

ID #	DEPARTMENT	EXISTING TITLE	CURRENT GRADE
25	Police	Police Chief	CONTRACT
13	IT	IT Coordinator	H
2	Building	Building Inspector	H
14	Library	Director	H
28	Town Clerk	Town Clerk/Special Projects Cood	H
6	Council on Aging	COA Director	G
8	Highway Department	Foreman	G
23	Parks & Recreation	Parks & Recreation Director	G
1	Assessors	Office Manager	G
4	Cemetery	Cemetery Superintendent	F
9	Highway Department	Mechanic/Driver	F
27	Town Buildings	Building Maintenance Supervisor	F
30	Treasurer/Tax Collector	Asst Treasurer/Collector and	E
15	Library	Children's Coordinator	E
16	Library	Library Clerk/Young Adult Librarian	E
17	Library	Media Specialist/Technology Services	E
24	Police	Department Assistant	D
3	Building	Admin Assistant	C
10	Highway Department	Driver/Operator	C
26	Town Administrator	Account Payable/Admin Asst	C
29	Town Clerk	Asst Town Clerk	C
7	Council on Aging	Admin Asst/Program Coord.	C
5	Cemetery	Cemetery Laborer	B
11	Highway Department	Laborer	B
18	Library	Library Clerk	B
19	Library	Library Clerk/Program Host	B
20	Library	Substitute Library Clerk	B

12	Highway Department	Laborer/Driver/Operator	A
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PRINCETON SURVEY AVERAGE MAXIMUM	PRINCETON SURVEY MEDIAN MAXIMUM	PRINCETON MINUS AVERAGE MAXIMUM	PRINCETON MINUS MEDIAN MAXIMUM	PRINCETON MINIMUM HOURLY RATE
\$57.87	\$58.37			
\$38.52	\$36.06	(\$2.69)	(\$0.23)	\$27.17
\$40.38	\$36.97	(\$4.55)	(\$1.14)	\$27.17
\$34.55	\$34.56	\$1.28	\$1.28	\$27.17
\$33.56	\$32.05	(\$3.68)	(\$2.17)	\$22.65
\$34.10	\$33.73	(\$4.22)	(\$3.85)	\$22.65
\$33.55	\$29.47	(\$3.67)	\$0.41	\$22.65
\$28.79	\$28.32	\$1.10	\$1.57	\$22.65
				\$21.57
\$30.28	\$29.20	(\$1.81)	(\$0.73)	\$21.57
				\$21.57
\$31.27	\$29.93	(\$4.19)	(\$2.85)	\$20.54
\$27.47	\$27.01	(\$0.39)	\$0.07	\$20.54
\$27.98	\$28.04	(\$0.90)	(\$0.96)	\$20.54
\$27.38	\$28.82	(\$0.30)	(\$1.74)	\$20.54
\$27.23	\$27.77	(\$1.42)	(\$1.96)	\$20.54
\$26.54	\$27.33	(\$1.96)	(\$2.75)	\$18.63
\$27.63	\$28.58	(\$3.05)	(\$4.00)	\$18.63
\$31.94	\$28.75	(\$7.36)	(\$4.17)	\$18.63
\$26.92	\$26.75	(\$2.34)	(\$2.17)	\$18.63
\$24.69	\$22.18	(\$0.11)	\$2.40	\$18.63
\$24.82	\$24.82	(\$1.42)	(\$1.42)	\$17.74
\$21.24	\$22.26	\$2.16	\$1.14	\$17.74
\$21.10	\$20.37	\$2.30	\$3.03	\$17.74
				\$17.74
\$19.09	\$19.09	\$4.31	\$4.31	\$17.74

\$25.11	\$25.56	(\$2.69)	(\$3.14)	
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PRINCETON MAXIMUM HOURLY RATE	PRINCETON MINIMUM HOURLY RATE	PRINCETON MAXIMUM HOURLY RATE	ASHBURNHAM MINIMUM HOURLY RATE	BARRE MINIMUM HOURLY RATE	BERLIN MINIMUM HOURLY RATE
\$36.05		\$36.05			
\$35.83	\$27.17	\$35.83		\$21.86	\$33.24
\$35.83	\$27.17	\$35.83		\$24.11	\$33.24
\$35.83	\$27.17	\$35.83		\$24.11	
\$29.88	\$22.65	\$29.88		\$21.86	\$29.68
\$29.88	\$22.65	\$29.88	\$24.04	\$28.23	\$29.68
\$29.88	\$22.65	\$29.88			
\$29.88	\$22.65	\$29.88		\$17.68	\$23.44
\$28.47	\$21.57	\$28.47			
\$28.47	\$21.57	\$28.47	\$24.04	\$25.49	\$26.56
\$28.47	\$21.57	\$28.47			
\$27.08	\$20.54	\$27.08		\$21.86	\$23.44
\$27.08	\$20.54	\$27.08			\$23.44
\$27.08	\$20.54	\$27.08			\$18.76
\$27.08	\$20.54	\$27.08			\$20.93
\$27.08	\$19.56	\$25.81		\$21.91	\$23.44
\$24.58	\$18.63	\$24.58		\$17.68	\$23.44
\$24.58	\$18.63	\$24.58	\$25.00	\$23.01	\$23.44
\$24.58	\$18.63	\$24.58		\$21.91	\$26.56
\$24.58	\$18.63	\$24.58		\$17.68	\$20.93
\$24.58	\$18.63	\$24.58			
\$23.40	\$17.74	\$23.40			
\$23.40	\$17.74	\$23.40		\$16.74	\$18.76
\$23.40	\$17.74	\$23.40		\$16.00	\$15.00
\$23.40	\$17.74	\$23.40			
\$23.40	\$17.74	\$23.40			

\$22.42		\$22.42		\$20.79	\$20.93
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BOLTON MINIMUM HOURLY RATE	BOYLSTON MINIMUM HOURLY RATE	HARVARD MINIMUM HOURLY RATE	HUBBARDSTON MINIMUM HOURLY RATE	PAXTON MINIMUM HOURLY RATE	STERLING MINIMUM HOURLY RATE
\$51.12		\$55.30	\$39.82	\$33.22	
\$31.55	\$26.22	\$34.82	\$25.87	\$26.20	\$32.16
\$38.27	\$28.37	\$43.69	\$25.87	\$26.20	
\$31.55		\$34.82	\$25.87	\$26.20	\$26.35
\$31.55	\$22.44	\$31.29	\$19.97	\$18.83	\$26.35
\$24.78	\$24.29				
\$22.59	\$17.81	\$34.82		\$20.71	\$26.35
\$23.94					
	\$20.56		\$36.53		
\$23.38	\$20.83		\$21.47	\$20.50	
\$23.38	\$33.00				
\$35.72	\$19.25	\$25.39		\$16.20	\$21.66
\$23.94	\$17.81	\$25.39		\$17.12	
\$23.94	\$16.46	\$25.39			\$18.45
\$23.94	\$15.88	\$22.87			
\$23.94	\$20.83	\$25.39	\$16.81		\$18.45
\$23.94	\$20.83			\$16.30	\$18.45
\$23.38	\$22.44		\$19.68		\$14.00
\$31.55	\$20.83				
\$22.59	\$17.81	\$25.39			\$18.45
\$23.94	\$15.88	\$16.43			
	\$19.25		\$19.68		
\$19.95	\$19.25		\$15.00		
\$22.59		\$16.43	\$15.01	\$13.44	\$16.12
\$22.59	\$20.83				
	\$14.68				

	\$19.25				
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SUNDERLAND MINIMUM HOURLY RATE	PRINCETON SURVEY AVERAGE MINIMUM	PRINCETON SURVEY MEDIAN MINIMUM	PRINCETON MINUS AVERAGE MINIMUM	PRINCETON MINUS MEDIAN MINIMUM	ASHBURNHAM MAXIMUM HOURLY RATE
	44.87	45.47	(44.87)	(45.47)	\$74.52
	28.99	28.89	(1.82)	(1.72)	\$36.06
	31.39	28.37	(4.22)	(1.20)	\$35.71
	28.15	26.28	(0.98)	0.90	\$25.24
	25.25	24.40	(2.60)	(1.75)	\$32.05
	26.20	24.78	(3.55)	(2.13)	\$37.50
	24.46	22.59	(1.81)	0.06	
	21.69	23.44	0.96	(0.79)	\$36.06
	23.18	23.38	(1.61)	(1.81)	\$37.50
	23.36	21.86	(2.82)	(1.32)	
	21.54	23.44	(1.00)	(2.90)	\$21.98
\$25.77	21.46	21.35	(0.92)	(0.81)	
	20.91	21.90	(0.37)	(1.36)	
	21.54	21.91	(1.98)	(2.35)	\$24.04
	20.11	19.64	(1.48)	(1.01)	\$24.52
	21.56	23.01	(2.93)	(4.38)	\$28.85
	25.21	24.24	(6.58)	(5.61)	
	20.48	19.69	(1.85)	(1.06)	\$24.04
	18.75	16.43	(0.12)	2.20	
	19.47	19.47	(1.73)	(1.73)	
	17.94	18.76	(0.20)	(1.02)	
	16.37	16.00	1.37	1.74	

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BARRE MAXIMUM HOURLY RATE	BERLIN MAXIMUM HOURLY RATE	BOLTON MAXIMUM HOURLY RATE	BOYLSTON MAXIMUM HOURLY RATE	HARVARD MAXIMUM HOURLY RATE	HUBBARDSTON MAXIMUM HOURLY RATE
\$45.19	\$65.22	\$66.70		\$74.65	\$51.52
\$27.82	\$42.49	\$41.17	\$35.42	\$47.02	\$33.47
\$30.69	\$42.49	\$49.94	\$38.23	\$58.99	\$33.47
\$30.69		\$41.17		\$47.02	\$33.47
\$27.82	\$37.90	\$41.17	\$30.35	\$42.26	\$25.85
\$34.72	\$37.90	\$32.18	\$32.73		
		\$29.47	\$24.08	\$47.02	
\$22.50	\$29.93	\$31.24			
			\$41.26		\$47.27
\$31.34	\$33.92	\$30.01	\$28.10		\$25.77
		\$30.01	\$44.57		
\$27.82	\$29.93	\$46.61	\$26.05	\$34.28	
	\$29.93	\$31.24	\$24.08	\$34.28	
	\$23.94	\$31.24	\$22.35	\$34.28	
	\$26.75	\$31.24	\$20.65	\$30.89	
\$27.77	\$29.93	\$31.24	\$28.10	\$34.28	\$21.75
\$22.50	\$29.93	\$31.24	\$28.10		
\$28.30	\$29.93	\$30.01	\$30.35		\$23.58
\$27.77	\$33.92	\$41.17	\$28.10		
\$22.50	\$26.75	\$29.47	\$24.08	\$34.28	
		\$31.24	\$20.65	\$22.18	
			\$26.05		\$23.58
\$20.58	\$23.94	\$26.11	\$26.05		\$15.31
\$20.37	\$15.00	\$29.47		\$22.18	\$19.43
		\$29.47	\$38.10		
			\$19.09		

\$25.56	\$26.75		\$26.05		
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PAXTON MAXIMUM HOURLY RATE	STERLING MAXIMUM HOURLY RATE	SUNDERLAND MAXIMUM HOURLY RATE	PRINCETON SURVEY AVERAGE MAXIMUM	PRINCETON SURVEY MEDIAN MAXIMUM	PRINCETON MINUS AVERAGE MAXIMUM
\$45.20		\$39.93	\$57.87	\$58.37	
\$35.64	\$47.60		\$38.52	\$36.06	(\$2.69)
\$35.64	\$43.57	\$35.09	\$40.38	\$36.97	(\$4.55)
\$35.64	\$39.00	\$24.17	\$34.55	\$34.56	\$1.28
\$25.63	\$39.00		\$33.56	\$32.05	(\$3.68)
	\$29.54		\$34.10	\$33.73	(\$4.22)
\$28.18	\$39.00		\$33.55	\$29.47	(\$3.67)
	\$26.28	\$26.70	\$28.79	\$28.32	\$1.10
\$28.38	\$27.18		\$30.28	\$29.20	(\$1.81)
\$22.17	\$32.05		\$31.27	\$29.93	(\$4.19)
\$23.30			\$27.47	\$27.01	(\$0.39)
	\$27.33	\$28.75	\$27.98	\$28.04	(\$0.90)
			\$27.38	\$28.82	(\$0.30)
	\$27.33	\$20.61	\$27.23	\$27.77	(\$1.42)
\$22.17	\$27.33		\$26.54	\$27.33	(\$1.96)
	\$25.40	\$24.60	\$27.63	\$28.58	(\$3.05)
		\$28.75	\$31.94	\$28.75	(\$7.36)
	\$27.33		\$26.92	\$26.75	(\$2.34)
			\$24.69	\$22.18	(\$0.11)
			\$24.82	\$24.82	(\$1.42)
	\$15.45		\$21.24	\$22.26	\$2.16
\$18.28	\$22.94		\$21.10	\$20.37	\$2.30
			\$19.09	\$19.09	\$4.31

	\$22.59	\$24.60	\$25.11	\$25.56	(\$2.69)
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PRINCETON MINUS MEDIAN MAXIMUM
(\$0.23)
(\$1.14)
\$1.28
(\$2.17)
(\$3.85)
\$0.41
\$1.57
(\$0.73)
(\$2.85)
\$0.07
(\$0.96)
(\$1.74)
(\$1.96)
(\$2.75)
(\$4.00)
(\$4.17)
(\$2.17)
\$2.40
(\$1.42)
\$1.14
\$3.03
\$4.31

(\$3.14)