CDBG Coordinator - Fiscal Manager	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
37.5	CDBG Director	75,737	2,700	420	2,321	500	17,548	1,209	5,605		106,040
40	Cemetery Superintendent	104,212	2,700	420	3,194	500	17,548	1,209	7,712		137,495
40	Civil Engineer	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
37.5	COA Activities Coordinator	43,396	2,700	420	1,330	500	17,548	1,209	3,211		70,314
37.5	Conservation Planner	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
37.5	Coordinator Support Services	49,679	2,700	420	1,523	500	17,548	1,209	3,676		77,255
37.5	Coordinator Volunteers	34,350	2,700	420	1,053	500	17,548	1,209	2,542		60,322
40	Cremationist	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
37.5	Director of Assessing	97,359	2,700	420	2,984	500	17,548	1,209	7,205		129,925
40	DPW Office Manager	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
37.5	Elder Affairs Director	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
37.5	Emergency Preparedness Director	75,737	2,700	420	2,321	500	17,548	1,209	5,605		106,040
40	Environmental Tech I	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
40	Environmental Tech II	75,737	2,700	420	2,321	500	17,548	1,209	5,605		106,040
37.5	Facility Special Events Manager	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
19.5	Finance Administrator (p/t)	59,024	2,700	420	1,809	500	NA	NA	NA		64,453
40	Fire Alarm Superintendent	70,127	2,700	420	2,149	500	17,548	1,209	5,189	500	100,343
40	Fire Apparatus Mechanic	59,024	2,700	420	1,809	500	17,548	1,209	4,368	500	88,078
37.5	GIS Coordinator	81,796	2,700	420	2,507	500	17,548	1,209	6,053		112,733
40	Harbormaster	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Health Administrator	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Health Inspector	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
40	Highway Manager	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Information Technology Manager	104,212	2,700	420	3,194	500	17,548	1,209	7,712		137,495
37.5	Inspector of Wires	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447

		A	B	C	D	E	F	G	H		
Hours per Week	POSITION TITLE	Current Base Salary	Deferred Comp	Education Incentive	Annual Buy Back	Annual Longevity	Annual Fam Health Ins	Annual Fam Dental Ins	Annual Retirement	Clothing Allownce	TOTAL ANNUAL COMPENSATION
	OPEIU	MAX	MAX	MAX	MAX	Max	Town Cost	Town Cost	Normal Cost		
37.5	Inspector/Listener	60,795	2,700	420	1,863	500	17,548	1,209	4,499		89,534
37.5	Internal Auditor	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
37.5	Library Account Manager	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
37.5	Library Director	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
37.5	Literacy Coordinator	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
37.5	Local Building Inspector	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
19	Meal Distribution Coordinator	36,640	2,700	420	1,123	500	NA	NA	NA		41,383
40	Natural Resources Warden	64,337	2,700	420	1,972	500	17,548	1,209	4,761	250	93,697
37.5	PC Network Technician	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
37.5	Planning Technician	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
37.5	Plumbing and Gas Inspector	64,337	2,700	420	1,972	500	17,548	1,209	4,761		93,447
37.5	Procurement Assistant	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
37.5	Procurement Officer	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
40	Recreation Assistant	49,679	2,700	420	1,523	500	17,548	1,209	3,676		77,255
37.5	Recreation Director	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
40	Recreation Program Supervisor	59,024	2,700	420	1,809	500	17,548	1,209	4,368		87,578
19	Sealer of Weights and Measurers	54,151	2,700	420	1,660	500	NA	NA	NA		59,431
37.5	Social Outreach Worker	54,151	2,700	420	1,660	500	17,548	1,209	4,007		82,195
37.5	Survey and GIS Technician	75,737	2,700	420	2,321	500	17,548	1,209	5,605		106,040
37.5	System Administrator - Police	81,796	2,700	420	2,507	500	17,548	1,209	6,053		112,733
37.5	Town Clerk	84,250	2,700	420	2,582	500	17,548	1,209	6,235		115,444
37.5	Town Engineer	104,212	2,700	420	3,194	500	17,548	1,209	7,712		137,495
37.5	Town Planner	81,796	2,700	420	2,507	500	17,548	1,209	6,053		112,733
37.5	Town Surveyor - GIS	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
37.5	Transit Instruct Person (Civil Engineer)	54,151	2,700	420	1,660	500	17,548	1,209	4,007		82,195
40	Transport Engineer	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
37.5	Treasurer/Collector	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
37.5	Veteran's Services Director	70,127	2,700	420	2,149	500	17,548	1,209	5,189		99,843
40	Wastewater Engineer	88,340	2,700	420	2,708	500	17,548	1,209	6,537		119,962
40	Wastewater Supertendent	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793
40	Water Quality Service Manager	75,737	2,700	420	2,321	500	17,548	1,209	5,605		106,040
40	Water Superintendent	94,524	2,700	420	2,897	500	17,548	1,209	6,995		126,793

A Town will match 15% of the employees weekly contribution to deferred comp up to IRS contribution limit (18,000 for CY2017)

B Town will pay up to \$420 per year for courses

C OPEIU employees can buy back 8 days per year

D Longevity maximum amount

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for FY2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

H Town will pay \$500 per year for Chief Master Mechanic, Apparatus Mechanic and Fire Alarm Superintendent : \$250 per year for FT Natural Resource Officer

		A	B	C	D	E	F	G	
POSITION TITLE NON-UNION	Current Base Salary MAX	Deferred Comp MAX	Education Incentive MAX	Annual Buy Back MAX	Annual Longevity Max	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
Administrative Assistant - Selectmen	59,024	2,700	420	2,261	1,000	17,548	1,209	4,368	88,530
Administrative Assistant-Town Manager	64,337	2,700	420	2,465	1,000	17,548	1,209	4,761	94,440
Assistant DPW Director	104,212	2,700	420	3,993	1,000	17,548	1,209	7,712	138,793
Business Manager - Police	64,337	2,700	420	2,465	1,000	17,548	1,209	4,761	94,440
Deputy Fire Chief	104,212	2,700	420	3,993	1,000	17,548	1,209	7,712	138,793
HR Benefits Admin/Assist HR Director	70,127	2,700	420	2,687	1,000	17,548	1,209	5,189	100,880
Human Resources Generalist/Specialist	59,024	2,700	420	2,261	1,000	17,548	1,209	4,368	88,530
Police Captain	104,212	2,700	420	3,993	1,000	17,548	1,209	7,712	138,793
Special Assistant to Town Manager	72,231	2,700	420	2,767	1,000	17,548	1,209	5,345	103,221

Town will match 15% of the employees weekly contribution to deferred comp up to IRS contribution limit (18,000 for CY2017)

Town will pay up to \$420 per year for courses

Non-Union Employee can buy back up to 10 days of LTIA per year

Longevity maximum amount

Town annual share for family health insurance (17,548 for FY2017)

Town annual share for family dental insurance (1,209 for Fy2017)

Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

			A	B	C	D	E	F	G	H	
Hours per Week	POSITION TITLE	Current Base Salary MAX	Annual Buy Back MAX	Annual Longevity Max	Holiday Pay 11 days	Night Differential 3PM-8AM	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	Clothing Allownce	TOTAL ANNUAL COMPENSATION
DISPATCH											
40	Dispatcher	45,584	300	250	1,921	1,140	17,548	1,209	3,373	450	71,775

A Employees receive up to \$300 per year for no s/l absence

B Longevity maximum amount

C Employee receives extra day pay if work on holiday

D Employee receives extra 2.5% for work schdueduled between 3pm and 8am.

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

H Employee receives \$450 per year

		A	B	C	D	E	F	G		
Hours per Week	POSITION TITLE SEIU	Current Base Salary MAX	Deferred Compensation MAX	Education Incentive MAX	Annual S/L Buy Back MAX	Annual Longevity 20 YEARS	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
19	Reception Clerk - COA	18,626	698	500	NA	500	NA	NA	NA	24,981
19	Senior Clerk	20,709	777	500	NA	500	NA	NA	NA	27,663
37.5	Administrative Secretary	43,850	1,644	500	NA	500	17,548	1,209	3,245	79,459
37.5	Administrative Assistant	46,011	1,725	500	NA	500	17,548	1,209	3,405	82,401

A Town will match 15% of the employees weekly contribution to deferred comp up to IRS contribution limit (18,000 for CY2017).

B Town will reimburse up to \$500 per year

C N/A

D Town will pay \$500 per year after 20 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

Hours per Week	POSITION TITLE LIBRARY	Current Base Salary MAX	Deferred Compensation MAX	Education Incentive MAX	Annual S/L Buy Back MAX	Annual Longevity 20 YEARS	Night Diff	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
37.5	Library Technician	33,620	2,700	250	NA	NA	841	17,548	1,209	2,488	58,655
37.5	Library Senior Technician	37,051	2,700	250	NA	NA	926	17,548	1,209	2,742	62,426
37.5	Library Associate	42,882	2,700	250	NA	NA	1,072	17,548	1,209	3,173	68,834
37.5	Librarian	49,303	2,700	250	NA	NA	1,233	17,548	1,209	3,648	75,891

A Town will match 15% of the employees weekly contribution to deferred comp up to IRS contribution limit (18,000 for CY2017).

B Town will reimburse up to \$250 per year for library science course up to a maximum of \$1,000 for union.

C N/A

D N/A

E Employees receive additional 2 1/2% night differential for work shift after 3PM.

F Town annual share for family health insurance (17,548 for FY2017)

G Town annual share for family dental insurance (1,209 for Fy2017)

H Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

Hours per Week	Base Hourly MAX	POSITION TITLE DPW	Current Base Salary MAX	Deferred Comp MAX	Annual S/L Buy Back MAX	Annual Longevity 30 YRS	Pass Drug Test	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Tool Amount	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
40	23.74	Airport OM4 Operation	49,375	2,700	300	1,000	100	17,548	1,209		3,654	75,886
16	21.20	Airport Operations - PT	44,114	2,700	300	1,000	100	17,548	1,209		3,264	70,235
40	27.69	Assistant Pump Station Operator	57,596	2,700	300	1,000	100	17,548	1,209		4,262	84,715
40	22.94	Building Craftsman Apprentice	47,707	2,700	300	1,000	100	17,548	1,209	400	3,530	74,494
40	21.21	Building Custodian	44,114	2,700	300	1,000	100	17,548	1,209		3,264	70,235
40	29.77	Building Maintenance Craftsman	61,914	2,700	300	1,000	100	17,548	1,209	400	4,582	89,753
40	25.64	Cemetery Foreman	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	25.64	Construction Maintenance Lead - Water	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	25.64	Construction Maintenance Leader - Highway	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	29.77	Cross Connection Control Meter	61,914	2,700	300	1,000	100	17,548	1,209		4,582	89,353
40	25.64	Cross Connection Inspector	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	25.64	Facility Maintenance Assistant - OPR Airport	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	22.94	Heavy Motor Equipment Operator	47,707	2,700	300	1,000	100	17,548	1,209		3,530	74,094
40	27.69	Highway Foreman	57,596	2,700	300	1,000	100	17,548	1,209		4,262	84,715
40	21.21	Laborer	44,114	2,700	300	1,000	100	17,548	1,209		3,264	70,235
40	22.05	Maintenance Worker	45,874	2,700	300	1,000	100	17,548	1,209		3,395	72,126
40	27.69	Master Mechanic	57,596	2,700	300	1,000	100	17,548	1,209	400	4,262	85,115
40	22.05	Meter Reader Repairperson	45,874	2,700	300	1,000	100	17,548	1,209		3,395	72,126
40	21.21	Motor Equipment Operator	44,114	2,700	300	1,000	100	17,548	1,209		3,264	70,235
40	22.94	Operations Airport	47,707	2,700	300	1,000	100	17,548	1,209		3,530	74,094
40	29.77	Operations Supervisor Airport	61,914	2,700	300	1,000	100	17,548	1,209		4,582	89,353
40	27.69	Parks Foreman	57,596	2,700	300	1,000	100	17,548	1,209		4,262	84,715
40	29.77	Pump Station Operator	61,914	2,700	300	1,000	100	17,548	1,209		4,582	89,353
40	25.64	Service Mechanic/Maintenance Worker	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	23.74	Special Heavy Motor Equipment Operator	49,375	2,700	300	1,000	100	17,548	1,209		3,654	75,886
40	25.64	Special Heavy Motor Operator/Trainer	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	25.64	Special Repairman Small Motor	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131
40	27.69	Traffic Safety Leader	57,596	2,700	300	1,000	100	17,548	1,209		4,262	84,715
40	21.21	Transfer Station Operator	44,114	2,700	300	1,000	100	17,548	1,209		3,264	70,235
40	23.74	Tree Climber/Aerial Lift Operator	49,375	2,700	300	1,000	100	17,548	1,209		3,654	75,886
40	25.64	Tree Climber-Aerial Lift Operator Lead	53,328	2,700	300	1,000	100	17,548	1,209		3,946	80,131

Hours per Week	Base Hourly MAX	POSITION TITLE DPW	Current Base Salary MAX	Deferred Comp MAX	Annual S/L Buy Back MAX	Annual Longevity 30 YRS	Pass Drug Test	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Tool Amount	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
40	29.77	Wastewater Foreman	61,914	2,700	300	1,000	100	17,548	1,209		4,582	89,353
40	29.77	Water Foreman	61,914	2,700	300	1,000	100	17,548	1,209		4,582	89,353
40	29.77	Working Shop Foreman/Master Mechanic	61,914	2,700	300	1,000	100	17,548	1,209	400	4,582	89,753

A Town match 15% of the employee wkly contribution to deferred comp up to IRS contribution limit (18,000 CY2017)

B Employee can receive up to \$300 for not using sick leave per year

C Town will pay \$550 per year after 20 years of service

D Employee receives \$100 for negative random drug test

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

POSITION TITLE	A	B	C	D	E	F	G	H	I		
DEPARTMENT HEADS	Current Base Salary MAX	Deferred Compensation MAX	Education Incentive MAX	Annual Buy Back MAX	Annual Longevity 25 YEARS	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Holiday Pay 12 days	Other Comp	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
Director of Marine and Environmental Affairs	107,761	2,700	420	6,217	2,000	17,548	1,209			7,974	145,829
Human Resources Director	107,761	2,700	420	6,217	2,000	17,548	1,209			7,974	145,829
Inspectional Services Director	107,761	2,700	420	6,217	2,000	17,548	1,209			7,974	145,829
Assistant Town Manager	113,149	2,700	420	6,528	2,000	17,548	1,209			8,373	151,927
Community Resource Director	113,149	2,700	420	6,528	2,000	17,548	1,209			8,373	151,927
Planning & Development Director	119,938	2,700	420	6,920	2,000	17,548	1,209			8,875	159,610
DPW Director	127,135	2,700	420	7,335	2,000	17,548	1,209			9,408	167,755
Finance Director	127,135	2,700	420	7,335	2,000	17,548	1,209			9,408	167,755
Fire Chief	127,135	2,700	2,500	7,335	2,000	17,548	1,209	5,868	1,950	9,408	177,652
Police Chief	127,135	2,700	38,141	7,335	2,000	17,548	1,209	5,868	850	9,408	212,193

A Town will match 15% of the employees weekly contribution to deferred comp up to IRS contribution limit (18,000 for CY2017).

B Town will reimburse up to \$420 per year

C Employee can buy back up to 10 days of LTIA and 5 days of earned time per year

D Town will pay \$2000 per year after 25 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

G Fire and Police Chief receive extra 12 days of holiday pay

H Fire Chief receives \$750 for clothing allowance and \$1,200 for EMT : Police Cheif receives \$850 for clothing

I Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

		A	B	C	D	E	F	
POSITION TITLE	Current Base Salary MAX	Deferred Comp MAX	Education Incentive MAX	Annual S/L Buy Back MAX	Annual Longevity 20 YEARS	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	TOTAL ANNUAL COMPENSATION
Computer Technician								
Technician	66,144	NA	750	NA	850	17,548	1,209	86,501

A N/A

B Employee can be reimbursed up to \$750 per year

C N/A

D Employee receives \$850 after 20 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

	A	B	C	D	E	F		
POSITION TITLE	Current Base Salary	Deferred Compensation	Education Incentive	Annual S/L Buy Back	Annual Longevity	Annual Fam Health Ins	Annual Fam Dental Ins	TOTAL ANNUAL COMPENSATION
TEACHERS	MAX	MAX	MAX	MAX	MAX @ 35 yrs	Town Cost	Town Cost	
TSP1 BA	69,816	NA	1,250	see Art XIII	3,650	17,548	1,209	93,473
TSP3 MAS	75,567	NA	1,250		3,650	17,548	1,209	99,224
TSP7 MAS +60	86,970	NA	1,250		3,650	17,548	1,209	110,627

A N/A

B Employee can be reimbursed up to \$1,250 per year

C

D Employee receives \$3,650 after 35 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

	A	B	C	D	E	F		
POSITION TITLE	Current Base Salary	Deferred Compensation	Education Incentive	Annual S/L Buy Back	Annual Longevity	Annual Fam Health Ins	Annual Fam Dental Ins	TOTAL ANNUAL COMPENSATION
ADMINISTRATORS	Masters	MAX	MAX	MAX	25 YEARS	Town Cost	Town Cost	
Assistant Principal 220 day	100,711	2,700	1,500	NA	2,400	17,548	1,209	126,068
Assistant Principal 200 day	91,555	2,700	1,500	NA	2,400	17,548	1,209	116,912
Elementary Assistant Principal	89,474	2,700	1,500	NA	2,400	17,548	1,209	114,831
Subject Area Coordinator	104,558	2,700	1,500	NA	2,400	17,548	1,209	129,915
Visual Arts Coodinator	104,558	2,700	1,500	NA	2,400	17,548	1,209	129,915
Director of Student Support Services	106,220	2,700	1,500	NA	2,400	17,548	1,209	131,577
Educational Technology Coordinator	104,558	2,700	1,500	NA	2,400	17,548	1,209	129,915
Director of Accountability & Management	104,558	2,700	1,500	NA	2,400	17,548	1,209	129,915
Assistant Special Ed Director/Out of district Coord	90,590	2,700	1,500	NA	2,400	17,548	1,209	115,947
Title 1 Director	90,590	2,700	1,500	NA	2,400	17,548	1,209	115,947
Director of Developmental PreSchool	90,590	2,700	1,500	NA	2,400	17,548	1,209	115,947
Director of Health Services	92,877	2,700	1,500	NA	2,400	17,548	1,209	118,234

A School will match 15% of the employees annual contribution to 403B up to IRS contribution limit (\$18,000 for CY2017).

B Employee can be reimbursed up to \$1,500 per year

C N/A

D Employee receives \$2,400 after 25 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

		A	B	C	D	E	F	G	H	
POSITION TITLE	Current Base Salary	Deferred Compensation	Education Incentive	Annual S/L Buy Back	Annual Longevity	Annual Fam Health Ins	Annual Fam Dental Ins	Annual Clothing	Annual Retirement	TOTAL ANNUAL COMPENSATION
COBRA	MAX	MAX	MAX	MAX	30 YEARS	Town Cost	Town Cost	Allowance	Normal Cost	
Custodian 1st Shift	38,829	NA	500	250	1775	17,548	1,209	350	2,873	63,334
Custodian 2nd Shift	42,712	NA	500	250	1775	17,548	1,209	350	3,161	67,505
Custodian 3rd Shift	43,489	NA	500	250	1775	17,548	1,209	350	3,218	68,339
Head Custodian- Group 1	52,584	NA	500	250	1775	17,548	1,209	350	3,891	78,107
Head Custodian- Group 2	47,042	NA	500	250	1775	17,548	1,209	350	3,481	72,155
Head Custodian- Group 3	46,232	NA	500	250	1775	17,548	1,209	350	3,421	71,285
Skilled Craftsman	64,987	NA	500	250	1775	17,548	1,209	500	4,809	91,578
Team Leader 2nd Shift	47,046	NA	500	250	1775	17,548	1,209	350	3,481	72,159
Team Leader 3rd Shift	47,823	NA	500	250	1775	17,548	1,209	350	3,539	72,994
Truck Driver/Maint Cusodial Floater	43,002	NA	500	250	1775	17,548	1,209	350	3,182	67,816

A N/A

B Employee can be reimbursed up to \$500 per year

C Employee can receive up to \$250 for not using sick leave per year

D Employee receives \$1,775 after 30 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for FY2017)

G Employee receives \$350 per year clothing allowance

H Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

			A	B	C	D	E	F	G		
Days Per Year	Year Hrs	POSITION TITLE PARAEDUCATORS	Current Base Salary MAX	Deferred Compensation MAX	Education Incentive MAX	Annual S/L Buy Back MAX	Annual Longevity 20 Years	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
220	1595	Category 1&2 (Instrctional Support, Building Support)	28,997	NA	1,200	175	700	17,548	1,209	2,146	51,975
230	1667.5	Category 1&2 (Instrctional Support, Building Support)	30,315	NA	1,200	175	700	17,548	1,209	2,243	53,390
220	1595	Category 3 (Specialized Support)	32,187	NA	1,200	175	700	17,548	1,209	2,382	55,401
230	1667.5	Category 3 (Specialized Support)	33,650	NA	1,200	175	700	17,548	1,209	2,490	56,972
220	1595	Category 4 (Specialized Therapeutic)	50,817	NA	1,200	175	700	17,548	1,209	3,760	75,409
230	1667.5	Category 4 (Specialized Therapeutic)	53,127	NA	1,200	175	700	17,548	1,209	3,931	77,890

A N/A

B Employee can be reimbursed up to \$1,200 per year

C Employee can receive up to \$175 for not using sick leave per year

D Employee receives \$700 after 20 years of service

E Town annual share for family health insurance (17,548 for FY2017)

F Town annual share for family dental insurance (1,209 for Fy2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

Days Per Year	Daily Rate	POSITION TITLE SECRETARIAL	Current Base Salary MAX	Holiday Pay MAX	Education Incentive MAX	Annual S/L Buy Back MAX	Annual Longevity 20 YRS	Annual Fam Health Ins Town Cost	Annual Fam Dental Ins Town Cost	Annual Retirement Normal Cost	TOTAL ANNUAL COMPENSATION
190	171.77	Group A- TEN MONTH Secretarial	32,636	1,546	1,000	450	1,250	17,548	1,209	2,415	58,054
195	171.77	Group A- TEN MONTH Secretarial	33,495	1,546	1,000	450	1,250	17,548	1,209	2,479	58,977
200	171.77	Group A- TEN MONTH Secretarial	34,356	1,546	1,000	450	1,250	17,548	1,209	2,542	59,901
220	171.77	Group B- TWELVE MONTH Secretarial	37,791	1,546	1,000	450	1,250	17,548	1,209	2,797	63,590
230	171.77	Group B- TWELVE MONTH Secretarial	39,506	1,546	1,000	450	1,250	17,548	1,209	2,923	65,432

A 9 extra days pay after 15 years of employment

B Employee can be reimbursed up to \$1,000 per year

C Employee can receive up to \$450 for not using sick leave per year

D Employee receives \$1,250 after 20 years of service

E Town annual share for family health insurance (17,548 for FY2017)

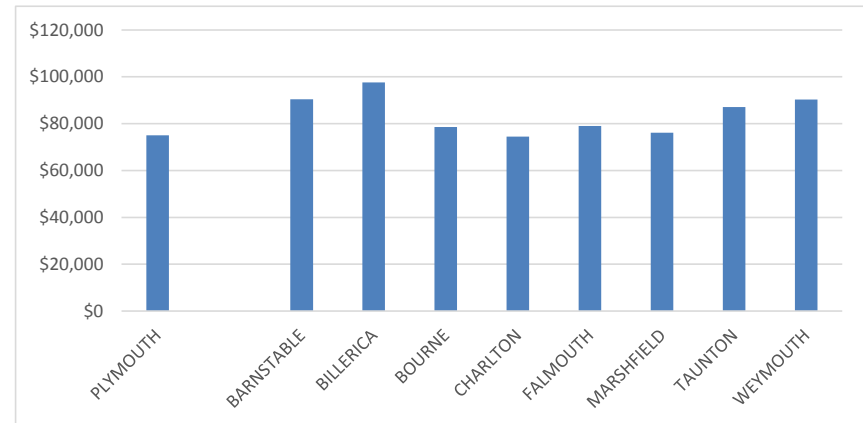
F Town annual share for family dental insurance (1,209 for Fy2017)

G Town annual Net Employer Normal Annual Cost estimate as % of regular compensation (7.4%)

POLICE OFFICER

Municipality	FY17 Maximum Annual Base	School Education Maximum Pay New Hire	Longevity @ 25 Years	Night Differential	Weekend Differential	Holiday Pay	Speciality Stipend	Defibrillator Pay	Clothing Allowance	Cleaning Allowance	Other Pay	TOTAL
PLYMOUTH	\$58,966	\$7,500	\$650	\$2,948		\$2,711	\$1,200	\$250	\$850			\$75,076
BARNSTABLE	\$73,851	\$11,078	\$650	\$3,640				\$250	\$1,000			\$90,469
BILLERICA	\$67,964	\$20,389		\$4,078		\$3,922			\$1,100	\$200		\$97,653
BOURNE	\$64,140	\$7,000	\$1,000	\$2,566		\$3,124			\$800			\$78,630
CHARLTON	\$66,173	\$4,000	\$200	\$2,602		\$941		\$600				\$74,516
FALMOUTH	\$62,977	\$7,500	\$650	\$1,716	\$2,236	\$3,101			\$850			\$79,030
MARSHFIELD	\$58,716	\$10,275	\$500	\$2,936		\$2,484			\$1,200			\$76,111
TAUNTON	\$60,768	\$18,230		\$1,823		\$3,212					\$3,038	\$87,072
WEYMOUTH	\$62,117	\$15,529	\$800	\$5,591		\$3,289		\$1,789	\$700	\$550		\$90,365
AVERAGE	\$64,588	\$11,750	\$633	\$3,119	\$2,236	\$2,867		\$880	\$942	\$375	\$3,038	\$84,231

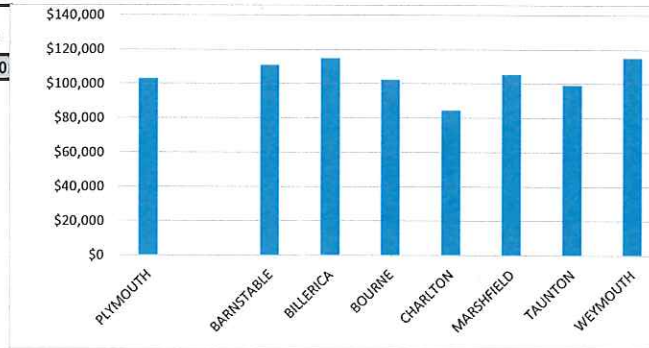
PLYMOUTH	Difference to Average	Average	Median	75th Percentile
Police Officer				
\$75,076	-\$9,155	\$84,231	\$83,051	\$90,391



POLICE SERGEANT

Municipality	FY17 Maximum Annual Base	School Education Maximum Pay	Longevity @ 25 Years	Night Differential	Holiday Pay	Specialty Stipend	Defibrillator Pay	Clothing Allowance	Cleaning Allowance	Other Pay	TOTAL
PLYMOUTH	\$71,313	\$21,394	\$800	\$3,922	\$3,279	\$1,200	\$250	\$850			\$103,008
BARNSTABLE	\$91,639	\$13,746	\$650	\$3,640			\$250	\$1,000			\$110,925
BILLERICA	\$80,028	\$24,008		\$4,802	\$4,616			\$1,100	\$200		\$114,754
BOURNE	\$80,175	\$13,750	\$1,000	\$3,207	\$3,322			\$650	\$300		\$102,404
CHARLTON	\$75,473	\$4,000	\$200	\$2,612	\$1,101	\$200	\$600			\$205	\$84,391
MARSHFIELD	\$81,781	\$14,312	\$500	\$4,089	\$3,461			\$1,200			\$105,342
TAUNTON	\$72,739	\$21,822		\$727	\$3,850						\$99,138
WEYMOUTH	\$79,742	\$19,936	\$800	\$7,177	\$4,213		\$1,789	\$550	\$700		\$114,906
AVERAGE	\$80,225	\$15,939	\$630	\$3,751	\$3,427	\$200	\$880	\$900	\$400	\$205	\$104,552

PLYMOUTH POLICE SERGEANT	Difference to Average	Average	Median	75th Percentile
\$103,008	-\$1,544	\$104,552	\$105,342	\$112,840



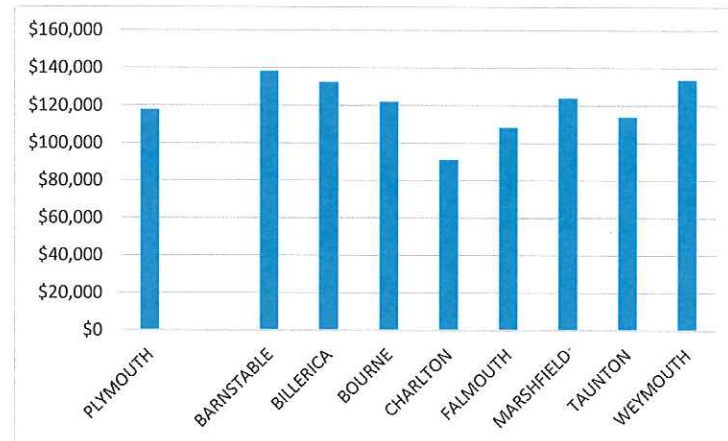
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82 - Corrected

POLICE LIEUTENANT

Municipality	FY17 Maximum Annual Base	School Education Maximum Pay	Longevity @ 25 Years	Night Differential	Weekend Differential	Holiday Pay	Defibrillator Pay	Clothing Allowance	Cleaning Allowance	Other Pay	TOTAL
PLYMOUTH	\$82,723	\$24,817	\$800	\$4,550		\$3,818	\$250	\$850			\$117,808
BARNSTABLE	\$115,440	\$17,316	\$650	\$3,640			\$250	\$1,000			\$138,296
BILLERICA	\$92,612	\$27,784		\$5,557		\$5,344		\$1,100	\$200		\$132,596
BOURNE	\$98,255	\$13,750	\$1,000	\$3,930		\$4,158		\$650	\$300		\$122,043
CHARLTON	\$86,920	\$4,000	\$200								\$91,120
FALMOUTH	\$90,339	\$7,500	\$650	\$1,716	\$2,236	\$4,169		\$850		\$850	\$108,310
MARSHFIELD	\$96,502	\$16,888	\$500	\$4,825		\$4,083		\$1,200			\$123,998
TAUNTON	\$83,649	\$25,095		\$836		\$4,422					\$114,003
WEYMOUTH	\$93,298	\$23,325	\$800	\$8,397		\$4,939	\$1,789	\$550	\$700		\$133,797
AVERAGE	\$94,627	\$16,957	\$633	\$4,129	\$2,236	\$4,519	\$1,020	\$892	\$400	\$850	\$120,520

PLYMOUTH	Difference to Average	Average	Median	75th Percentile
POLICE LIEUTENANT				
\$117,808	-\$2,713	\$120,520	\$123,021	\$132,896

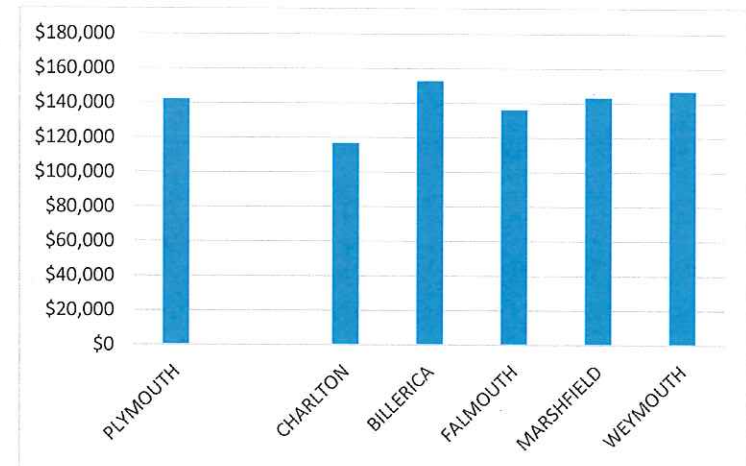


83 - Corrected

POLICE CAPTAIN

Municipality	FY17 Maximum Annual Base	School Education Maximum Pay New Hire	Longevity @ 25 Years	Night Differential	Holiday Pay	Defibrillator Pay	Clothing Allowance	Cleaning Allowance	Other Pay	TOTAL
PLYMOUTH	\$104,212	\$31,264	\$1,000		\$4,810		\$850			\$142,136
CHARLTON	\$96,197	\$14,430		\$962	\$5,082					\$116,671
BILLERICA	\$106,808	\$32,042		\$6,408	\$6,162		\$1,100	\$200		\$152,721
FALMOUTH	\$109,159	\$7,500	\$800	\$9,824	\$5,775	\$1,789	\$550	\$700		\$136,097
MARSHFIELD	\$113,872	\$17,081	\$500	\$5,694	\$4,818		\$1,200			\$143,165
WEYMOUTH	\$102,981	\$25,745	\$800	\$9,268	\$4,939	\$1,789	\$550	\$700		\$146,773
AVERAGE	\$105,803	\$19,360	\$700	\$6,431	\$5,355	\$1,789	\$850	\$533		\$139,085

PLYMOUTH	Difference to Average	Average	Median	75th Percentile
POLICE CAPTAIN				
\$142,136	\$3,051	\$139,085	\$143,165	\$146,773

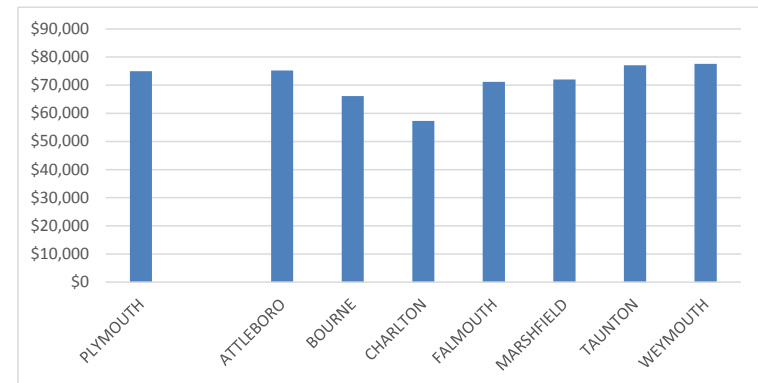


84 - Corrected

FIRE FIGHTER

Municipality	FY17 Maximum Annual Base	EMT- B Stipend	HazMat Pay	Associates Degree Pay	Fire Course Certifications	Holiday Pay	Defibrillator Pay	Longevity @ 25 Years	Clothing Allowance	TOTAL	Night Differential	Weekend Differential
PLYMOUTH	\$62,449	\$1,200	\$1,000	\$2,500	\$3,000	\$3,303	\$250	\$550	\$750	\$75,002	\$1,561	
ATTLEBORO	\$58,747	\$3,100	\$1,250	\$2,500		\$3,107		\$6,500		\$75,204	\$2,937	
BOURNE	\$60,107	inc in base		\$1,200		\$3,179		\$625	\$1,000	\$66,111		
CHARLTON	\$53,552			\$2,000			inc in base	\$800	\$950	\$57,302		\$2,678
FALMOUTH	\$66,167	inc in base		\$990		\$2,880		\$700	\$450	\$71,187		
MARSHFIELD	\$57,424	\$4,594	\$2,000	\$3,445		\$3,470		\$500	\$600	\$72,034	\$919	
TAUNTON	\$60,122	\$2,405	\$1,804	\$9,018		\$3,179	\$545			\$77,073	\$1,090	
WEYMOUTH	\$66,040	\$1,248	\$2,642	\$2,050		\$3,498		\$1,550	\$550	\$77,578	\$3,120	
AVERAGE	\$60,308	\$2,837	\$1,924	\$3,029		\$3,219	\$545	\$1,779	\$710	\$70,927		

PLYMOUTH	Difference to Average	Average	Median	75th Percentile
FIRE FIGHTER				
\$75,002	\$4,075	\$70,927	\$72,034	\$76,138



FIRE LIEUTENANT

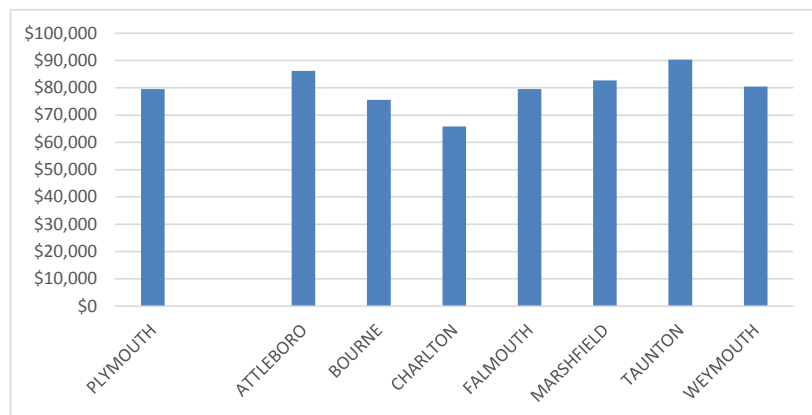
Municipality	FY17 Maximum Annual Base	EMT- B Stipend	HazMat Pay	Associates Degree Pay	Holiday Pay	Defibrillator Pay	Longevity @ 25 Years	Clothing Allowance	TOTAL
PLYMOUTH	\$69,624	\$1,200	\$1,000	\$2,500	\$3,682	\$250	\$550	\$750	\$79,556
ATTLEBORO	\$69,145	\$3,100	\$1,250	\$2,500	\$3,657		\$6,500		\$86,152
BOURNE	\$69,123	inc in base		\$1,200	\$3,652		\$625	\$1,000	\$75,600
CHARLTON	\$63,030			\$2,000			\$800	\$950	\$65,830
FALMOUTH	\$74,105	inc in base		\$990	\$3,264		\$700	\$450	\$79,509
MARSHFIELD	\$66,324	\$5,306	\$2,000	\$3,979	\$4,009		\$500	\$625	\$82,743
TAUNTON	\$70,536	\$2,821	\$2,116	\$10,580	\$3,729	\$545			\$90,328
WEYMOUTH	\$74,724	\$1,248	\$2,496	\$2,050					\$80,518
AVERAGE	\$69,570	\$3,119	\$1,966	\$3,329	\$3,662	\$545	\$1,825	\$756	\$80,097

Night Differential	Weekend Differential
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\$1,741	
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\$3,457	
	\$4,412
\$1,061	
\$3,120	

PLYMOUTH	Difference to Average	Average	Median	75th Percentile
FIRE LIEUTENANT				
\$79,556	-\$541	\$80,097	\$80,518	\$84,447



FIRE CAPTAIN

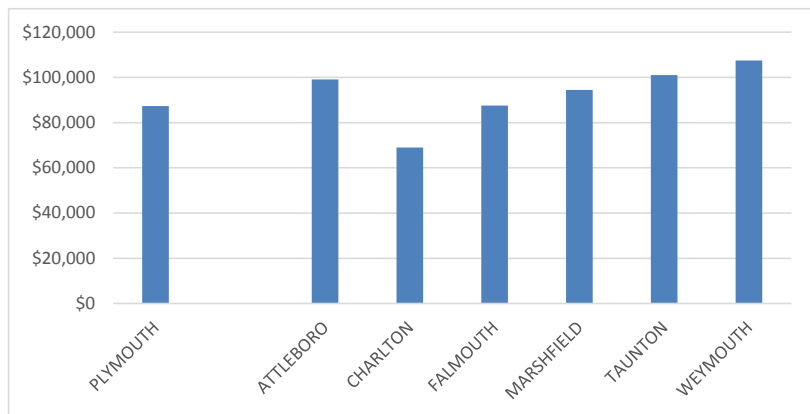
Municipality	FY17 Maximum Annual Base	EMT- B Stipend	HazMat Pay	Associates Degree Pay	Holiday Pay	Defibrillator Pay	Longevity @ 25 Years	Clothing Allowance	TOTAL
PLYMOUTH	\$77,027	\$1,200	\$1,000	\$2,500	\$4,074	\$250	\$550	\$750	\$87,351
ATTLEBORO	\$81,385	\$3,100	\$1,250	\$2,500	\$4,304		\$6,500		\$99,039
CHARLTON	\$66,167			\$2,000			\$800	\$950	\$68,967
FALMOUTH	\$82,257	inc in base		\$990	\$3,648		\$700	\$450	\$87,595
MARSHFIELD	\$76,605	\$6,128	\$2,000	\$4,596	\$4,631		\$500	\$625	\$94,460
TAUNTON	\$78,940	\$3,158	\$2,368	\$11,841	\$4,180	\$545			\$101,032
WEYMOUTH	\$93,376	\$1,248	\$3,735	\$2,050	\$4,939		\$1,550	\$550	\$107,448
AVERAGE	\$79,788	\$3,409	\$2,338	\$3,996	\$4,340	\$545	\$2,010	\$644	\$93,090

Night Differential	Weekend Differential
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\$1,926	
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\$4,069	
	\$8,602
\$1,226	
\$1,083	
\$3,120	

PLYMOUTH FIRE CAPTAIN	Difference to Average	Average	Median	75th Percentile
\$87,351	-\$5,740	\$93,090	\$96,750	\$100,534



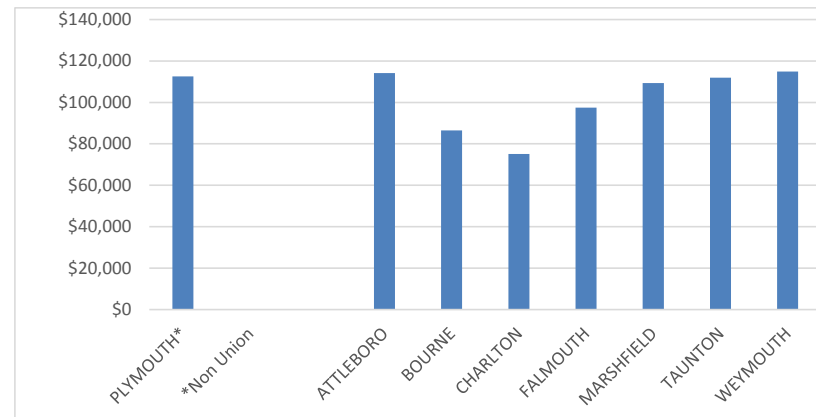
FIRE DEPUTY CHIEF

Municipality	FY17 Maximum Annual Base	EMT- B Stipend	HazMat Pay	Associates Degree Pay	Holiday Pay	Defibrillator Pay	Longevity @ 25 Years	Clothing Allowance	TOTAL
PLYMOUTH*	\$104,212		\$4,810	\$2,500			\$1,000		\$112,522
*Non Union									
ATTLEBORO	\$95,789	\$3,100	\$1,250	\$2,500	\$5,066		\$6,500		\$114,205
BOURNE	\$79,492	inc in base		\$1,200	\$4,202		\$625	\$1,000	\$86,519
CHARLTON	\$71,411			\$2,000			\$800	\$950	\$75,161
FALMOUTH	\$91,307	inc in base		\$990	\$4,032		\$700	\$450	\$97,479
MARSHFIELD	\$88,478	\$7,078	\$2,000	\$5,309	\$5,347		\$500	\$650	\$109,362
TAUNTON	\$87,495	\$3,500	\$2,625	\$13,124	\$4,631	\$545			\$111,920
WEYMOUTH	\$100,220	\$1,248	\$4,009	\$2,050	\$5,302		\$1,550	\$550	\$114,929
AVERAGE	\$87,742	\$3,732	\$2,471	\$3,882	\$4,763	\$545	\$1,779	\$720	\$101,368

Night Differential	Weekend Differential
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\$4,789	
	\$10,712
\$1,416	
\$1,083	
\$3,120	

PLYMOUTH	Difference to Average	Average	Median	75th Percentile
FIRE DEPUTY CHIEF				
\$112,522	\$11,154	\$101,368	\$109,362	\$113,062



		PLYMOUTH TOWN	FY2017	Comp	Comp	Comp	Comp	75th Percent	Percent
		POSITION TITLE	Plymouth	Data	Average	Lo-Hi Range	Median	of Market	PLYMOUTH
#		ASSESSING		Points					Data
1	OPEIU	Assistant Assessor	26.10 32.99	15 15	28.85 35.21	21.30 44.56	28.45 35.45	32.46 38.20	-10.5% -6.7%
2	OPEIU	Director of Assessing	39.49 49.93	20 20	39.67 48.48	26.92 71.35	36.73 46.55	44.89 52.70	-0.5% 2.9%
3	OPEIU	Inspector/Listener	24.66 31.18	11 11	23.46 29.53	18.20 35.17	21.69 29.64	25.85 34.03	4.9% 5.3%
		TOWN CLERK							
4	SCH B	Election Warden	15.50 15.50	6 6	13.52 13.86	12.00 16.00	14.00 14.28	14.42 14.58	12.7% 10.6%
5	SCH B	Election Worker	11.00 11.00	8 8	11.61 12.36	10.40 16.00	11.00 12.24	12.13 12.59	-5.6% -12.3%
6	SCH B	Registrar		2 2	16.06 17.22	14.00 18.43	16.06 17.22	17.09 17.82	
7	OPEIU	Town Clerk	34.17 43.21	18 18	37.49 44.47	22.07 74.18	35.93 43.02	45.63 50.76	-9.7% -2.9%
		COUNCIL ON AGING							
8	Cobra-DPW	Building Custodian - COA	18.38 21.21	14 14	17.71 21.87	15.41 25.54	17.04 21.64	18.15 23.72	3.6% -3.1%
9	OPEIU	COA Activities Coordinator	17.60 22.25	9 9	21.17 24.78	15.95 33.66	21.69 23.55	24.40 29.32	-20.3% -11.4%
10	OPEIU	Coordinator Support Services	20.15 25.48	5 5	23.06 28.44	20.84 35.90	22.33 27.17	22.74 29.91	-14.5% -11.6%
11	OPEIU	Coordinator Volunteers	14.65 15.09	2 2	15.68 23.97	14.00 24.00	15.68 23.97	16.52 23.98	-7.0% -58.8%
12	OPEIU	Elder Affairs Director	35.83 45.30	19 19	33.95 42.16	24.37 60.44	32.60 42.41	37.23 46.13	5.3% 6.9%
13	OPEIU	Meal Distribution Coordinator	11.15 11.49	3 3	16.03 19.22	11.00 29.32	12.56 15.36	18.55 22.34	-43.8% -67.2%
14	OPEIU	Social Outreach Worker	21.96 27.77	12 12	23.26 29.38	16.00 49.01	22.50 29.87	24.46 32.19	-5.9% -5.8%
		DEPT OF MARINE & ENVIRONMENTAL AFFAIRS							
15	SCH B	Natural Resource Tech and Assistant	11.18 12.68	1 1	22.82 29.18	22.82 29.18	22.82 29.18	22.82 29.18	-104.1% -130.1%
16	SCH B	Natural Resources Officer	17.30 17.30	4 4	23.94 27.75	20.93 31.67	24.16 27.17	25.38 28.81	-38.4% -60.4%
17	SCH B	Harbormaster Assistant	13.22 14.62	3 3	17.41 19.21	14.03 27.15	15.49 16.44	19.11 21.80	-31.7% -31.4%
18	SCH B	Animal Inspector		2 2	15.78 16.53	14.00 17.56	15.78 16.53	16.67 17.04	
19	DH	Director of Marine and Environmental Affairs	43.71 55.26	8 8	42.19 49.58	34.51 60.18	40.92 48.49	45.96 53.70	3.5% 10.3%
20	OPEIU	Assistant Harbormaster	24.46 30.93	3 3	18.39 22.37	9.00 27.15	22.72 23.46	23.09 25.31	24.8% 27.7%
21	OPEIU	Environmental Tech I	26.60 33.71	3 3	26.32 31.20	22.82 34.20	27.53 30.21	28.08 32.21	1.0% 7.5%
22	OPEIU	Environmental Tech II	28.80 36.41	2 2	30.31 39.78	28.11 42.41	30.31 39.78	31.40 41.09	-5.2% -9.2%
23	OPEIU	Harbormaster	35.94 45.44	8 8	34.04 42.69	27.36 51.10	35.68 44.46	37.81 47.58	5.3% 6.1%
24	OPEIU	Natural Resources Warden	24.46 30.93	4 4	24.47 31.93	22.14 37.06	23.55 31.27	25.69 34.92	0.0% -3.2%
25	OPEIU	Animal Control Officer - FT	18.89 23.88	19 19	23.87 28.72	14.28 40.83	23.62 30.68	27.18 33.45	-26.4% -11.3%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
		DPW - ADMINISTRATION							
26	Non-Union	Assistant DPW Director	39.63 50.10	9 9	41.38 50.41	28.34 68.68	37.76 46.44	46.57 56.55	-4.4% -0.6%
27	DH	DPW Director	48.34 61.12	20 20	51.15 58.60	34.71 75.60	53.63 58.14	57.69 64.01	-5.8% 4.1%
28	OPEIU	DPW Office Manager	24.46 30.93	10 10	25.45 31.20	18.73 37.94	24.84 30.46	28.95 34.97	-4.0% -0.9%
		DPW - AIRPORT							
29	Cobra-DPW	Airport OM4 Operation	20.58 23.74	0 0					
30	Cobra-DPW	Airport Operations - PT	18.38 21.20	0 0					
31	Cobra-DPW	Facility Maintenance Assistant - OPR Airport	22.23 25.64	1 1	19.10 22.82	19.10 22.82	19.10 22.82	19.10 22.82	14.1% 11.0%
32	Cobra-DPW	Operations Supervisor Airport	25.79 29.77	2 2	27.79 34.19	27.52 34.85	27.79 34.19	27.93 34.52	-7.8% -14.8%
33	Cobra-DPW	Operations Airport	19.88 22.94	2 2	23.95 30.09	22.27 33.55	23.95 30.09	24.79 31.82	-20.5% -31.1%
34	OPEIU	Airport Coordinator	23.94 30.26	2 2	29.16 36.57	28.06 39.61	29.16 36.57	29.71 38.09	-21.8% -20.9%
35	OPEIU	Airport Manager	35.94 45.44	2 2	52.66 57.28	36.69 68.62	52.66 57.28	60.64 62.95	-46.5% -26.1%
36	OPEIU	Airport Office Manager	23.94 30.27	2 2	25.87 31.02	25.14 31.79	25.87 31.02	26.24 31.41	-8.1% -2.5%
		DPW - CEMETERY							
37	Cobra-DPW	Maintenance Worker Cemetery	19.11 22.05	5 5	19.21 23.34	14.49 27.33	19.49 23.28	19.79 26.11	-0.5% -5.8%
38	Cobra-DPW	OM1 Laborer Cemetery	18.38 21.21	5 5	19.16 22.05	16.33 27.83	17.46 22.65	19.48 23.28	-4.2% -4.0%
39	Cobra-DPW	Cemetery Foreman	22.23 25.64	5 5	25.72 28.85	22.37 34.78	24.04 28.54	24.54 29.32	-15.7% -12.5%
40	SCH B	Seasonal Laborer	11.00 12.50	2 2	14.10 17.34	14.00 20.68	14.10 17.34	14.14 19.01	-28.1% -38.7%
41	OPEIU	Assistant Cremationist	22.44 28.37	1 1	21.11 26.19	21.11 26.19	21.11 26.19	21.11 26.19	5.9% 7.7%
42	OPEIU	Cemetery Superintendent	39.63 50.10	3 3	40.36 45.75	30.91 50.40	41.97 49.91	45.09 50.16	-1.8% 8.7%
43	OPEIU	Cremationist	26.67 33.71	1 1	23.96 30.11	23.96 30.11	23.96 30.11	23.96 30.11	10.2% 10.7%
		DPW - ENGINEERING							
44	OPEIU	Civil Engineer	33.59 42.47	11 11	33.13 42.25	23.41 53.73	33.65 42.41	35.76 44.34	1.4% 0.5%
45	OPEIU	Survey and GIS Technician	30.72 38.84	7 7	25.79 33.38	19.54 38.54	25.23 33.25	29.95 34.68	16.0% 14.1%
46	OPEIU	Town Engineer	42.27 53.44	16 16	43.04 51.61	31.19 71.35	42.20 49.34	49.83 55.23	-1.8% 3.4%
47	OPEIU	Town Surveyor - GIS	35.83 45.30	3 3	34.78 43.44	29.17 50.45	32.96 43.46	37.59 46.96	2.9% 4.1%
48	OPEIU	Transit Instructional Person (Civil Engineer)	21.96 27.77	1 1	29.85 40.09	29.85 40.09	29.85 40.09	29.85 40.09	-35.9% -44.4%
49	OPEIU	Transport Engineer	33.59 42.47	2 2	32.95 41.59	29.85 43.09	32.95 41.59	34.50 42.34	1.9% 2.1%
50	OPEIU	Wastewater Engineer	33.59 42.47	4 4	33.00 41.11	28.89 43.28	33.53 42.84	35.00 43.14	1.8% 2.4%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
		DPW - HIGHWAY							
51	Cobra-DPW	Construction Maintenance Leader - Highway	22.23 25.64	6 6	21.84 27.19	19.07 29.29	21.19 26.91	22.68 27.50	1.7% -6.0%
52	Cobra-DPW	Highway Foreman	24.00 27.69	14 14	25.59 30.43	21.45 36.11	25.66 29.81	26.95 33.53	-6.6% -9.9%
53	Cobra-DPW	Heavy Motor Equipment Operator - Highway	19.88 22.94	19 19	21.49 25.72	17.00 31.26	21.47 25.05	22.45 27.60	-8.1% -12.1%
54	Cobra-DPW	Motor Equipment Operator	18.38 21.21	9 9	19.62 23.84	13.93 30.51	19.59 23.91	21.04 25.14	-6.8% -12.4%
55	Cobra-DPW	Special Heavy Motor Equipment Operator - Highway	20.58 23.74	7 7	21.11 26.58	17.63 31.26	21.77 26.01	22.57 29.41	-2.6% -11.9%
56	Cobra-DPW	Special Heavy Motor Operator/Trainer	22.23 25.64	4 4	24.81 29.40	22.29 31.26	24.15 29.85	25.41 30.40	-11.6% -14.7%
57	Cobra-DPW	Traffic Safety Leader	24.00 27.69	1 1	26.11 33.97	26.11 33.97	26.11 33.97	26.11 33.97	-8.8% -22.7%
58	Cobra-DPW	Laborer Highway OM1	18.38 21.21	16 16	18.07 21.69	13.93 26.10	18.13 21.10	19.55 22.89	1.7% -2.3%
59	Cobra-DPW	Maintenance Worker - Highway	19.11 22.05	4 4	18.75 23.63	17.08 27.33	19.07 22.79	19.56 24.29	1.9% -7.2%
60	OPEIU	Highway Manager	35.94 45.44	12 12	35.13 42.62	22.12 50.45	35.52 43.37	42.02 45.09	2.3% 6.2%
		DPW - MAINTENANCE							
61	Cobra-DPW	Building Custodian Maintenance	18.38 21.21	15 15	18.60 22.20	13.76 29.91	17.28 21.08	21.11 24.70	-1.2% -4.7%
62	Cobra-DPW	Building Craftsman Apprentice	19.88 22.94	3 3	17.87 24.38	14.30 25.39	19.48 24.48	19.66 24.94	10.1% -6.3%
63	Cobra-DPW	Building Maintenance Craftsman	25.79 29.77	7 7	22.12 26.55	18.65 29.33	22.39 27.42	23.16 28.40	14.2% 10.8%
64	Cobra-DPW	Master Mechanic	24.00 27.69	10 10	23.76 29.40	21.45 36.94	23.06 27.78	23.64 30.48	1.0% -6.2%
65	Cobra-DPW	Working Shop Foreman/Master Mechanic	25.79 29.77	5 5	25.67 33.12	23.03 45.21	23.89 30.32	24.56 34.18	0.5% -11.3%
66	Cobra-DPW	Service Mechanic/Maintenance Worker	22.13 25.64	5 5	22.17 26.22	21.09 29.32	21.54 25.18	22.18 27.58	-0.2% -2.3%
67	Cobra-DPW	Special Repairman Small Motor	22.23 25.64	2 2	22.11 28.56	21.85 30.42	22.11 28.56	22.24 29.49	0.5% -11.4%
68	Cobra-DPW	Chief Master Mechanic		1 1	25.77 33.86	25.77 33.86	25.77 33.86	25.77 33.86	
		DPW - PARKS							
69	Cobra-DPW	Maintenance Worker - Parks	19.11 22.05	6 6	19.04 23.88	15.67 30.42	19.07 22.79	20.69 24.70	0.4% -8.3%
70	Cobra-DPW	Tree Climber/Aerial Lift Operator	20.58 23.74	4 4	19.82 23.54	15.46 29.32	19.63 21.98	20.87 24.27	3.7% 0.8%
71	Cobra-DPW	Laborer-Parks	18.38 21.21	8 8	16.29 20.46	12.00 26.10	16.20 21.00	18.25 22.66	11.4% 3.5%
72	Cobra-DPW	Parks Foreman	24.00 27.69	10 10	24.11 29.58	17.63 34.08	23.76 29.95	26.37 31.55	-0.4% -6.8%
73	Cobra-DPW	Tree Climber-Aerial Lift Operator Lead	22.23 25.64	3 3	22.01 26.50	20.55 29.32	20.93 26.48	22.74 27.90	1.0% -3.4%
		DPW- SOLID WASTE							
74	Cobra-DPW	Transfer Station Operator	18.38 21.21	5 5	20.51 25.25	17.46 32.68	19.17 25.78	23.58 27.56	-11.6% -19.0%
75	Cobra-DPW	Assistant Pump Station Operator	24.00 27.69	4 4	20.75 25.30	16.03 29.32	21.21 26.14	22.91 27.36	13.6% 8.8%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
76	Cobra-DPW	Pump Station Operator	25.79 29.77	10 10	23.20 28.66	18.52 31.67	23.03 29.36	24.94 30.82	10.1% 3.7%
77	Cobra-DPW	Wastewater Foreman	25.79 29.77	6 6	26.70 32.90	22.58 43.28	24.74 31.10	29.01 37.12	-3.5% -10.5%
78	Cobra-DPW	Assistant Wastewater Manager	31.10 39.33	7 7	32.80 38.16	25.08 42.75	32.50 39.03	35.62 41.14	-5.5% 3.0%
79	Cobra-DPW	Wastewater Superintendent	35.94 45.44	11 11	39.01 47.03	32.93 53.65	38.45 48.46	41.55 49.55	-8.5% -3.5%
		DPW - WATER							
80	Cobra-DPW	Construction Maintenance Lead - Water	22.23 25.64	5 5	21.30 27.19	19.79 30.99	20.05 27.33	23.09 27.56	4.2% -6.0%
81	Cobra-DPW	Cross Connection Control Meter	25.79 29.77	2 2	23.89 29.14	23.09 30.72	23.89 29.14	24.29 29.93	7.4% 2.1%
82	Cobra-DPW	Heavy Motor Equipment Operator - Water	19.88 22.94	8 8	21.88 27.11	19.64 32.08	21.70 26.42	22.29 30.56	-10.1% -18.2%
83	Cobra-DPW	Maintenance Worker - Water	19.11 22.05	7 7	19.77 23.94	17.51 29.32	18.86 22.81	21.44 24.65	-3.5% -8.6%
84	Cobra-DPW	Meter Reader Repairperson	19.11 22.05	8 8	21.75 25.84	17.28 31.75	21.80 25.76	24.16 28.71	-13.8% -17.2%
85	Cobra-DPW	Special Heavy Motor Operator - Water	20.58 23.74	6 6	22.99 28.18	20.55 33.52	22.18 27.33	24.85 30.35	-11.7% -18.7%
86	Cobra-DPW	Water Foreman	25.79 29.77	11 11	27.19 32.81	22.58 39.06	26.66 34.08	28.50 35.93	-5.4% -10.2%
87	Cobra-DPW	Cross Connection Inspector	22.23 25.64	4 4	23.36 28.34	19.84 36.71	22.80 26.83	24.32 29.85	-5.1% -10.5%
88	OPEIU	Water Quality Service Manager	28.80 36.41	4 4	34.86 41.25	28.89 46.97	35.86 41.27	37.76 43.40	-21.1% -13.3%
89	OPEIU	Water Superintendent	35.94 45.44	17 17	41.44 49.93	32.93 66.51	42.07 50.17	46.57 54.54	-15.3% -9.9%
		FINANCE							
90	DH	Finance Director	75.56 75.56	14 14	51.16 63.40	34.11 96.29	47.64 57.17	56.64 68.96	32.3% 16.1%
91	OPEIU	Cash Manager	26.10 32.99	1 1	26.83 37.13	26.83 37.13	26.83 37.13	26.83 37.13	-2.8% -12.5%
92	OPEIU	Accounting Officer	38.34 48.47	19 19	41.80 48.62	26.92 73.83	42.49 45.96	49.42 54.08	-9.0% -0.3%
93	OPEIU	Internal Auditor	28.44 35.96	2 2	38.93 44.16	27.86 50.00	38.93 44.16	44.47 47.08	-36.9% -22.8%
94	OPEIU	Procurement Assistant	23.94 30.27	3 3	25.61 33.20	22.72 38.03	26.31 34.41	27.06 36.22	-7.0% -9.7%
95	OPEIU	Procurement Officer	28.44 35.96	8 8	39.68 48.57	29.93 74.18	38.66 46.86	43.84 49.13	-39.5% -35.1%
96	OPEIU	Accounting Admin - Payables	23.94 30.27	8 8	23.59 30.41	16.72 43.74	23.90 29.63	26.16 31.74	1.4% -0.5%
97	OPEIU	Accounting Admin - Payroll	23.94 30.27	12 12	25.07 30.70	18.95 41.75	24.89 30.48	26.92 35.48	-4.7% -1.4%
98	OPEIU	Administrative Assistant - Treasurer/Collector (p/t)	23.94 30.26	1 1	19.33 25.71	19.33 25.71	19.33 25.71	19.33 25.71	19.3% 15.0%
99	OPEIU	Assistant Tax Collector	26.10 32.99	16 16	30.11 36.18	22.39 66.06	28.84 34.83	34.74 38.47	-15.4% -9.7%
100	OPEIU	Assistant Treasurer	26.10 32.99	18 18	30.05 35.68	19.34 75.60	28.29 34.14	33.78 38.98	-15.2% -8.2%
101	OPEIU	Budget Analyst	33.18 41.95	6 6	29.12 38.77	22.80 50.75	26.79 37.09	29.67 43.36	12.2% 28.0%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
102	OPEIU	Finance Administrator (p/t)	23.94 30.26	0 0					
103	OPEIU	Treasurer/Collector	38.34 48.47	17 17	45.36 50.62	28.87 67.45	43.88 47.91	52.08 53.11	-18.3% -4.4%
		HEALTH							
104	OPEIU	Health Administrator	38.34 48.47	19 19	39.06 47.36	26.92 62.13	36.94 46.80	45.62 50.91	-1.9% 2.3%
105	OPEIU	Health Inspector	26.10 32.99	16 16	26.96 32.39	21.69 44.56	25.62 32.30	28.77 35.34	-3.3% 1.8%
106	OPEIU	Administrative Assistant	20.42 23.60	14 14	21.43 26.33	16.72 30.57	21.38 25.54	23.45 28.35	-5.0% -11.6%
107	OPEIU	Health Senior Clerk (p/t)	17.90 20.88	5 5	19.60 22.80	16.31 27.74	17.46 23.31	22.72 27.15	-9.5% -9.2%
		HUMAN RESOURCES							
108	Non-Union	Human Resources Generalist/Specialist	23.94 30.27	11 11	24.65 30.42	18.49 37.15	25.71 29.75	26.50 33.96	-3.0% -0.5%
109	Non-Union	HR Benefits Administration/Assistant HR Director	28.44 35.96	11 11	32.62 41.44	21.23 68.56	30.70 38.18	36.56 44.81	-14.7% -15.2%
110	DH	Human Resources Director	43.71 55.26	17 17	44.37 53.10	29.17 74.18	46.57 54.31	51.10 57.57	-1.5% 3.9%
		INFORMATION TECHNOLOGY							
111	OPEIU	GIS Coordinator	33.18 41.95	7 6	35.55 45.15	29.50 54.54	33.65 45.66	38.27 46.48	-7.1% -7.6%
112	OPEIU	PC Network Technician	28.44 35.96	14 14	27.83 35.22	21.69 47.68	27.92 35.95	29.08 40.47	2.2% 2.1%
113	OPEIU	Information Technology Manager	42.27 53.44	21 21	40.46 50.83	23.93 82.42	37.76 48.25	47.32 56.55	4.3% 4.9%
		INSPECTIONAL BUILDING SERVICES							
114	DH	Inspectional Services Director	43.71 55.26	20 20	42.02 51.60	29.19 82.42	36.87 48.08	49.05 54.30	3.9% 6.6%
115	SCH B	Building Department Subs		1 1	17.46 17.46	17.46 17.46	17.46 17.46	17.46 17.46	
116	OPEIU	Inspector of Wires	26.10 32.99	17 17	29.14 35.16	20.08 58.20	26.65 34.08	33.08 37.21	-11.6% -6.6%
117	OPEIU	Local Building Inspector	26.10 32.99	15 15	27.29 33.62	21.69 44.60	26.76 32.45	28.93 34.14	-4.6% -1.9%
118	OPEIU	Plumbing and Gas Inspector	26.10 32.99	16 16	29.87 35.73	21.69 49.97	28.41 34.66	34.06 39.23	-14.4% -8.3%
119	OPEIU	Sealer of Weights and Measurers	21.96 27.76	4 4	29.68 37.02	20.88 44.56	30.55 38.90	34.32 41.18	-35.2% -33.4%
		LIBRARY							
120	Cobra-DPW	Building Custodian - Library	18.38 21.21	12 12	17.91 22.43	13.48 29.26	16.84 21.55	18.86 25.05	2.6% -5.7%
121	Cobra-Lib.	Library Associate	19.38 21.99	16 16	19.18 24.13	15.75 33.19	18.77 24.47	20.35 25.61	1.0% -9.7%
122	Cobra-Lib.	Librarian	21.99 25.28	19 19	24.04 29.81	18.43 35.85	23.94 30.08	25.29 31.41	-9.3% -17.9%
123	Cobra-Lib.	Library Senior Technician	16.62 19.00	4 4	18.77 23.83	17.16 25.58	18.26 24.20	19.59 24.70	-13.0% -25.4%
124	Cobra-Lib.	Library Technician	15.54 17.24	6 6	17.08 22.42	14.74 24.41	16.29 22.16	19.06 23.60	-9.9% -30.0%
125	Non-Union	Adult Basic Educational Instructor	26.55 26.55	3 3	24.64 30.36	21.67 38.61	23.63 28.84	26.13 33.73	7.2% 14.4%
126	Non-Union	Librarian Substitute	21.99	3	24.60	22.40	25.42	25.70	-14.4%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
			25.28	3	30.49	35.03	29.68	32.36	-20.6%
127	Non-Union	Library Associate Substitute	19.37 21.99	0 0					
128	SCH B	Library Page	11.61 11.61	7 7	11.73 13.07	11.00 20.25	11.00 11.00	11.70 13.64	-1.1% -12.6%
129	Non-Union	Library Technician Substitute	15.53 17.24	0 0					
130	SCH B	Museum Director	11.00 11.00	0 0					
131	Non-Union	Adult Basic Ed Data	26.65 26.65	1 1	21.67 28.84	21.67 28.84	21.67 28.84	21.67 28.84	18.7% -8.2%
132	DH	Community Resource Director	45.90 58.03	0 0					
133	OPEIU	Library Account Manager	23.94 30.27	4 4	31.61 41.47	22.86 62.96	28.47 36.41	35.95 47.35	-32.0% -37.0%
134	OPEIU	Literacy Coordinator	26.10 32.99	2 2	28.21 38.12	24.86 42.55	28.21 38.12	29.88 40.33	-8.1% -15.5%
135	OPEIU	Assistant Library Director		6 6	32.63 40.81	23.96 44.91	31.22 41.12	35.60 43.43	
136	OPEIU	Library Director	35.83 45.30	21 21	43.28 49.76	25.90 104.40	40.06 47.90	44.21 50.17	-20.8% -9.8%
		PLANNING							
137	DH	Planning & Development Director	48.65 61.51	12 12	45.37 55.08	31.03 69.77	46.99 54.98	51.86 61.47	6.8% 10.5%
138	OPEIU	CDBG Coordinator - Fiscal Manager	23.94 30.26	2 2	28.39 34.94	23.39 39.89	28.39 34.94	30.88 37.41	-18.6% -15.4%
139	OPEIU	Planning Technician	28.44 35.96	3 3	26.91 34.84	24.53 38.47	26.70 36.76	28.10 37.62	5.4% 3.1%
140	OPEIU	Town Planner	33.18 41.95	14 14	33.14 41.77	23.49 48.49	33.06 42.32	37.38 46.60	0.1% 0.4%
141	OPEIU	Conservation Planner	28.44 35.96	9 9	27.68 34.27	19.56 42.75	26.76 31.98	32.60 41.24	2.7% 4.7%
142	OPEIU	CDBG Director	30.72 38.84	3 3	33.39 39.57	24.18 43.71	35.47 40.53	38.00 42.12	-8.7% -1.9%
		RECREATION							
143	SCH B	Lifeguard	12.50 14.00	8 8	13.30 14.42	11.82 16.31	13.00 14.76	14.06 15.00	-6.4% -3.0%
144	SCH B	Recreation Beach & Pond Attendants	11.00 12.51	6 6	12.26 13.21	11.00 15.53	11.77 13.00	12.87 14.50	-11.4% -5.6%
145	SCH B	Sports Clinic Director	29.00 33.00	1 1	11.50 11.50	11.50 11.50	11.50 11.50	11.50 11.50	60.3% 65.2%
146	SCH B	Water Safety Program Coordinator	15.00 16.50	2 2	14.99 15.43	14.48 15.50	14.99 15.43	15.25 15.47	0.1% 6.5%
147	SCH B	Head Lifeguard	13.00 14.50	4 4	14.38 15.09	13.53 16.00	14.00 15.00	14.50 15.25	-10.6% -4.1%
148	SCH B	Lifeguard Coordinator	17.50 19.50	3 3	15.76 16.41	14.00 17.78	15.49 16.44	16.64 17.11	10.0% 15.9%
149	SCH B	Recreation Instructor	11.00 12.51	5 5	12.67 13.95	8.00 20.54	11.50 12.50	13.50 13.50	-15.2% -11.5%
150	SCH B	Specialty Sports Instructor	11.69 14.75	3 3	13.22 13.81	11.50 15.50	12.65 13.42	14.08 14.46	-13.1% 6.4%
151	SCH B	Sports Official	14.50 28.00	1 1	11.00 14.00	11.00 14.00	11.00 14.00	11.00 14.00	24.1% 50.0%
152	SCH B	Youth Center Attendant	11.00	2	9.98	8.96	9.98	10.49	9.8%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
			12.51	2	11.68	12.36	11.68	12.02	6.6%
153	OPEIU	Facility Special Events Manager	28.44 35.96	0 0					
154	OPEIU	Recreation Program Supervisor	22.44 28.38	9 9	22.14 29.17	14.00 37.26	23.00 30.99	24.96 33.66	1.4% -2.8%
155	OPEIU	Recreation Assistant	18.89 23.88	6 6	15.35 18.58	8.00 31.67	14.68 18.57	17.20 22.09	18.7% 22.2%
156	OPEIU	Recreation Director	35.83 45.30	21 21	35.16 41.92	21.76 60.44	34.19 42.44	37.70 46.44	1.9% 7.5%
		TOWN MANAGER							
157	Non-Union	Administrative Assistant - Selectmen	23.94 30.27	12 12	24.59 29.24	17.50 37.73	23.16 28.78	25.99 30.95	-2.7% 3.4%
158	Non-Union	Administrative Assistant - Town Manager/Mayor	26.10 32.99	13 13	25.63 31.77	20.39 41.84	25.34 31.15	29.23 34.08	1.8% 3.7%
159	DH	Assistant Town Manager	45.90 58.03	9 9	45.63 56.21	37.03 82.75	44.21 56.04	52.08 58.31	0.6% 3.1%
160	Non-Union	Special Assistant to Town Manager		1 1					
		VETERAN'S SERVICES							
161	OPEIU	Veteran's Services Director	28.44 35.96	18 18	31.48 36.02	20.51 54.90	28.81 33.95	36.45 40.89	-10.7% -0.2%
		PUBLIC SAFETY- see Other comp survey							
		FIRE							
162	Fire	Batallion Chief	40.64 45.10	1 1	31.61 43.83	31.61 43.83	31.61 43.83	31.61 43.83	22.2% 2.8%
163	Fire	Fire Captain	33.31 37.03	15 15	33.88 38.00	29.01 45.35	34.09 37.65	35.39 41.65	-1.7% -2.6%
164	Non-Union	Fire Deputy Chief	39.63 50.10	15 15	39.08 44.40	30.87 61.55	38.15 45.89	42.01 47.25	1.4% 11.4%
165	Fire	Fire Lieutenant	30.14 33.47	18 18	29.50 33.09	25.53 38.93	29.59 33.18	30.75 35.50	2.1% 1.1%
166	Fire	Firefighter	25.19 30.02	17 17	22.45 27.98	19.43 31.65	22.82 28.35	23.73 30.24	10.9% 6.8%
167	DH	Fire Chief	48.34 61.12	18 18	56.85 64.08	34.71 99.04	55.82 61.63	64.20 68.67	-17.6% -4.8%
168	OPEIU	Emergency Preparedness Director	30.72 38.84	4 4	38.53 43.23	30.74 54.34	38.49 41.52	42.69 48.39	-25.4% -11.3%
169	OPEIU	Fire Alarm Superintendent	26.67 33.71	4 4	39.51 43.69	27.64 61.55	34.43 39.12	43.97 46.59	-48.1% -29.6%
170	OPEIU	Fire Apparatus Mechanic	22.44 28.38	3 3	30.01 34.88	23.46 38.93	27.64 34.96	33.28 36.95	-33.7% -22.9%
171	OPEIU	Fire Business Manager	24.46 30.93	4 4	28.00 36.39	23.13 45.50	27.81 34.99	30.54 38.30	-14.5% -17.6%
		POLICE							
172	Cobra-Disp	Dispatcher - P/T	18.54 21.91	3 3	18.80 20.34	16.74 21.36	19.65 20.00	19.83 20.68	-1.4% 7.2%
173	Cobra-Disp	Dispatcher	18.55 21.92	19 19	20.14 25.05	17.00 29.32	19.85 25.00	20.68 26.37	-8.6% -14.3%
174	Cobra-DPW	Building Custodian - Police	18.38 21.21	8 8	19.79 23.48	16.30 27.14	18.83 23.66	20.74 25.43	-7.7% -10.7%
175	Cobra-MEO	Meter/Parking Enforcement	14.31 16.41	4 4	16.03 18.91	14.87 22.75	15.32 18.58	16.44 19.85	-12.0% -15.2%
176	Non-Union	Business Manager - Police	24.46 30.93	4 4	31.65 39.99	23.13 48.48	31.45 40.70	35.10 46.25	-29.4% -10.0%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
177	SCH B	Police Matron	14.28 14.28	3 3	15.65 16.49	12.50 17.46	17.00 17.00	17.23 17.23	-9.6% -15.5%
178	DH	Police Chief (base only)	48.34 61.12	17 17	61.43 69.22	38.43 86.52	58.97 69.56	76.64 76.64	-27.1% -13.2%
179	OPEIU	System Administrator - Police	33.18 41.95	5 5	29.29 38.42	26.76 40.93	30.26 40.41	30.91 40.42	11.7% 8.4%
180	Patrol	Police Officer	24.18 28.35	17 18	23.98 30.07	17.78 36.46	24.45 29.88	26.44 32.14	0.8% -6.1%
181	Superiors	Police Lieutenant	35.06 39.77	17 18	38.63 44.43	24.54 55.50	39.34 43.38	42.32 47.83	-10.2% -11.7%
182	Superiors	Police Sergeant	30.52 34.28	16 17	34.28 37.07	20.89 47.69	33.37 36.12	36.60 38.50	-12.3% -8.1%
		SECRETARIAL/CLERICAL							
183	SEIU	Administrative Assistant - Assessing	20.42 23.60	14 14	22.04 27.14	18.73 35.90	20.72 25.80	23.21 27.78	-7.9% -15.0%
184	SEIU	Administrative Secretary - Assessing	19.47 22.49	8 8	20.56 24.29	16.72 29.44	19.75 23.86	21.85 25.28	-5.6% -8.0%
185	SEIU	Administrative Assistant - Town Clerk	20.42 23.60	19 19	22.61 27.05	17.36 35.90	22.18 26.50	24.23 29.50	-10.7% -14.6%
186	SEIU	Administrative Secretary- Town Clerk	19.47 22.49	10 10	20.40 25.13	15.70 31.28	20.53 24.53	22.54 25.90	-4.8% -11.8%
187	SEIU	Senior Clerk - Part-Time Town Clerk		4 4	20.01 24.55	16.87 28.92	19.93 23.46	21.69 24.94	
188	SEIU	Administrative Assistant - COA	20.42 23.60	14 14	20.86 26.47	16.72 38.48	20.85 25.79	21.35 26.93	-2.1% -12.2%
189	SEIU	Reception Clerk - COA	16.23 18.78	7 7	17.66 21.82	13.07 25.51	17.36 22.05	19.26 23.61	-8.8% -16.2%
190	SEIU	Administrative Assistant Marine and Environment	20.42 23.60	6 6	20.78 26.92	19.33 32.68	20.07 25.79	22.18 26.83	-1.8% -14.0%
191	SEIU	Maintenance Administrative Secretary - PT	18.26 21.08	7 7	22.00 26.33	17.66 29.70	22.66 26.20	23.52 28.29	-20.5% -24.9%
192	SEIU	Cemetery - Administrative Assistant	20.15 25.48	3 3	22.16 26.35	19.33 27.15	22.72 26.20	23.58 26.68	-10.0% -3.4%
193	SEIU	Administrative Assistant - Engineering	20.42 23.60	8 8	21.87 26.23	18.73 28.57	22.58 26.24	22.68 27.40	-7.1% -11.2%
194	SEIU	Administrative Assistant - Highway	19.14 22.12	11 11	22.42 27.61	16.72 39.25	22.63 26.27	23.78 28.12	-17.1% -24.8%
195	SEIU	Administrative Assistant - Maintenance	18.26 21.08	6 6	21.39 26.58	18.73 29.43	21.62 26.07	22.71 26.93	-17.1% -26.1%
196	SEIU	Administrative Assistant - Parks & Forestry	19.14 22.12	5 5	23.51 29.83	19.33 44.16	22.67 26.27	22.72 27.15	-22.8% -34.9%
197	SEIU	Administrative Assistant - Water	19.14 22.12	13 13	22.54 28.60	17.66 37.15	21.98 26.27	24.83 32.97	-17.8% -29.3%
198	SEIU	Administrative Secretary - Water	18.26 21.08	3 3	18.35 23.13	17.66 25.71	18.07 23.34	18.70 24.52	-0.5% -9.7%
199	SEIU	Administrative Secretary - Water (20 hrs)	19.47 22.48	2 2	23.72 31.18	19.33 36.64	23.72 31.18	25.92 33.91	-21.8% -38.7%
200	SEIU	Administrative Assistant - Procurement	20.42 23.60	4 4	21.55 26.67	20.57 28.57	21.50 27.20	21.91 28.55	-5.5% -13.0%
201	SEIU	Administrative Secretary - Treasurer	19.47 22.49	9 9	20.28 26.72	16.72 32.36	21.09 25.71	21.43 28.54	-4.2% -18.8%
202	SEIU	Administrative Secretary - Collector	19.47 22.49	7 7	21.05 27.39	17.66 29.92	21.09 27.67	22.20 28.99	-8.1% -21.8%
203	SEIU	Seasonal Office Worker	15.00	1	13.27	13.27	13.27	13.27	-13.27%

		PLYMOUTH TOWN POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
			17.00	1	17.42	17.42	17.42	17.42	-2.5%
204	SEIU	Administrative Assistant - Building	20.42 23.60	15 15	23.10 28.62	18.07 40.93	22.63 28.13	25.76 31.43	-13.1% -21.3%
205	SEIU	Administrative Secretary - Building	19.47 22.49	10 10	20.30 26.11	15.97 33.88	19.70 25.42	22.26 28.91	-4.3% -16.1%
206	SEIU	Part-Time Administrative Secretary - Building	19.47 22.49	4 4	18.71 21.98	17.46 25.71	18.77 22.38	19.46 23.25	3.9% 2.3%
207	SEIU	Senior Clerk-PT Planning	17.90 20.88	4 4	18.86 24.52	15.70 29.43	17.71 23.27	19.63 25.31	-5.4% -17.5%
208	SEIU	Administrative Assistant - Planning	20.42 23.60	13 13	21.62 27.46	17.36 34.08	21.32 27.06	22.63 29.32	-5.9% -16.4%
209	SEIU	Administrative Secretary - Planning	19.47 22.49	7 7	20.58 25.45	17.19 28.54	21.09 25.71	22.20 27.41	-5.7% -13.2%
210	SEIU	Administrative Assistant - Recreation	20.42 23.60	12 12	20.61 25.25	17.51 29.91	21.13 25.38	22.65 27.21	-0.9% -7.0%
211	SEIU	Administrative Assistant - Veterans	20.42 23.60	9 9	21.81 27.46	18.07 37.26	22.33 25.71	24.32 29.40	-6.8% -16.3%
212	SEIU	Administrative Assistant - Fire	20.42 23.60	14 14	23.74 29.68	18.73 39.25	22.58 29.18	26.78 32.26	-16.3% -25.7%
213	SEIU	Administrative Assistant - Police	20.42 23.60	19 19	24.45 30.04	16.38 37.26	24.55 29.91	26.06 33.13	-19.7% -27.3%
214	SEIU	Administrative Secretary - Police	19.47 22.49	12 12	20.97 26.04	17.04 31.28	20.97 26.43	22.76 27.90	-7.7% -15.8%

	PLYMOUTH SCHOOL POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
	ADMINISTRATION							
1	Assistant Superintendent of Schools	138,914 142,386	7 7	133,087 139,904	120,291 166,168	132,500 138,008	137,786 146,675	4.2% 1.7%
2	Business Administrator	131,634 131,634	11 11	116,955 122,183	87,990 135,707	116,329 126,247	126,124 128,650	11.2% 7.2%
3	Academic Coordinator (Subject Area Coordinator)	102,508 106,649	4 4	101,512 103,809	87,760 130,000	94,143 97,617	106,215 106,215	1.0% 2.7%
4	Director of Data Processing	102,508 106,649	6 6	96,333 101,584	70,000 130,020	100,550 109,442	111,423 114,999	6.0% 4.7%
5	Assistant Director	83,640 83,640	2 2	88,944 109,020	85,170 111,456	88,944 109,020	90,831 110,238	-6.3% -30.3%
6	Nurse Leader (Director of Health Services)	91,056 94,734	10 10	79,116 87,822	47,162 97,960	84,904 88,818	90,088 91,370	13.1% 7.3%
7	Nurse	41,713 86,970	11 11	47,995 81,617	39,181 91,040	45,730 86,167	46,910 87,094	-15.1% 6.2%
	PRINCIPALS							
8	High School Principal	106,783 124,633	11 11	124,777 128,119	106,748 138,549	125,000 130,269	133,285 133,285	-16.9% -2.8%
9	Middle School Principal	106,121 115,688	10 10	108,874 116,047	89,521 124,440	112,841 116,497	119,357 119,982	-2.6% -0.3%
10	Elementary School Principal	100,987 112,995	10 10	103,586 112,500	89,521 123,562	104,320 112,957	112,477 116,126	-2.6% 0.4%
11	Elementary Vice Principal	87,720 91,264	9 9	87,406 98,131	65,851 106,000	84,578 98,404	96,893 101,728	0.4% -7.5%
12	Middle School Vice Principal	89,760 93,386	10 10	90,048 98,787	65,851 106,000	88,172 98,872	98,873 101,657	-0.3% -5.8%
13	High School Vice Principal	89,760 93,386	10 10	93,689 103,566	65,851 113,566	90,607 104,125	105,866 106,949	-4.4% -10.9%
	FOOD SERVICES							
14	Food Services Director	87,837 87,837	4 4	72,861 86,021	59,351 114,374	72,697 81,732	81,037 93,619	17.0% 2.1%
15	Assistant Food Services Director	73,600 73,600	2 2	46,738 58,403	30,706 76,311	46,738 58,403	54,753 67,357	36.5% 20.6%
16	Cafeteria Worker	14.74 16.03	6 6	13.41 16.17	11.85 22.91	13.43 15.21	13.75 15.40	9.0% -0.8%
	TECHNOLOGY							
17	Technology Systems Engineer	96,801 96,801	8 8	84,978 88,800	71,047 106,583	83,488 84,273	86,855 101,633	12.2% 8.3%
18	Technology Assistant	52,273 66,144	8 8	47,893 57,285	34,452 73,492	50,654 56,887	52,340 64,831	8.4% 13.4%
19	ED TV Director	93,223 93,223	2 2	70,510 70,510	65,333 75,686	70,510 70,510	73,098 73,098	24.4% 24.4%
20	Assistant TV Director	46,800 46,800	1 1	46,000 46,000	46,000 46,000	46,000 46,000	46,000 46,000	1.7% 1.7%
	SECRETARIAL							

	PLYMOUTH SCHOOL POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
21	Secretary - Central Administration	59,450 72,127	11 11	54,916 62,360	37,647 84,547	56,627 58,262	64,596 67,153	7.6% 13.5%
22	Secretary - School	17.25 24.54	12 12	22.40 28.11	16.34 33.77	20.58 28.01	27.63 33.18	-29.9% -14.6%
TEACHING								
23	Teacher - Elementary School	41,713 86,970	12 12	47,166 86,181	44,417 93,370	45,343 86,364	46,034 88,348	-13.1% 0.9%
24	Teacher - Middle School School	41,713 86,970	12 12	47,166 86,181	44,417 93,370	45,343 86,364	46,034 88,348	-13.1% 0.9%
25	Teacher - High School School	41,713 86,970	12 12	47,387 86,492	44,417 93,370	45,343 86,364	46,034 88,348	-13.6% 0.5%
26	Paraprofessional	12.12 32.81	10 10	14.58 20.89	11.44 33.28	14.03 19.70	15.80 21.46	-20.3% 36.3%
27	Literacy/Math Coach	83,791 83,791	6 6	33,604 62,066	91,040	44,989 85,047	45,671 86,418	59.9% 25.9%
28	Athletic Director	91,668 93,042	9 9	93,995 95,969	52,206 104,594	99,364 102,090	102,410 103,892	-2.5% -3.1%
BUILDINGS AND GROUNDS								
29	Director of Maintenance and Facilities	102,339 102,339	7 7	91,590 98,450	73,785 128,924	80,000 106,583	101,359 111,428	10.5% 3.8%
30	Supervisor of Buildings and Grounds	79,447 79,447	3 3	68,144 74,510	57,473 77,290	69,670 76,571	73,480 76,931	14.2% 6.2%
31	Facility Use Coordinator	27,020 27,020	3 3	42,445 44,407	34,804 49,245	43,285 43,285	46,265 46,265	-57.1% -64.3%
32	Head Custodian - Middle School	24.66 26.04	10 10	22.13 25.90	17.25 35.20	21.21 24.58	25.33 26.36	10.3% 0.5%
33	Head Custodian - Elementary School	22.06 23.29	10 10	21.76 25.24	17.25 35.20	19.50 24.18	25.33 26.36	1.4% -8.4%
34	Head Custodian - Small Elementary School	21.69 22.89	7 7	21.90 24.82	18.07 29.89	19.56 24.65	24.01 26.06	-0.9% -8.4%
35	Team Leader	19.01 20.97	4 4	19.63 23.55	17.99 26.54	19.32 22.97	20.00 24.12	-3.3% -12.3%
36	Custodian	17.21 20.91	10 10	18.08 21.33	13.74 26.18	17.48 20.78	19.14 23.36	-5.1% -2.0%
37	Day Custodial Floater (180 Days)	20.63 22.36	2 2	17.77 19.18	17.32 21.03	17.77 19.18	18.00 20.10	13.9% 14.2%
38	Maintenance Custodial Floater	19.07 20.67	3 3	18.84 21.91	17.32 26.04	18.07 22.38	19.61 24.21	1.2% -6.0%
39	Maintenance Vehicle Repair	19.07 20.67	2 2	21.05 25.58	18.77 26.33	21.05 25.58	22.19 25.95	-10.4% -23.8%
40	Groundskeeper Floater	18.93 20.53	4 4	19.48 24.05	18.07 26.77	19.54 23.53	20.49 24.44	-2.9% -17.1%
41	Electrician	28.99 31.24	6 6	29.59 32.71	24.61 40.22	26.57 31.27	32.20 37.66	-2.1% -4.7%
42	HVAC Specialist	28.99	6	28.62	24.22	25.63	32.20	1.3%

	PLYMOUTH SCHOOL POSITION TITLE	FY2017 Plymouth	Comp Data Points	Comp Average	Comp Lo-Hi Range	Comp Median	75th Percent of Market	Percent PLYMOUTH Data Higher/Lower than Avg.
		31.24	6	31.66	39.41	30.36	36.10	-1.3%
43	Carpenter	28.99	5	24.33	19.38	23.23	26.19	16.1%
		31.24	5	27.70	31.26	29.04	30.05	11.3%
44	Plumber	28.99	5	27.99	24.61	25.74	30.05	3.5%
		31.24	5	30.88	39.41	30.05	31.89	1.1%
SPECIAL EDUCATION								
45	Special Education Director	111,425	10	116,356	105,000	116,244	119,199	-4.4%
		111,425	10	118,051	134,640	116,650	123,553	-5.9%
46	Assistant Special Education Director	88,814	6	87,482	70,503	86,859	95,264	1.5%
		92,402	6	97,915	106,583	97,698	103,205	-6.0%
47	High School Special Education Department Head	45,715	5	81,412	50,342	88,350	89,761	-78.1%
		90,972	5	89,587	93,605	89,761	91,218	1.5%
48	Middle School Special Education Department Head	45,715	5	78,636	50,342	84,480	85,000	-72.0%
		90,972	5	86,811	91,450	85,000	91,218	4.6%
49	Central Office Special Education - Administrative Assistant	22,940	9	44,317	30,000	47,133	51,904	-93.2%
		37,791	9	51,962	61,117	51,904	54,264	-37.5%
50	Physical Therapist	41,713	7	58,120	42,329	61,157	61,594	-39.3%
		86,970	7	77,800	91,040	86,844	88,400	10.5%
51	Title I Teacher	15,127	5	54,918	45,291	46,746	54,891	-263.0%
		33,244	5	84,887	87,823	86,167	86,502	-155.3%
52	Director of Developmental Preschool	88,814	3	75,333	40,000	86,100	93,000	15.2%
		92,402	3	75,333	99,900	86,100	93,000	18.5%
53	Elementary Special Education DH - District-Wide Programs	41,713	4	83,650	75,000	84,076	86,613	-100.5%
		86,970	4	83,650	91,450	84,076	86,613	3.8%
54	Certified Occupational Therapist Assistant	27.37	3	24.70	22.95	25.28	25.58	9.8%
		31.86	3	28.83	33.28	27.92	30.60	9.5%
55	Assistive Technology Specialist	41,713	1	45,394	45,394	45,394	45,394	-8.8%
		86,970	1	87,823	87,823	87,823	87,823	-1.0%
56	Special Education Secretary/Bookkeeper	43,190	7	37,124	25,162	35,594	43,443	14.0%
		43,190	7	45,477	53,560	48,968	50,894	-5.3%
57	School Psychologist	41,713	9	56,150	44,815	49,403	60,030	-34.6%
		86,970	9	84,439	91,040	86,167	87,823	2.9%
58	Speech Pathologist	41,713	7	55,174	45,291	49,322	61,834	-32.3%
		86,970	7	79,817	94,317	86,167	88,771	8.2%

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - GENERAL GOVERNMENT

MUNICIPALITY	PLYMOUTH		Barnstable	Billerica	Boston	Bourne	Dartmouth	Falmouth	Haverhill	Mansfield	Middleborough	North Attleborough	Sandwich	Taunton	Tewksbury	Weymouth
PAID LEAVE		Average														
Paid Holidays Per Year	13	11.4	11	12	11	11	11	12	11	11	12	12	11	12.5	11	11
Personal Days Per Year	0	3.3	3	3	3	3	3	3	3	4	4	3	3	5	2	4
Sick Days Per Year	SEE VAC	15.2	15	15	12	15	15	15	15	15	18	18	15	15	15	15
Do you offer Sick Leave Buy-Back	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Vacation Days Per Year (0-5 Years of Service)	TOTALS	10.0	10	10	10	10	10	10	10	10	10	10	10	10	10	10
Vacation Days Per Year (6 - 10 Years of Service)		15.0	15	15	15	15	15	15	15	15	15-19	15	15	15	15	15
Vacation Days Per Year (11 - 15 Years of Service)		19.7	21	20	20	20	20	20	20	20	20	20	20	20	15	20
Vacation Days Per Year (16 - 20 Years of Service)		23.2	22	25	25	25	25	21	20	25	21-25	23	25	25	20	20
Vacation Days Per Year (over 20 Years of Service)		25.8	25	25	25	25	30	25	20+1	25	25	26	25	30	25	25
TUITION and OTHER REIMBURSEMENTS																
Tuition Assistance/Educational Reimbursement for Professional Development	420	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Mgt	N	500/class
Do you reimburse employees for their dues in professional organizations? Yes or No	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	Y	Y
Do you reimburse employees for any required licensing to do their job? Yes or No		Y	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	N
LONGEVITY PROGRAM	Y	Average	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Longevity after 5 years of service	100	205	250		0	0	0	300	1000	100			400		3%	0
Longevity after 10 years of service	150	405	350		200	500	300	350	1050	450			475		6%	375
Longevity after 15 years of service	250	469	450		250	600	450	400	1100	510			550		9%	375
Longevity after 20 years of service	500	593	700		300	700	600	500	1150	600			625		12%	750
Longevity after 25 years of Service	500	703	850		350	1000	750	600	1400	700			625		15%	750
RETIREMENT BENEFITS (457 or 401Kplan match)	15%	N	N	N	N	N	N	N	N	2%	N	N	N	N	N	N
COMP TIME OFF PROGRAM (Yes/No)	Y	N	Y	N	N	N	Y	Y	N	Y	N	N	N	N	Y	N
HEALTH AND LIFE INSURANCE		Average														
Group Life Insurance -Employer Contribution %	99%	52%		50%	50%	0%	52%		50%	70%	50%	75%	75%	25%	50%	75%
Health Insurance -What is Employer Contribution % Indemnity/PPO	77.5%	70%	50%	F=65% I=88%	80%	75%	52%	75%	70%	70%	60%	75%	75%	75%	75%	80%
Dental Insurance -What is Employer Contribution %	77.5%	68%	N	50%	N	75%	N	N	N	50%	N	N	75%	75%	80%	N
Vision Insurance -What is Employer Contribution %	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
DISABILITY INCOME PROTECTION																
Short Term Disability	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Long Term Disability - Elimination Period	180 day															
Long Term Disability - Employer Contribution	90%															

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - PUBLIC WORKS UNION

MUNICIPALITY		PLYMOUTH	Barnstable	Billerica	Boston	Bourne	Dartmouth	Falmouth	Haverhill	Mansfield	Middleborough	North Attleborough	Sandwich	Taunton	Tewksbury	Weymouth
PAID LEAVE		Average														
Paid Holidays Per Year	12	11.5	11	12	11	11	11	12	11	12	11	12	11	13.5	11	11
Personal Days Per Year	2	3.4	3	3	3	3	3	3	4	4	4	3	3	5	2	4
Sick Days Per Year	15	15.2	15	15	12	15	15	15	15	15	18	18	15	15	15	15
Do you offer Sick Leave Buy-Back	Y	Y	Y	Y	Y	Y	Y	Y	Y	y	N	N	Y	Y	Y	Y
Vacation Days Per Year (0-5 Years of Service)	10	10.4	10	10	10	10	10	10	10	10	10	15	10	10	10	10
Vacation Days Per Year (6 - 10 Years of Service)	15	15.4	15	15	15	15	15	15	15	15	15	20	15	15	15	15
Vacation Days Per Year (11 - 15 Years of Service)	20	19.7	21	20	20	20	20	20	20	20	20	20	20	20	15	20-24
Vacation Days Per Year (16 - 20 Years of Service)	21-25	23.4	22	25	25	25	25	21	20	25	20	25	25	25	20	25
Vacation Days Per Year (over 20 Years of Service)	25	26.2	25	25	25	25	30	25	20+1	25	25	30	25	30	25	25
TUITION and OTHER REIMBURSEMENTS																
Tuition Assistance/Educational Reimbursement for Professional Development	N	Y/N	Y	Y	Y	N	Y	N	Y	Y	N	Y	N	N	N	N
Do you reimburse employees for their dues in professional organizations? Yes or No	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	Y	Y	Y	Y
Do you reimburse employees for any required licensing to do their job? Yes or No	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
LONGEVITY PROGRAM	Y	Average	Y	Y	N	Y	Y	Y	Y	y	N	N	Y	Y	Y	Y
Longevity after 5 years of service	100	486	250			325	0	300	1000	425			400	1155	1000	0
Longevity after 10 years of service	150	698	350			400	300	350	1050	525			475	1484	1500	550
Longevity after 15 years of service	200	853	450			550	450	400	1100	675			550	1802	2000	550
Longevity after 20 years of service	250	1047	700			650	600	500	1150	775			625	2121	2500	850
Longevity after 25 years of Service	300	1269	850			750	750	600	1400	900			625	2969	3000	850
RETIREMENT BENEFITS (457 or 401Kplan match)	15%	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
COMP TIME OFF PROGRAM (Yes/No)	Y	N	Y	N	N	N	Y	N	N	N	N	Y	N	N	Y	Y
HEALTH AND LIFE INSURANCE		Average														
Group Life Insurance -Employer Contribution %	99%	52%		50%	50%	0%	52%		50%	70%	50%	75%	75%	25%	50%	75%
Health Insurance -What is Employer Contribution % Indemnity/PPO	77.5%	70%	50%	F=65% I=88%	80%	75%	52%	75%	70%	70%	60%	75%	75%	75%	75%	80%
Dental Insurance -What is Employer Contribution %		66%	N	50%	N	75%	N	N	N	50%	N	N	75%		80%	N
Vision Insurance -What is Employer Contribution %		N	N	N	N	N	N	N	N	N	N	N	N		N	N
DISABILITY INCOME PROTECTION																
Short Term Disability		N	N	N	N	N	N	N	N	N	N	N	N		N	N
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N	N	N	N	N	N		N	N
Long Term Disability - Elimination Period	180 day															
Long Term Disability - Employer Contribution	90%															

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - POLICE UNION

MUNICIPALITY		PLYMOUTH		Barnstable	Billerica	Boston	Bourne	Dartmouth	Falmouth	Haverhill	Mansfield	Middleborough	North Attleborough	Sandwich	Taunton	Tewksbury	Weymouth
PAID LEAVE		Average															
Paid Holidays Per Year	11	11.3	11	12	13	11	11	12	11	11	11	11	11	11	11	11	11
Personal Days Per Year	2	3.6	4	3	4	3	3	3	4	5	4	3	3	5	2	4	
Sick Days Per Year	15	15.4	15	15	15	15	15	15	15	15	15	18	18	15	15	15	15
Do you offer Sick Leave Buy-Back	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Vacation Days Per Year (0-5 Years of Service)	10	10.0	10	10		10	10	10	10	10	10	10	10	10	7-21	10	10
Vacation Days Per Year (6 - 10 Years of Service)	15	15.0	15	15		15	15	15	15	15	15	15	15	15	28	15	15
Vacation Days Per Year (11 - 15 Years of Service)	20	19.6	20	20		20	20	20	20	20	20	20	20	20	35	15	20
Vacation Days Per Year (16 - 20 Years of Service)	25	22.7	20	25		20	25	22	20	20	25	25	25	25	42	20	25
Vacation Days Per Year (over 20 Years of Service)	26+1/YR	25.9	25	25		20	30	25	20+1	25	30	30	25	49	25	25	25
TUITION and OTHER REIMBURSEMENTS																	
Tuition Assistance/Educational Reimbursement for Professional Development	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y		N	N	N
Do you reimburse employees for their dues in professional organizations? Yes or No	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Do you reimburse employees for any required licensing to do their job? Yes or No	N	Y	Y	Y	N	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N
LONGEVITY PROGRAM	Y	Average	Y	Y	Y* if no Quinn	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y
Longevity after 5 years of service	0	388	300		2000	0	0	350	400	375			450		3%	0	
Longevity after 10 years of service	250	713	400		4000	450	300	400	600	425			550		6%	0	
Longevity after 15 years of service	350	980	475		6000	500	450	450	800	475			650		9%	0	
Longevity after 20 years of service	500	1330	550		8000	550	600	550	1000	525			725		12%	800	
Longevity after 25 years of Service	650	1433	650		8000	600	750	650	1200	900			775		15%	800	
RETIREMENT BENEFITS (457 or 401Kplan match)	15%	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
COMP TIME OFF PROGRAM (Yes/No)	N	N	N	N	Y	N	Y	Y	N	N	Y	N	Y	N	Y	N	N
HEALTH AND LIFE INSURANCE		Average															
Group Life Insurance -Employer Contribution %	99%	52%		50%	50%	0%	52%		50%	70%	50%	75%	75%	25%	50%	75%	
Health Insurance -What is Employer Contribution % Indemnity/PPO	77.5%	70%	50%	F=65% I=88%	80%	75%	52%	75%	70%	70%	60%	75%	75%	75%	75%	75%	80%
Dental Insurance -What is Employer Contribution %		64%	N	50%	N	75%	N	N	N	50%	N	N			80%	N	
Vision Insurance -What is Employer Contribution %		N	N	N	N	N	N	N	N	N	N	N			N	N	
DISABILITY INCOME PROTECTION																	
Short Term Disability		N	N	N	N	N	N	N	N	N	N	N			N	N	
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N	N	N	N	N			N	N	
Long Term Disability - Elimination Period	180 day																
Long Term Disability - Employer Contribution	90%																

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - FIRE UNION

MUNICIPALITY		PLYMOUTH	Attleboro	Billerica	Boston	Bourne	Falmouth	Haverhill	Marshfield	Middleborough	North Attleborough	Sandwich	Taunton	Tewksbury	Weymouth
PAID LEAVE		Average													
Paid Holidays Per Year	11	11.3	11	12	13	11	12	11	11	11	11	11	11	11	11
Personal Days Per Year	1 WK	2.8	0	3	4	3	0	4	2	4	2	3	5	2	4
Sick Days Per Year	15	15.5	126 HRS	15	15	15	15	15	15	18	18	15	15	15	15
Do you offer Sick Leave Buy-Back	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y
Vacation Days Per Year (0-5 Years of Service)	1 WK	10.0	96 HRS	10	10	10	10	96 HRS	10	8	10	10	12	10	10
Vacation Days Per Year (6 - 10 Years of Service)	2 WK	14.8	144 HRS	15	15	15	15	144 HRS	15	12	15	15	16	15	15
Vacation Days Per Year (11 - 15 Years of Service)	5WK	18.9	192 HRS	20	20	15	20	192 HRS	20	16	22	20	20	15	20
Vacation Days Per Year (16 - 20 Years of Service)	4 WK	22.6	192 HRS	25	20	20	20	192 HRS	25	20	25	25	24	20	25
Vacation Days Per Year (over 20 Years of Service)	4 WK	25.4	240 HRS	25	25	25	25	206 HRS	25	24	27.5	25	28	25	25
TUITION and OTHER REIMBURSEMENTS															
Tuition Assistance/Educational Reimbursement for Professional Development	N	Y	Y		Y	Y	Y	Y	Y	N	Y		N	N	N
Do you reimburse employees for their dues in professional organizations? Yes or No	N	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Do you reimburse employees for any required licensing to do their job? Yes or No	N	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
LONGEVITY PROGRAM	Y	Average	Y		Y	Y		Y	Y	N	N		Y	Y	
Longevity after 5 years of service	0	379	300		320	0	300	400	375			415		1300	0
Longevity after 10 years of service	0	651	600		326	425	350	600	425			530		1800	800
Longevity after 15 years of service	0	808	800		330	475	400	800	475			645		2300	1050
Longevity after 20 years of service	550	1116	2000		333	525	500	1000	525			760		2850	1550
Longevity after 25 years of Service	550	1391	3200		337	575	600	1200	900			760		3400	1550
RETIREMENT BENEFITS (457 or 401K plan match)	15%	N	N	N	N	N	N	N	N	N	N	N	N	N	N
COMP TIME OFF PROGRAM (Yes/No)	N	N	N	N	N	N	N	N		N	N	Y	N	Y	N
HEALTH AND LIFE INSURANCE		Average													
Group Life Insurance - Employer Contribution %	99%	53.8%	75%	50%	50%	0%		50%	70%	50%	75%	75%	25%	50%	75%
Health Insurance -What is Employer Contribution % Indemnity/PPO	77.5%	73.8%	75%	F=65% I=88%	80%	75%	75%	70%	70%	60%	75%	75%	75%	75%	80%
Dental Insurance -What is Employer Contribution %		63.8%	N	50%	N	75%	N	N	50%	N	N			80%	N
Vision Insurance -What is Employer Contribution %		N	N	N	N	N	N	N	N	N	N			N	N
DISABILITY INCOME PROTECTION															
Short Term Disability		N	N	N	N	N	N	N	N	N	N			N	N
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N	N	N	N			N	N
Long Term Disability - Elimination Period	180 day														
Long Term Disability - Employer Contribution	90%														

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - SCHOOL TEACHERS

MUNICIPALITY	PLYMOUTH	Average	Attleboro	Billerica	Boston	Bourne	Bridgewater/Raynham	Dartmouth	Falmouth	Haverhill	Marlborough	Mansfield	Middleborough	North Attleborough	Sandwich	Taunton	Waltham	Weymouth
PAID LEAVE		Average																
Paid Holidays Per Year	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Personal Days Per Year	1-4	3	3	2	4		3	2	3	3	3	2	3	3	3	3	2	2
Sick Days Per Year	15	15	15	14	15	15		15	15	14	15	15	15		15	14	15	12-30
Do you offer Sick Leave Buy-Back	NA	Y	Y	N	N		N	Y	N		Y	N	Y	15	Y	Y	Y	Y
Number of Vacation Days Per Year?	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TUITION and OTHER REIMBURSEMENTS		Average																
Tuition Assistance/Educational Reimbursement for Professional Development – Employer %	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Do you reimburse employees for their dues in professional organizations? Yes or No	N	Y	Y	Y	N	Y	Y	N	Y	N	N	Y	N	N	Y	Y	N	Y
Do you reimburse employees for any required licensing to do their job? Yes or No	N	Y	Y	Y	N	N	Y	Y	N	N	N	Y	Y	Y	Y	Y	N	N
LONGEVITY PROGRAM		Average	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	Y	N	Y	Y
If yes, please indicate amounts after 5 years of service	0	198	0	0	1250	0	600		0	0%		530	0		0		0	0
Longevity after 10 years of service	200	624	800	2800	1250	505	850		535	1%		750	0		0		3.5%	0
Longevity after 15 years of service	475	1119	1250	2900	1950	758	1000		825	4%		750	800		1800		4.5%	1400
Longevity after 20 years of service	900	1403	1700	3100	2350	1010	1500		925	5%		750	1000		2300		5.5%	2200
Longevity after 25 years of Service	1850	1743	2150	3350	2550	1213	2000		1050	6%		750	1500		2800		6.5%	3550
RETIREMENT BENEFITS (457 or 401K plan match)	N	N	N	N	N	N		N	N	N	N	N	N	N	N	N	N	N
COMP TIME OFF PROGRAM (Yes/No)	N	N	N	N	N	N		N	N	N	N	N	N	N	N	N	N	N
LIFE and HEALTH INSURANCE		Average																
Group Life Insurance -Employer Contribution %	90%	60.9%	75%	50%	50%	0%	55%	52%		50%	100%	70%	50%	75%	75%	75%		75%
Health Insurance -What is Employer Contribution %	77.5%	73.4%	75%	77%	80%	75%	75%	52%	75%	70%	70%	70%	60%	75%	75%	75%	87.5%	82.5%
Dental Insurance -What is Employer Contribution %	80%	62.5%	N	70% I, 50% F	N	75%	N	N		N	50%	50%	N	N		75%	N	N
Vision Insurance -What is Employer Contribution %	NA	N	N	N	N	N	N	N		N	N	N	N	N		N	N	N
DISABILITY INCOME PROTECTION																		
Short Term Disability	NA	N	N	N	N	N	N	N		N	N	N	N	N		N	N	N
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N		N	N	N	N	N		N	N	N
Long Term Disability - Elimination Period	180 day																	
Long Term Disability - Employer Contribution	90%																	

BENEFITS SURVEY FOR THE TOWN OF PLYMOUTH - SCHOOL MAINTENANCE

MUNICIPALITY	PLYMOUTH		Barnstable	Bourne	Haverhill	Middleborough	North Attleborough	Sandwich	Tewksbury	Weymouth
PAID LEAVE		Average								
Paid Holidays Per Year	15	14.75	13.5	16.5	14	15	15	16	14	14
Personal Days Per Year	1	2.75	3	2	3	3	3	3	2	3
Sick Days Per Year	15	15	15	18	17	15	15	15	15	10
Do you offer Sick Leave Buy-Back	Y	Y/N	N	Y	50% on death	N	N	N	Y	Y
Vacation Days Per Year (0-5 Years of Service)	10-14	10	10	10	10	10	10	10	10	10
Vacation Days Per Year (6 - 10 Years of Service)	15	15	15	15	15	15	15	11-15	15	15
Vacation Days Per Year (11 - 15 Years of Service)	20	20	20	20	20	20	20	16-20	16-20	20
Vacation Days Per Year (16 - 20 Years of Service)	20	22	20	25	25	20	20	21-24	21-24	21-24
Vacation Days Per Year (over 20 Years of Service)	25	24	25	30	25	20	20	25	25	25
TUITION and OTHER REIMBURSEMENTS										
Tuition Assistance/Educational Reimbursement for Professional Development	500	N	100%	N	500		N	150/course \$300 Max	N	N
Do you reimburse employees for their dues in professional organizations? Yes or No	N	N	Y	N	N		N		N	N
Do you reimburse employees for any required licensing to do their job? Yes or No	N	N	Y	N	N		N		N	N
LONGEVITY PROGRAM		Average								
Longevity after 5 years of service	175	0	0	0	0	0	0	0	0	0
Longevity after 10 years of service	425	433	350	380	850	0	.35/HR	700	750	0
Longevity after 15 years of service	725	714	400	430	1050	0	.50/HR	750	1000	1367
Longevity after 20 years of service	1300	828	450	530	1150	0	.55/HR	800	1250	1617
Longevity after 25 years of Service	1600	885	500	630	1150	0	.55/HR	800	1500	1617
RETIREMENT BENEFITS (457 or 401K plan match)	N	N	N	N	N	N	N	N		N
COMP TIME OFF PROGRAM (Yes/No)	N	N	N	Y	N	N	Y	N		Y
HEALTH AND LIFE INSURANCE		Average								
Group Life Insurance -Employer Contribution %	90%	54%		0%	50%	50%	75%	75%	50%	75%
Health Insurance -What is Employer Contribution % Indemnity/PPO	77.5%	70%	50%	75%	70%	60%	75%	75%	75%	80%
Dental Insurance -What is Employer Contribution %	80%	77%	N	75%	N	N	N	75%	80%	N
Vision Insurance -What is Employer Contribution %	N	N	N	N	N	N	N	N	N	N
DISABILITY INCOME PROTECTION										
Short Term Disability	N	N	N	N	N	N	N	N	N	N
Long Term Disability - Benefit Amount	60%	N	N	N	N	N	N	N	N	N
Long Term Disability - Elimination Period	180									
Long Term Disability - Employer Contribution	90%									



SALARY ASSESSOR®

Benchmark Listing of Positions

PRIVATE SECTOR

Specifications

Prepared For:	Town of Plymouth, Massachusetts	Planning Date:	3/2017
Area:	25 Miles Radius of Plymouth, MA - (user defin	Database as of:	1/1/2017
Industry:	All Industries - Diversified		
Industry Codes:	eSIC: 0000, NAICS: 000000, usSEC: 0000		
Organization Size:	(Data reported by years of experience)		
Years Experience:	10	Printout Date	3/15/2017

(Items in bold affect salary estimates)

Benchmark Listing of Positions (Annual / Mean Salary)

#	Position Title	10th Percentile	25th Percentile	Mean Salary	75th Percentile	90th Percentile	Actual Annual Salary	Market Index
1	Finance Director	145,240	164,788	189,883	217,598	243,997	147,350	78
2	Human Resources Director	108,599	127,295	149,625	174,899	199,176	91,847	61
3	Business Manager	89,583	97,703	108,195	118,638	128,927	64,337	60
4	Benefits Administrator	64,665	69,781	76,637	83,111	89,715	65,798	91
5	Administrative Secretary	54,400	58,916	65,048	70,922	76,940	42,990	70
6	Administrative Assistant	45,026	48,607	53,432	58,082	62,971	46,685	92
7	Information Technology Director	120,902	138,476	159,612	183,836	206,938	104,212	65
8	Airport Manager	90,587	98,792	109,386	119,935	130,324	94,524	90
9	Accounting Manager	100,686	109,723	121,331	132,930	144,276	94,542	80
10	Mechanic Automotive Equipment	49,641	53,695	59,309	64,695	70,261	49,917	95
11	Surveyor Land	55,491	60,166	66,476	72,546	78,739	88,340	139
12	GIS Coordinator	50,500	54,889	60,882	66,730	72,712	81,796	145
13	Network Engineer	85,298	93,055	103,110	113,113	122,980	70,127	68
14	Network Communications Technician	62,643	67,926	74,968	81,784	88,696	70,127	102
15	Laborer Construction	35,028	37,755	41,643	44,611	47,633	41,499	117
16	Maintenance Worker	49,503	52,587	57,038	60,992	65,273	41,428	81
17	Equipment Operator Heavy	55,943	61,433	68,786	76,074	83,357	45,826	75
18	Dump Operator	46,611	49,974	54,669	59,107	63,816	43,249	88
19	Water Maintenance Worker	42,157	45,379	49,564	53,448	57,671	57,059	123
20	Construction Foreman	66,594	72,817	80,970	88,891	96,750	53,328	71
21	Mechanic Head	56,816	61,655	68,173	74,422	80,774	48,308	77
22	Accounts Payable Clerk	45,966	48,230	51,512	54,184	57,265	51,723	115
23	Payroll Specialist	47,208	50,942	56,133	61,125	66,306	53,521	103
24	Social Worker	44,965	47,686	51,542	54,977	58,752	43,319	86

"Actual Annual Salary" column is current Plymouth wages and represents a cross-section of current pay for employees in the position in Plymouth.

Human Resources Services, Inc.