

**Town of Dudley, Massachusetts
Proposed Salary Ranges to FY 2020 Survey Data
(General Government Positions)**

Position Title	Current Employee Rate of Pay	Proposed Salary Range Minimum	Proposed Salary Range Benchmark	Proposed Salary Range Maximum	FY 2020 Survey Min	FY2020 Survey Mid-Point	FY2020 Survey Max	Proposed Salary Range To Survey Avg. (Per Cent Variance)			Current Employee Rate of Pay To Benchmark	Years of Service in Position
								Min	Mid-Point	Maximum		
Grade Level I		\$16.36	\$20.45	\$26.18								
Accounting Assistant	\$20.40				\$21.31	\$23.29	\$25.26	-30.24%	-13.84%	3.52%	-0.26%	4
Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	-1.63%	11.41%	25.10%	-33.68%	2
	\$15.78										-29.62%	2
	\$15.99										-27.91%	6
	\$16.81										-21.67%	9
	\$16.81										-21.67%	10
	\$16.81										-21.67%	9
Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-17.22%	2.44%	20.82%	-43.23%	2
Grade Level II		\$16.54	\$20.67	\$28.11								
Clerk (Highway, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	4.28%	14.28%	30.25%	-13.95%	3,10
	\$16.20										-27.60%	10
Clerk (Water/Sewer)	\$20.50										-0.84%	1
Clerk (Permitting, Licensing, Code Enforcement)	\$17.77				\$18.39	\$20.84	\$23.29	-11.21%	-0.82%	17.16%	-16.33%	5
Clerk (Building & Health)	\$18.46										-11.98%	1
Clerk (Assessor)	\$15.81										-30.75%	2
Administrative Assistant (Police)	\$16.00										-29.20%	1
Clerk (Veterans)	\$12.73										-62.38%	6
Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-32.97%	-16.93%	6.27%	-1.33%	4
Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-15.98%	3.46%	26.26%	-9.14%	8
Grade Level III		\$22.50	\$28.12	\$35.99								
Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-14.73%	-0.80%	14.21%	-14.69%	2
Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	-0.99%	12.56%	26.49%	-38.80%	1
Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	0.79%	13.20%	26.38%	-21.79%	1
Supervisor of Buildings/Grounds	\$23.61				\$29.37	\$33.13	\$36.89	-30.55%	-17.81%	-2.49%	-19.11%	15
Foreman (Highway)	\$30.12				\$27.08	\$30.13	\$33.18	-20.37%	-7.14%	7.82%	6.64%	21
Grade Level IV		\$29.49	\$36.87	\$45.71								
Veterans Services Officer	\$22.07				\$25.14	\$28.43	\$31.71	14.76%	22.90%	30.63%	-67.04%	4
Town Clerk	\$27.91				\$30.72	\$34.48	\$38.24	-4.16%	6.47%	16.35%	-32.09%	1
Town Accountant	\$32.77				\$34.55	\$39.07	\$43.58	-17.15%	-5.96%	4.67%	-12.50%	7
Principal Assessor	\$29.37				\$31.29	\$35.11	\$38.93	-6.09%	4.76%	14.84%	-25.52%	7
Library Director	\$31.69				\$30.86	\$34.52	\$38.18	-4.63%	6.37%	16.48%	-16.34%	1
Building Commissioner	\$24.26				\$31.96	\$36.04	\$40.11	-8.36%	2.26%	12.26%	-51.96%	4
Highway Superintendent	\$40.27				\$36.90	\$41.99	\$47.08	-25.11%	-13.90%	-2.99%	8.45%	33
Grade Level V		\$38.00	\$47.50	\$60.80								
Treasurer/Collector	\$43.91				\$34.79	\$38.39	\$41.99	8.45%	19.18%	30.94%	-8.18%	7
Fire Chief	\$51.75				\$44.92	\$48.29	\$51.65	-18.20%	-1.65%	15.06%	8.21%	6
Police Chief	\$51.19				\$49.08	\$55.84	\$62.59	-29.15%	-17.54%	-2.94%	7.20%	20
Grade Level VI		\$53.16	\$66.45	\$74.42								
Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-22.77%	0.00%	9.12%	-21.23%	1
Overall Average								-12.32%	1.00%	15.05%	-20.10%	

**Town of Dudley, Massachusetts
Proposed Hiring Ranges to FY 2020 Survey Data
(General Government Positions)**

Position Title	Current Employee Rate of Pay	Proposed Hire Range Minimum	Proposed Hire Range Mid Point	Proposed Hire Range Maximum	FY 2020 Survey Min	FY 2020 Survey Mid-Point	FY 2020 Survey Max	Proposed Hire Range To Survey Avg. (Per Cent Variance)			Current Employee Rate of Pay To Hire Range Max	Years of Service in Position
								Min	Mid-Point	Maximum		
Grade Level I		\$16.36	\$17.13	\$17.89								
Accounting Assistant	\$20.40				\$21.31	\$23.29	\$25.26	-30.26%	-35.97%	-41.20%	12.30%	4
Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	-1.65%	-5.81%	-9.61%	-16.93%	2
	\$15.78										-13.37%	2
	\$15.99										-11.88%	6
	\$16.81										-6.42%	9
	\$16.81										-6.42%	10
	\$16.81										-6.42%	9
Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-17.24%	-16.53%	-15.87%	-25.28%	2
Grade Level II		\$16.54	\$17.57	\$18.60								
Clerk (Hghwy, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	4.29%	-0.85%	-5.43%	-2.54%	3,10
	\$16.20										-14.81%	10
Clerk (Water/Sewer)	\$20.50										9.27%	1
Clerk (Permitting, Licensing, Code Enforcment)	\$17.77				\$18.39	\$20.84	\$23.29	-11.19%	-18.61%	-25.22%	-4.67%	5
Clerk (Building & Health)	\$18.46										-0.76%	1
Clerk (Assessor)	\$15.81										-17.65%	2
Administrative Assistant (Police)	\$16.00										-16.25%	1
Clerk (Veterans)	\$12.73										-46.11%	6
Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-32.95%	-37.56%	-41.67%	8.82%	4
Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-15.96%	-13.57%	-11.45%	1.80%	8
Grade Level III		\$22.50	\$23.91	\$25.31								
Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-14.71%	-18.57%	-22.01%	-3.22%	2
Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	-0.98%	-2.87%	-4.54%	-24.93%	1
Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	0.80%	-2.11%	-4.70%	-9.61%	1
Supervisor of Buildings/Grounds	\$23.61				\$29.37	\$33.13	\$36.89	-30.53%	-38.59%	-45.75%	-7.20%	15
Foreman (Highway)	\$30.12				\$27.08	\$30.13	\$33.18	-20.36%	-26.04%	-31.09%	15.97%	21
Grade Level IV		\$29.50	\$31.34	\$33.18								
Veterans Services Officer	\$22.07				\$25.14	\$28.43	\$31.71	14.78%	9.30%	4.43%	-50.34%	4
Town Clerk	\$27.91				\$30.72	\$34.48	\$38.24	-4.14%	-10.02%	-15.25%	-18.88%	1
Town Accountant	\$32.77				\$34.55	\$39.07	\$43.58	-17.12%	-24.65%	-31.34%	-1.25%	7
Principal Assessor	\$29.37				\$31.29	\$35.11	\$38.93	-6.07%	-12.03%	-17.33%	-12.97%	7
Library Director	\$31.69				\$30.86	\$34.52	\$38.18	-4.61%	-10.15%	-15.07%	-4.70%	1
Building Commissioner	\$24.26				\$31.96	\$36.04	\$40.11	-8.34%	-14.98%	-20.89%	-36.77%	4
Highway Superintendent	\$40.27				\$36.90	\$41.99	\$47.08	-25.08%	-33.98%	-41.89%	17.61%	33
Grade Level V		\$38.00	\$40.38	\$42.75								
Treasurer/Collector	\$43.91				\$34.79	\$38.39	\$41.99	8.45%	4.92%	1.78%	8.05%	7
Fire Chief	\$51.75				\$44.92	\$48.29	\$51.65	-18.21%	-19.59%	-20.82%	21.98%	6
Police Chief	\$51.19				\$49.08	\$55.84	\$62.59	-29.16%	-38.29%	-46.41%	16.49%	20
Grade Level VI		\$53.16	\$56.49	\$59.81								
Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-22.76%	-17.63%	-13.07%	-3.06%	1
Overall Average								-12.30%	-16.70%	-20.63%	-6.83%	

Town of Dudley, Massachusetts
Proposed Market Equity Ranges to FY 2020 Survey Data
(General Government Positions)

Position Title	Current Employee Market	Proposed Market Range Minimum	Proposed Market Range Mid Point	Proposed Market Range Maximum	FY 2020 Survey Min	FY 2020 Survey Mid-Point	FY 2020 Survey Max	Proposed Market Range To Survey Avg. (Per Cent Variance)			Current Employee Rate of Pay To Market Max	Years of Service in Position
								Min	Mid-Point	Maximum		
Grade Level I		\$18.41	\$22.30	\$26.18								
Accounting Assistant	\$20.40				\$21.31	\$23.29	\$25.26	-15.75%	-4.44%	3.51%	-28.33%	4
Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	9.67%	18.73%	25.10%	-71.11%	2
	\$15.78										-65.91%	2
	\$15.99										-63.73%	6
	\$16.81										-55.74%	9
	\$16.81										-55.74%	10
	\$16.81										-55.74%	9
Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-4.18%	10.50%	20.82%	-83.33%	2
Grade Level II		\$18.60	\$23.36	\$28.11								
Clerk (Highway, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	14.89%	24.13%	30.24%	-54.96%	3,10
	\$16.20										-73.52%	10
Clerk (Water/Sewer)	\$20.50										-37.12%	1
Clerk (Permitting, Licensing, Code Enforcement)	\$17.77				\$18.39	\$20.84	\$23.29	1.13%	10.77%	17.15%	-58.19%	5
Clerk (Building & Health)	\$18.46										-52.28%	1
Clerk (Assessor)	\$15.81										-77.80%	2
Administrative Assistant (Police)	\$16.00										-75.69%	1
Clerk (Veterans)	\$12.73										-120.82%	6
Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-18.23%	-3.49%	6.26%	-37.79%	4
Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-3.12%	14.56%	26.25%	-48.42%	8
Grade Level III		\$25.31	\$30.65	\$35.99								
Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-1.98%	7.52%	14.20%	-46.78%	2
Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	10.23%	19.77%	26.48%	-77.64%	1
Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	11.81%	20.36%	26.37%	-55.87%	1
Supervisor of Buildings/Grounds	\$23.61				\$29.37	\$33.13	\$36.89	-16.04%	-8.09%	-2.50%	-52.44%	15
Foreman (Highway)	\$30.12				\$27.08	\$30.13	\$33.18	-6.99%	1.70%	7.81%	-19.49%	21
Grade Level IV		\$33.18	\$39.45	\$45.72								
Veterans Services Officer	\$22.07				\$25.14	\$28.43	\$31.71	24.23%	27.95%	30.64%	-107.16%	4
Town Clerk	\$27.91				\$30.72	\$34.48	\$38.24	7.41%	12.60%	16.36%	-63.81%	1
Town Accountant	\$32.77				\$34.55	\$39.07	\$43.58	-4.13%	0.98%	4.68%	-39.52%	7
Principal Assessor	\$29.37				\$31.29	\$35.11	\$38.93	5.70%	11.00%	14.85%	-55.67%	7
Library Director	\$31.69				\$30.86	\$34.52	\$38.18	6.99%	12.50%	16.49%	-44.27%	1
Building Commissioner	\$24.26				\$31.96	\$36.04	\$40.11	3.68%	8.66%	12.27%	-88.46%	4
Highway Superintendent	\$40.27				\$36.90	\$41.99	\$47.08	-11.21%	-6.44%	-2.97%	-13.53%	33
Grade Level V		\$42.75	\$51.78	\$60.80								
Treasurer/Collector	\$43.91				\$34.79	\$38.39	\$41.99	18.62%	25.85%	30.94%	-38.47%	7
Fire Chief	\$51.75				\$44.92	\$48.29	\$51.65	-5.08%	6.74%	15.05%	-17.49%	6
Police Chief	\$51.19				\$49.08	\$55.84	\$62.59	-14.81%	-7.84%	-2.94%		20
Grade Level VI		\$59.81	\$68.45	\$77.08								
Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-9.11%	2.92%	12.26%	-40.63%	1
Overall Average								0.16%	9.00%	15.19%	-56.24%	