



# HUMAN RESOURCE BOARD

## Town of Chilmark

**To: Select Board**  
**From: Human Resource Board of Chilmark**  
**Date: December 3, 2021**  
**RE: FY2022 Compensation Review Study**

Dear Select Board:

The Human Resource Board of Chilmark (HRBC) has completed the Compensation Review Study for Fiscal Year 2022. The HRBC found compensation for all full-time Chilmark employees within or above the range of compensation in other island towns.

The spreadsheet used to tabulate salaries from all island towns and a summary of compensation ranges in Chilmark as compared to other island towns are included with this memo.

We included a comparison of compensation of Chilmark employees to the national median salaries as indicated in the Bureau of Labor Statistics May 2020 report for your information. The Cost of Living Index (COLI) for Massachusetts in Q3 of 2021 (as defined by Council for Community and Economic Research) is 132.5, which ranks Massachusetts as the fourth most expensive state to reside in this country. When median salaries are adjusted for Massachusetts COLI, the HRBC found that Chilmark employee compensation was within range or above national median compensation. A summary of this comparison is also included with this memo. Martha's Vineyard COLI is even higher than that of the state with Vineyard Haven ranking as the most expensive town in the country to live in (reference: <https://www.lendingtree.com/home/mortgage/most-expensive-towns-in-america/>)

The HRBC does not have any recommendations to change compensation for any positions as a result of this study.

Thank you,

Alison Kiselgor, Board Administrator, Human Resource Board of Chilmark

## Chilmark Human Resource Board FY2022 Compensation Plan Review Summary

| Position Title                  | Chilmark FY22 |         | OTHER TOWNS |         | OTHER AV |         | % OF OTHER AV |      | Aquinnah |         | Edgartown |         | Oak Bluffs |         | Tisbury |         | West Tisbury |         |
|---------------------------------|---------------|---------|-------------|---------|----------|---------|---------------|------|----------|---------|-----------|---------|------------|---------|---------|---------|--------------|---------|
|                                 | LOW           | HIGH    | LOW         | HIGH    | LOW      | HIGH    | LOW           | HIGH | LOW      | HIGH    | LOW       | HIGH    | LOW        | HIGH    | LOW     | HIGH    | LOW          | HIGH    |
| Receptionist/Admin Assistant    | \$29.79       | \$37.90 | \$18.82     | \$30.12 | \$21.46  | \$30.11 | 139%          | 126% |          |         |           |         | \$18.82    | \$30.12 | \$24.10 | \$30.10 |              |         |
| Accountant                      | \$40.74       | \$51.86 | \$32.06     | \$57.86 | \$37.57  | \$52.03 | 108%          | 100% | \$34.07  | \$44.44 | \$37.31   | \$49.11 | \$32.06    | \$51.29 | \$43.30 | \$57.46 | \$41.11      | \$57.86 |
| Assistant Assessor              | \$40.74       | \$51.86 | \$32.06     | \$52.57 | \$34.91  | \$48.52 | 117%          | 107% |          |         | \$37.31   | \$49.11 | \$32.06    | \$51.29 | \$32.88 | \$41.09 | \$37.37      | \$52.57 |
| Treasurer                       | \$40.74       | \$51.86 | \$32.06     | \$62.49 | \$38.32  | \$53.04 | 106%          | 98%  | \$34.07  | \$44.44 | \$37.31   | \$49.11 | \$32.06    | \$51.29 | \$47.05 | \$62.49 | \$41.11      | \$57.86 |
| Tax Collector                   | \$40.74       | \$51.86 | \$28.66     | \$57.86 | \$34.64  | \$47.70 | 118%          | 109% | \$34.07  | \$44.44 | \$37.31   | \$49.11 | \$32.06    | \$51.29 | \$28.66 | \$35.81 | \$41.11      | \$57.86 |
| Town Clerk                      | \$40.74       | \$51.86 | \$32.06     | \$51.29 | \$34.48  | \$48.28 | 118%          | 107% | \$34.07  | \$44.44 | \$37.31   | \$49.11 | \$32.06    | \$51.29 |         |         |              |         |
| Maint. Supervisor of Buildings  | \$33.08       | \$42.08 | \$24.47     | \$57.86 | \$37.73  | \$50.07 | 88%           | 84%  | \$39.19  | \$51.24 | \$46.36   | \$60.98 | \$24.47    | \$30.43 | \$37.54 | \$49.84 | \$41.11      | \$57.86 |
| Police Sargeant                 | \$40.74       | \$51.86 | \$33.39     | \$59.29 | \$39.09  | \$52.62 | 104%          | 99%  | \$33.39  | \$43.56 | \$44.09   | \$59.29 | \$41.50    | \$55.06 |         |         | \$37.37      | \$52.57 |
| Patrol Officer                  | \$33.08       | \$42.08 | \$29.04     | \$50.08 | \$33.49  | \$44.62 | 99%           | 94%  | \$29.04  | \$37.88 | \$38.58   | \$50.08 | \$35.47    | \$47.06 |         |         | \$30.88      | \$43.45 |
| Officer/Detective               | \$33.08       | \$42.08 | \$29.04     | \$50.08 | \$34.36  | \$45.01 | 96%           | 93%  | \$29.04  | \$37.88 | \$38.58   | \$50.08 | \$35.47    | \$47.06 |         |         |              |         |
| Admin Assistant                 | \$33.08       | \$42.08 | \$22.40     | \$49.84 | \$29.76  | \$39.29 | 111%          | 107% | \$22.40  | \$29.25 | \$27.95   | \$36.73 | \$26.92    | \$32.85 | \$37.54 | \$49.84 | \$33.97      | \$47.80 |
| Harbormaster                    | \$36.73       | \$46.70 | \$26.63     | \$52.78 | \$32.98  | \$46.68 | 111%          | 100% | \$26.63  | \$38.65 | \$40.11   | \$52.78 | \$32.06    | \$51.29 | \$33.12 | \$43.98 |              |         |
| Shellfish Constable             | \$33.08       | \$42.08 | \$26.63     | \$52.78 | \$32.98  | \$46.68 | 100%          | 90%  | \$26.63  | \$38.65 | \$40.11   | \$52.78 | \$32.06    | \$51.29 | \$33.12 | \$43.98 |              |         |
| Superintendent of Streets       | \$36.73       | \$46.70 | \$39.19     | \$62.49 | \$43.43  | \$58.12 | 85%           | 80%  | \$39.19  | \$51.14 | \$46.36   | \$60.98 |            |         | \$47.05 | \$62.49 | \$41.11      | \$57.86 |
| BOH Inspector/Administrator     | \$29.79       | \$37.90 | \$25.76     | \$57.46 | \$35.94  | \$48.19 | 83%           | 79%  | \$25.76  | \$33.61 | \$37.31   | \$49.11 |            |         | \$43.30 | \$57.46 | \$37.37      | \$52.57 |
| Library Director                | \$40.74       | \$51.86 | \$29.63     | \$52.78 | \$33.52  | \$48.28 | 122%          | 107% | \$29.63  | \$38.65 | \$37.31   | \$49.11 |            |         | \$29.75 | \$52.78 | \$37.37      | \$52.57 |
| Asst Library Dir/Youth Services | \$33.08       | \$42.08 | \$25.83     | \$39.53 | \$28.49  | \$37.71 | 116%          | 112% | \$30.03  | \$39.53 | \$30.03   | \$39.53 |            |         | \$25.83 | \$32.28 | \$28.07      | \$39.49 |
| Assistant Librarian             | \$26.85       | \$34.16 | \$22.40     | \$35.92 | \$24.01  | \$31.76 | 112%          | 108% | \$22.40  | \$29.25 |           |         |            |         | \$24.10 | \$30.10 | \$25.52      | \$35.92 |
| Library Assistant - Programming | \$21.21       | \$26.98 | \$24.10     | \$36.55 | \$25.35  | \$33.61 | 84%           | 80%  |          |         | \$25.98   | \$34.19 |            |         | \$24.10 | \$30.10 | \$25.98      | \$36.55 |
| Library Assistant - Circulation | \$21.21       | \$26.98 | \$24.85     | \$34.19 | \$24.33  | \$32.13 | 87%           | 84%  | \$22.40  | \$29.25 | \$25.98   | \$34.19 |            |         | \$24.10 | \$30.10 | \$24.85      | \$34.97 |
| Ambulance Chief                 | \$45.24       | \$57.55 | \$34.75     | \$57.55 | \$41.74  | \$53.58 | 108%          | 107% | \$45.24  | \$57.55 | \$34.75   | \$45.65 |            |         |         |         | \$45.24      | \$57.55 |
| Assistant Ambulance Chief       | \$36.73       | \$46.70 | \$36.73     | \$46.70 | \$36.73  | \$46.70 | 100%          | 100% | \$36.73  | \$46.70 |           |         |            |         |         |         | \$36.73      | \$46.70 |
| Paramedic                       | \$33.08       | \$42.08 | \$30.03     | \$42.08 | \$31.83  | \$40.35 | 104%          | 104% | \$33.08  | \$42.08 | \$30.03   | \$39.53 | \$30.06    | \$36.97 | \$32.88 | \$41.09 | \$33.08      | \$42.08 |
| Ambulance - Clerical            | \$29.79       | \$37.90 | \$29.79     | \$37.90 | \$29.79  | \$37.90 | 100%          | 100% | \$29.79  | \$37.90 |           |         |            |         |         |         | \$29.79      | \$37.90 |

## Chilmark Human Resource Board FY2022 Compensation Plan vs National Median

Source of National Median Information

[https://www.bls.gov/oes/current/naics4\\_999200.htm#13-0000](https://www.bls.gov/oes/current/naics4_999200.htm#13-0000)

| Position Title                  | Chilmark FY22 |         | occup. code | National Median | MA COL (132.5) Adjustment | Chilmark Median | Percent of Natl Median |
|---------------------------------|---------------|---------|-------------|-----------------|---------------------------|-----------------|------------------------|
|                                 | LOW           | HIGH    |             |                 |                           |                 |                        |
| Receptionist/Admin Assistant    | \$29.79       | \$37.90 | 43-4171     | \$ 17.09        | \$ 22.64                  | \$33.85         | 149%                   |
| Accountant                      | \$40.74       | \$51.86 | 13-2011     | \$ 32.91        | \$ 43.61                  | \$46.30         | 106%                   |
| Assistant Assessor              | \$40.74       | \$51.86 | 13-2020     | \$ 30.34        | \$ 40.20                  | \$46.30         | 115%                   |
| Treasurer                       | \$40.74       | \$51.86 | 13-0000     | \$ 31.99        | \$ 42.39                  | \$46.30         | 109%                   |
| Tax Collector                   | \$40.74       | \$51.86 | 13-2081     | \$ 27.78        | \$ 36.81                  | \$46.30         | 126%                   |
| Town Clerk                      | \$40.74       | \$51.86 | 43-4199     | \$ 23.45        | \$ 31.07                  | \$46.30         | 149%                   |
| Maint. Supervisor of Buildings  | \$33.08       | \$42.08 | 37-1010     | \$ 23.32        | \$ 30.90                  | \$37.58         | 122%                   |
| Police Sargeant                 | \$40.74       | \$51.86 | 33-1012     | \$ 49.75        | \$ 65.92                  | \$46.30         | 70%                    |
| Patrol Officer                  | \$33.08       | \$42.08 | 33-3050     | \$ 37.12        | \$ 49.18                  | \$37.58         | 76%                    |
| Officer/Detective               | \$33.08       | \$42.08 | 33-3021     | \$ 33.69        | \$ 44.64                  | \$37.58         | 84%                    |
| Admin Assistant                 | \$33.08       | \$42.08 | 43-0000     | \$ 21.63        | \$ 28.66                  | \$37.58         | 131%                   |
| Harbormaster                    | \$36.73       | \$46.70 | 11-9013     | \$ 35.28        | \$ 46.75                  | \$41.72         | 89%                    |
| Shellfish Constable             | \$33.08       | \$42.08 | 45-1011     | \$ 26.42        | \$ 35.01                  | \$37.58         | 107%                   |
| Superintendent of Streets       | \$36.73       | \$46.70 | 47-1011     | \$ 31.08        | \$ 41.18                  | \$41.72         | 101%                   |
| BOH Inspector/Administrator     | \$29.79       | \$37.90 | 43-0000     | \$ 21.63        | \$ 28.66                  | \$33.85         | 118%                   |
| Library Director                | \$40.74       | \$51.86 | 25-4000     | \$ 30.07        | \$ 39.84                  | \$46.30         | 116%                   |
| Asst Library Dir/Youth Services | \$33.08       | \$42.08 | 25-9099     | \$ 27.26        | \$ 36.12                  | \$37.58         | 104%                   |
| Assistant Librarian             | \$26.85       | \$34.16 | 43-4121     | \$ 17.71        | \$ 23.47                  | \$30.51         | 130%                   |
| Library Assistant - Programming | \$21.21       | \$26.98 | 43-4121     | \$ 17.71        | \$ 23.47                  | \$24.10         | 103%                   |
| Library Assistant - Circulation | \$21.21       | \$26.98 | 43-4121     | \$ 17.71        | \$ 23.47                  | \$24.10         | 103%                   |
| Ambulance Chief                 | \$45.24       | \$57.55 | 11-9161     | \$ 34.97        | \$ 46.34                  | \$51.40         | 111%                   |
| Assistant Ambulance Chief       | \$36.73       | \$46.70 | 33-0000     | \$ 29.37        | \$ 38.92                  | \$41.72         | 107%                   |
| Paramedic                       | \$33.08       | \$42.08 | 29-2040     | \$ 28.24        | \$ 37.42                  | \$37.58         | 100%                   |
| Ambulance - Clerical            | \$29.79       | \$37.90 | 43-0000     | \$ 21.63        | \$ 28.66                  | \$33.85         | 118%                   |

**Human Resource Board of Chilmark - Compensation Review Study FY2022  
spreadsheet of information collected from other towns**

| TOWN         | COMPARABLE POSITION   | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK     | Receptionist/Assistant  | 8     | \$ 37.90      | 40           | \$ 1,516.14    | \$ 79,142.30    |               |
| AQUINNAH     | none  |       |               |              |                |                 | NO            |
| EDGARTOWN    | none  |       |               |              |                |                 | NO            |
| OAK BLUFFS   | works for tax collector -treasurer; health agent - takes \$; ? on permits | I     | \$18.82-30.12 |              |                |                 | NO            |
| TISBURY      | Administrative Secretary  | 4     | \$24.10-30.10 |              |                |                 | ?             |
| WEST TISBURY | none  |       |               |              |                |                 | NO            |

| TOWN         | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR?                             |
|--------------|---------------------|-------|---------------|--------------|----------------|-----------------|---|
| CHILMARK     | Accountant          | 11    | \$ 50.10      | 40           | \$ 2,004.00    | \$ 104,608.80   |   |
| AQUINNAH     | Accountant          | C     | \$34.07-44.44 | 25           |                |                 | YES                                       |
| EDGARTOWN    | Accountant          | I-9   | \$37.31-49.11 |              |                |                 | No Tri-Town,<br>otherwise YES             |
| OAK BLUFFS   | Accountant          | III   | \$32.06-51.29 |              |                |                 | Supervise 1<br>Fulltime,<br>otherwise YES |
| TISBURY      | Town Accountant     | M7    | \$43.30-57.46 | 40           |                |                 |   |
| WEST TISBURY | Accountant          | 9     |               |              |                |                 | YES                                       |

| TOWN      | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|---------------------|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK  | Assistant Assessor  | 11    | \$ 51.86      | 38.5         | \$ 1,996.61    | \$ 104,223.04   |               |
| AQUINNAH  | contracted          |       |               |              |                |                 | NO            |
| EDGARTOWN | principal assessor  | I-9   | \$37.31-49.11 |              |                |                 |               |

|              |                    |     |               |  |  |  |                        |
|--------------|--------------------|-----|---------------|--|--|--|------------------------|
| OAK BLUFFS   | principal assessor | III | \$32.06-51.29 |  |  |  | Can assistant assessor |
| TISBURY      | principal assessor | 9   | \$32.88-41.09 |  |  |  | ?                      |
| WEST TISBURY | principal assessor | 9   |               |  |  |  | ED requirement, NO     |

| TOWN         | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR?           |
|--------------|---------------------|-------|---------------|----------|----------------|-----------------|-------------------------|
| CHILMARK     | Treasurer           | 11    | \$ 51.86      | 40       | \$ 2,074.40    | \$ 108,283.68   |                         |
| AQUINNAH     | Treasurer and HR    | C     | \$34.07-44.44 | 25       |                |                 | NO (also HR)            |
| EDGARTOWN    | Treasurer           | I-9   | \$37.31-49.11 |          |                |                 | NO (has asst education) |
| OAK BLUFFS   | Treasurer Collector | III   |               |          |                |                 | NO                      |
| TISBURY      | Finance Director    | M8    | \$47.05-62.49 | 40       |                |                 | ?                       |
| WEST TISBURY | Treasurer Collector | 9 (?) |               |          |                |                 | NO (combined job)       |

| TOWN         | COMPARABLE POSITION      | GRADE     | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR?                   |
|--------------|--------------------------|-----------|---------------|----------|----------------|-----------------|---------------------------------|
| CHILMARK     | Tax Collector            | 11        | \$ 51.86      | 37.5     | \$ 1,944.75    | \$ 101,515.95   |                                 |
| AQUINNAH     | Tax Collector            | C         | \$34.07-44.44 | 20       |                |                 | NO (quarterly taxes; Bachelors) |
| EDGARTOWN    | elected                  |           |               |          |                |                 | NO                              |
| OAK BLUFFS   | Treasurer Collector      | III       |               |          |                |                 | NO                              |
| TISBURY      | Asst Treasurer Collector | 6 (union) | \$28.66-35.81 |          |                |                 | NO                              |
| WEST TISBURY | Treasurer Collector      | 9         |               |          |                |                 | NO (combined job)               |

| TOWN | COMPARABLE POSITION | GRADE | RATE/HR | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|------|---------------------|-------|---------|----------|----------------|-----------------|---------------|
|------|---------------------|-------|---------|----------|----------------|-----------------|---------------|

|              |            |     |               |    |             |              |                                |
|--------------|------------|-----|---------------|----|-------------|--------------|--------------------------------|
| CHILMARK     | Town Clerk | 11  | \$ 51.86      | 30 | \$ 1,555.80 | \$ 81,212.76 |                                |
| AQUINNAH     | Town Clerk | C   | \$34.07-44.44 | 20 |             |              | YES                            |
| EDGARTOWN    | Town Clerk | I-9 | \$37.31-49.11 |    |             |              | YES (but education? secretary) |
| OAK BLUFFS   | elected    | III | \$32.06-51.09 |    |             |              |                                |
| TISBURY      |            |     |               |    |             |              | ?                              |
| WEST TISBURY | elected    |     |               |    |             |              | NO                             |

| TOWN         | COMPARABLE POSITION                                    | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|--|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Maintenance Supervisor of Buildings                    | 9     | \$ 42.08      | 40       | \$ 1,683.20    | \$ 87,863.04    |               |
| AQUINNAH     | Dir of Public Works formerly Maint Super               |       | \$39.19-51.24 |          |                |                 |               |
| EDGARTOWN    |  |       |               |          |                |                 | NO            |
| OAK BLUFFS   | Facilities Maintenance Coordinator (under Highway Sup) |       | \$24.47-30.43 |          |                |                 |               |
| TISBURY      | Facilities Manager                                     |       | \$37.54-49.84 |          |                |                 |               |
| WEST TISBURY |  |       |               |          |                |                 |               |

| TOWN         | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Police Sargeant     | 11    | \$ 51.86      | 40       | \$ 2,074.40    | \$ 108,283.68   |               |
| AQUINNAH     |                     |       | \$33.39-43.56 |          |                |                 |               |
| EDGARTOWN    |                     |       | \$44.90-59.29 |          |                |                 |               |
| OAK BLUFFS   | Patrol + 17%        |       |               |          |                |                 |               |
| TISBURY      |                     |       |               |          |                |                 | NO            |
| WEST TISBURY |                     |       |               |          |                |                 |               |

| TOWN         | COMPARABLE POSITION   | GRADE | RATE/HR   | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|-----------------------|-------|---|--------------|----------------|-----------------|---------------|
| CHILMARK     | Police Patrol Officer | 9     | \$ 39.28  | 40           | \$ 1,571.02    | \$ 82,016.64    |               |
| AQUINNAH     |                       |       | \$29.04-37.88   |              |                |                 |               |
| EDGARTOWN    |                       |       | \$38.58-50.08   |              |                |                 |               |
| OAK BLUFFS   |                       |       | \$34.77-46.14 (FY21)<br>\$35.47-47.06 (FY22)<br>\$36.17-48 (FY23) |              |                |                 |               |
| TISBURY      |                       |       |   |              |                |                 |               |
| WEST TISBURY |                       |       |   |              |                |                 |               |

| TOWN         | COMPARABLE POSITION                | GRADE | RATE/HR   | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|------------------------------------|-------|---|--------------|----------------|-----------------|---------------|
| CHILMARK     | Patrol Officer/Detective           | 9     | \$ 40.66  | 40           | \$ 1,626.52    | \$ 84,904.34    |               |
| AQUINNAH     | same as patrolman                  |       |   |              |                |                 | NO            |
| EDGARTOWN    | same as patrolman + \$1000 stipend |       | \$38.58-50.08   |              |                |                 |               |
| OAK BLUFFS   |                                    |       | \$34.77-46.14 (FY21)<br>\$35.47-47.06 (FY22)<br>\$36.17-48 (FY23) |              |                |                 |               |
| TISBURY      |                                    |       |   |              |                |                 |               |
| WEST TISBURY |                                    |       |   |              |                |                 |               |

| TOWN      | COMPARABLE POSITION                                  | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|--|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK  | Administrative Assistant                             | 9     | \$ 35.44      | variable     | variable       | variable        |               |
| AQUINNAH  | do not have a general admin but it would pay grade B |       | \$22.40-29.25 |              |                |                 |               |
| EDGARTOWN |  | E     | \$27.95-36.73 |              |                |                 |               |

|              |  |  |               |  |  |  |  |
|--------------|--|--|---------------|--|--|--|--|
| OAK BLUFFS   | Grade 2 \$22.66-28.17 Tax, assessors<br>Grade 3 \$24.47-30.43 BOH- wastewater<br>Grade 4 \$26.92-32.85 office+exec admin |  |               |  |  |  |  |
| TISBURY      | Admin Assist/HR Coordinator  |  | \$37.54-49.84 |  |  |  |  |
| WEST TISBURY |  |  |               |  |  |  |  |

| TOWN         | COMPARABLE POSITION           | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|-------------------------------|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK     | Building Inspector PART TIME  | 10    | \$ 46.70      | 11           | \$ 1,027.40    | \$ 26,815.14    |               |
| AQUINNAH     | contract position             |       |               |              |                |                 | NO            |
| EDGARTOWN    |                               | F     | \$30.00-39.53 |              |                |                 | Not PT        |
| OAK BLUFFS   | NO: supervisory, truck        | ?     | ?             | Full time    |                |                 | NO            |
| TISBURY      | Building Inspector            | M5    | \$43.30-57.46 | Full time    |                |                 | Not PT        |
| WEST TISBURY | Building / Facilities Manager | 8     | \$38.04-53.53 |              |                |                 | NO            |

| TOWN         | COMPARABLE POSITION         | GRADE | RATE/HR  | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|-----------------------------|-------|----------|--------------|----------------|-----------------|---------------|
| CHILMARK     | EMS Administrator PART TIME | 8     | \$ 37.90 | 2            |                | \$ 3,000.00     |               |
| AQUINNAH     | Part of Tri Town            |       |          |              |                |                 |               |
| EDGARTOWN    |                             |       |          |              |                |                 | Not PT        |
| OAK BLUFFS   |                             |       |          |              |                |                 | Not PT        |
| TISBURY      |                             |       |          |              |                |                 |               |
| WEST TISBURY | Part of Tri Town            |       |          |              |                |                 |               |

| TOWN      | COMPARABLE POSITION               | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|-----------------------------------|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK  | Harbormaster                      | 10    | \$ 45.13      | 40           | \$ 1,805.20    | \$ 94,231.44    |               |
| AQUINNAH  | combined with Shellfish Constable | D     | \$26.63-38.65 |              |                |                 | NO            |
| EDGARTOWN |                                   | J     | \$40.11-52.78 |              |                |                 |               |



|              |   |    |               |    |  |  |    |
|--------------|---|----|---------------|----|--|--|----|
| OAK BLUFFS   | NO: supervision, fuel dispensing, pumpouts, races, ED Fule op | 3  | \$32.06-51.29 | 40 |  |  | NO |
| TISBURY      | Harbormaster  | M4 | \$33.12-43.98 |    |  |  |    |
| WEST TISBURY |   |    |               |    |  |  | NO |

| TOWN         | COMPARABLE POSITION  | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|--|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Shellfish Constable  | 9     | \$ 42.08      | 14       | \$ 589.12      | \$ 30,634.24    |               |
| AQUINNAH     | combined with Harbormaster   |       |               |          |                |                 | NO            |
| EDGARTOWN    | No: H2O, herring, etc.   | J     | \$40.11-52.78 |          |                |                 | NO            |
| OAK BLUFFS   | NONE; Herring, Asst Harbormaster, collect samples, bs. (?) supervision | 3     | \$39.06-51.29 | Fulltime |                |                 | NO            |
| TISBURY      | Shellfish Constable  | M4    | \$33.12-43.98 |          |                |                 | NO            |
| WEST TISBURY | stipend  |       |               |          |                |                 | NO            |

| TOWN         | COMPARABLE POSITION                           | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Assistant Shellfish Constable 16 WEEKS        | 6     | \$ 28.73      | 30       | \$ 861.90      | \$ 13,790.00    |               |
| AQUINNAH     |   |       |               |          |                |                 | NO            |
| EDGARTOWN    | =   | E     | \$27.43-36.73 | Fulltime |                |                 |               |
| OAK BLUFFS   | NE; monitors offshore, truck license, supervi | 2     | \$22.84-36.54 | Fulltime |                |                 | NO            |
| TISBURY      |   |       |               |          |                |                 | NO            |
| WEST TISBURY | Hours?  | 3     | \$23.62-33.24 |          |                |                 |               |

| TOWN      | COMPARABLE POSITION           | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|-------------------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK  | Superintendent of Street      | 10    | \$ 46.70      | 40       | \$ 1,868.00    | \$ 97,509.60    |               |
| AQUINNAH  | High Way Super / Public Works | B     | \$39.19-51.14 |          |                |                 |               |
| EDGARTOWN | Highway Superintendent        |       | \$46.36-60.98 |          |                |                 |               |

|              |                        |    |               |    |  |  |  |
|--------------|------------------------|----|---------------|----|--|--|--|
| OAK BLUFFS   | Highway Superintendent |    |               |    |  |  |  |
| TISBURY      | DPW Director           | M* | \$47.05-62.49 | 40 |  |  |  |
| WEST TISBURY |                        |    |               |    |  |  |  |

| TOWN         | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Admin/BOH Inspector | 8     | \$ 37.90      | 35       | \$ 1,326.50    | \$ 69,243.30    |               |
| AQUINNAH     | BOH Clerk           | E     | \$25.76-33.61 |          |                |                 |               |
| EDGARTOWN    | Health Agent        |       | \$37.31-49.11 | 40       |                |                 |               |
| OAK BLUFFS   |                     |       |               |          |                |                 |               |
| TISBURY      | Health Agent        | M7    | \$43.30-57.46 |          |                |                 |               |
| WEST TISBURY |                     |       |               |          |                |                 |               |

| TOWN         | COMPARABLE POSITION | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Library Director    | 11    | \$ 51.86      | 38       | \$ 1,970.68    | \$ 102,869.35   |               |
| AQUINNAH     | Library Director    | D     | \$29.63-38.65 |          |                |                 |               |
| EDGARTOWN    | Library Director    |       | \$37.31-49.11 |          |                |                 |               |
| OAK BLUFFS   | Library Director    | 3     |               |          |                |                 |               |
| TISBURY      | Library Director    | M6    | \$39.75-52.78 |          |                |                 |               |
| WEST TISBURY |                     |       |               |          |                |                 |               |

| TOWN      | COMPARABLE POSITION                          | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|--|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK  | Asst Director/Youth Services Librarian       | 9     | \$ 37.95      | 35       | \$ 1,328.25    | \$ 69,334.65    |               |
| AQUINNAH  | Library Young Adult & Youth Svcs Coordinator |       | \$30.03-39.53 |          |                |                 |               |
| EDGARTOWN |  |       |               |          |                |                 |               |

|              |                                   |           |               |  |  |  |  |
|--------------|-----------------------------------|-----------|---------------|--|--|--|--|
| OAK BLUFFS   | Childrens & Young Adult Librarian | B         |               |  |  |  |  |
| TISBURY      | Youth Services Librarian          | 5 (union) | \$25.83-32.28 |  |  |  |  |
| WEST TISBURY |                                   |           |               |  |  |  |  |

| TOWN         | COMPARABLE POSITION             | GRADE     | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---------------------------------|-----------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Assistant Librarian             | 7         | \$ 34.16      | 35       | \$ 1,195.60    | \$ 62,410.32    |               |
| AQUINNAH     | Library Associate               | F         | \$22.40-29.23 |          |                |                 |               |
| EDGARTOWN    | does not have an Asst Librarian |           |               |          |                |                 |               |
| OAK BLUFFS   | Youth Assistant Librarian       | A-2       |               |          |                |                 |               |
| TISBURY      | Library Associate               | 4 (union) | \$24.10-30.10 |          |                |                 |               |
| WEST TISBURY |                                 |           |               |          |                |                 |               |

| TOWN         | COMPARABLE POSITION             | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|---------------------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK     | Library Assistant - Programming | 5     | \$ 22.72      | 32       | \$ 727.04      | \$ 37,951.49    |               |
| AQUINNAH     | Library Associate               | F     | \$22.40-29.23 |          |                |                 |               |
| EDGARTOWN    | Library Program Coordinator     |       | \$25.98-34.19 |          |                |                 |               |
| OAK BLUFFS   | Adult Programming Coodinator    | A-3   |               |          |                |                 |               |
| TISBURY      |                                 |       |               |          |                |                 | NO            |
| WEST TISBURY |                                 |       |               |          |                |                 |               |

| TOWN      | COMPARABLE POSITION             | GRADE | RATE/HR       | HRS/WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|-----------|---------------------------------|-------|---------------|----------|----------------|-----------------|---------------|
| CHILMARK  | Library Circulation Assistant   | 5     | \$ 25.20      | variable | variable       | \$ 58,950.59    |               |
| AQUINNAH  | Library Associate               | F     | \$22.40-29.23 |          |                |                 |               |
| EDGARTOWN | Library Circulation Coordinator |       | \$30.03-39.53 |          |                |                 |               |

|              |                     |     |               |  |  |  |  |
|--------------|---------------------|-----|---------------|--|--|--|--|
| OAK BLUFFS   | Head of Circulation | A-3 |               |  |  |  |  |
| TISBURY      | Reference Librarian |     | \$25.83-32.28 |  |  |  |  |
| WEST TISBURY |                     |     |               |  |  |  |  |

| TOWN         | COMPARABLE POSITION  | GRADE | RATE/HR  | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|----------------------|-------|----------|--------------|----------------|-----------------|---------------|
| CHILMARK     | Beach Superintendent | 9     | \$ 42.08 | variable     |                | \$ 35,347.20    |               |
| AQUINNAH     | part time            |       |          |              |                |                 |               |
| EDGARTOWN    |                      |       |          |              |                |                 |               |
| OAK BLUFFS   |                      |       |          |              |                |                 |               |
| TISBURY      |                      |       |          |              |                |                 |               |
| WEST TISBURY |                      |       |          |              |                |                 |               |

| TOWN         | COMPARABLE POSITION     | GRADE | RATE/HR       | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|--------------|-------------------------|-------|---------------|--------------|----------------|-----------------|---------------|
| CHILMARK     | Ambulance Chief         | 12    | \$ 53.73      | 40           | \$ 2,149.20    | \$ 112,188.24   |               |
| AQUINNAH     |                         |       |               |              |                |                 | NO            |
| EDGARTOWN    |                         | H     | \$34.75-45.65 | H            |                |                 | NO            |
| OAK BLUFFS   | (reports to fire chief) |       |               |              |                |                 | NO            |
| TISBURY      |                         |       |               |              |                |                 |               |
| WEST TISBURY |                         |       |               |              |                |                 |               |

| TOWN       | COMPARABLE POSITION  | GRADE | RATE/HR  | HRS/<br>WEEK | WEEKLY/MONTHLY | BUDGETED SALARY | SAME/SIMILAR? |
|------------|----------------------|-------|----------|--------------|----------------|-----------------|---------------|
| CHILMARK   | Ambulance Asst Chief | 10    | \$ 46.70 | 40           | \$ 1,868.00    | \$ 97,509.60    |               |
| AQUINNAH   |                      |       |          |              |                |                 |               |
| EDGARTOWN  |                      |       |          |              |                |                 | NO            |
| OAK BLUFFS |                      |       |          |              |                |                 | NO            |

|              |  |  |  |  |  |  |           |
|--------------|--|--|--|--|--|--|-----------|
| TISBURY      |  |  |  |  |  |  | <b>NO</b> |
| WEST TISBURY |  |  |  |  |  |  |           |

| <b>TOWN</b>  | <b>COMPARABLE POSITION</b> | <b>GRADE</b> | <b>RATE/HR</b> | <b>URS/W</b> | <b>WEEKLY/MONTHLY</b> | <b>BUDGETED SALARY</b> | <b>SAME/SIMILAR?</b> |
|--------------|----------------------------|--------------|----------------|--------------|-----------------------|------------------------|----------------------|
| CHILMARK     | Paramedic                  | 9            | \$ 36.68       | 40           | \$ 1,100.40           | \$ 57,440.88           |                      |
| AQUINNAH     |                            |              |                |              |                       |                        |                      |
| EDGARTOWN    | depending on step          | F            | \$30.03-39.53  |              |                       |                        | <b>Edg. Higher</b>   |
| OAK BLUFFS   |                            |              | \$30.06-36.97  |              |                       |                        | <b>YES</b>           |
| TISBURY      | Paramedic                  |              | \$32.88-41.09  |              |                       |                        | <b>YES</b>           |
| WEST TISBURY |                            |              |                |              |                       |                        |                      |

| <b>TOWN</b>  | <b>COMPARABLE POSITION</b> | <b>GRADE</b> | <b>RATE/HR</b> | <b>URS/W</b> | <b>WEEKLY/MONTHLY</b> | <b>BUDGETED SALARY</b> | <b>SAME/SIMILAR?</b> |
|--------------|----------------------------|--------------|----------------|--------------|-----------------------|------------------------|----------------------|
| CHILMARK     | Ambulance - Clerical       | 8            | \$ 36.64       | 25           | \$ 916.00             | \$ 47,815.20           |                      |
| AQUINNAH     |                            |              |                |              |                       |                        |                      |
| EDGARTOWN    |                            |              |                |              |                       |                        |                      |
| OAK BLUFFS   |                            |              |                |              |                       |                        |                      |
| TISBURY      |                            |              |                |              |                       |                        |                      |
| WEST TISBURY |                            |              |                |              |                       |                        |                      |