

Management Compensation Analysis
Unit C Salary Survey Results

Position Title	Current Unit C Table			Fall River		Worcester		Dartmouth		Springfield		Taunton		Barnstable		Brockton		Survey Averages			Current Unit C to Survey		
	Minimum	Mid	Maxiumum	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Mid	Max	Min	Mid	Max
Administrative Assistant				\$50,000						\$43,741	\$56,887	\$68,231	\$76,801			\$52,412	\$70,541	\$52,174	\$57,966	\$63,758			
Administrative Assistant to Assessor	\$87,492	\$98,433	\$109,373			\$102,500	\$158,595			\$91,512	\$118,517	\$89,863	\$99,678			\$127,680	\$139,519	\$114,474	\$122,423	\$130,372	-23.57%	-19.60%	-16.11%
Administrative Coordinator	\$49,256	\$55,416	\$61,575	\$50,000		\$59,379	\$77,683	\$40,277	\$48,084	\$43,741	\$56,887			\$67,916		\$56,962	\$75,091	\$54,343	\$59,473	\$64,604	-9.36%	-6.82%	-4.69%
Administrative Manager	\$56,476	\$63,539	\$70,601	\$69,667						\$60,867	\$79,157					\$54,982	\$74,330	\$61,838	\$69,291	\$76,743	-8.67%	-8.30%	-8.00%
Affordable Housing Specialist	\$56,476	\$63,539	\$70,601							\$60,867	\$79,157							\$60,249	\$66,206	\$72,164	-6.26%	-4.03%	-2.17%
Airport Manager	\$87,492	\$98,433	\$109,373																				
Art Curator	\$62,266	\$70,052	\$77,838																				
Assessment Specialist	\$49,256	\$55,416	\$61,575	\$63,996		\$59,379	\$77,683	\$40,000	\$52,000	\$43,741	\$56,887	\$73,715	\$82,153	\$70,327				\$61,196	\$64,444	\$67,692	-19.51%	-14.01%	-9.04%
Assistant Airport Manager	\$69,302	\$77,968	\$86,634												\$100,417			\$72,551	\$85,354	\$100,417	-4.48%	-8.65%	-13.73%
Assistant City Assessor	\$69,302	\$77,968	\$86,634	\$60,900		\$74,207	\$113,265	\$80,526	\$104,683	\$74,700	\$97,148	\$60,694	\$68,724	\$82,337				\$73,790	\$82,855	\$91,921	-6.08%	-5.90%	-5.75%
Assistant City Auditor	\$69,302	\$77,968	\$86,634	\$78,813		\$83,179	\$128,002	\$73,205	\$95,167	\$81,423	\$105,892	\$71,730	\$80,435			\$106,917	\$116,831	\$84,223	\$95,761	\$107,300	-17.72%	-18.58%	-19.26%
Assistant City Clerk	\$73,459	\$82,646	\$91,832							\$66,696	\$86,740	\$72,155	\$80,945			\$106,917	\$116,831	\$87,563	\$93,620	\$99,677	-16.11%	-11.72%	-7.87%
Assistant City Collector				\$60,000		\$82,018	\$126,743			\$66,696	\$86,740	\$74,462	\$83,332					\$72,616	\$84,331	\$96,046			
Assistant City Council Clerk	\$65,378	\$73,554	\$81,730	\$41,738		\$59,379	\$77,683	\$55,000	\$71,500	\$66,696	\$86,740	\$64,159	\$72,399	\$84,063				\$61,839	\$69,460	\$77,081	5.72%	5.89%	6.03%
Assistant City Engineer	\$77,868	\$87,605	\$97,342							\$91,193	\$118,597	\$86,960	\$96,676			\$75,599	\$91,116	\$87,131	\$94,762	\$102,393	-10.63%	-7.55%	-4.93%
Assistant to the Chief Financial Officer						\$95,127	\$145,777			\$104,773	\$136,256					\$106,917	\$116,831	\$102,205	\$114,897	\$127,589			
Assistant City Planner	\$69,302	\$77,968	\$86,634			\$76,278	\$116,425			\$79,576	\$103,489			\$106,137				\$76,480	\$84,740	\$93,000	-9.39%	-7.99%	-6.84%
Assistant City Solicitor	\$73,459	\$82,646	\$91,832	\$88,001		\$80,964	\$106,578			\$81,423	\$105,892			\$70,441	\$75,678	\$106,917	\$116,831	\$83,208	\$90,083	\$96,959	-11.72%	-8.26%	-5.29%
Assistant City Treasurer	\$69,302	\$77,968	\$86,634	\$68,304		\$82,018	\$126,743	\$55,000	\$71,500	\$59,550	\$77,445	\$74,462	\$83,332	\$94,979		\$63,804	\$98,331	\$74,265	\$85,384	\$96,504	-6.68%	-8.69%	-10.23%
Assistant Director of Cable Access	\$62,266	\$70,052	\$77,838					\$60,500	\$78,650					\$64,436	\$81,086			\$74,262	\$77,065	\$79,868	-16.15%	-9.10%	-2.54%
Assistant Director of EMS	\$73,459	\$82,646	\$91,832	\$93,000	\$108,000													\$93,000	\$100,500	\$108,000	-21.01%	-17.77%	-14.97%
Assistant Director of Human Resources	\$77,868	\$87,605	\$97,342	\$68,337		\$82,018	\$126,743			\$96,665	\$125,714	\$74,600		\$110,142		\$106,917	\$116,831	\$88,406	\$101,736	\$115,066	-11.92%	-13.89%	-15.40%
Assistant Director of Information Technology	\$82,539	\$92,860	\$103,181	\$99,433		\$87,764	\$115,941			\$104,773	\$136,256			\$79,276	\$105,638			\$98,188	\$108,814	\$119,440	-15.94%	-14.66%	-13.61%
Assistant Director of Inspectional Services	\$73,459	\$82,646	\$91,832	\$57,239		\$73,509	\$95,467	\$60,500	\$78,650					\$87,545				\$76,807	\$85,552	\$94,297	-4.36%	-3.40%	-2.61%
Assistant Director of Public Health	\$77,868	\$87,605	\$97,342			\$73,509	\$96,468			\$96,665	\$125,714	\$76,611	\$85,227	\$85,727				\$83,128	\$96,240	\$109,352	-6.33%	-8.97%	-10.98%
Assistant Director of Purchasing										\$81,423	\$105,892							\$82,661	\$90,732	\$98,803			
Assistant Director of Zoological Services	\$73,459	\$82,646	\$91,832																				
Assistant Procurement Officer	\$53,787	\$60,513	\$67,239			\$69,230	\$90,435	\$42,436	\$55,167	\$66,696	\$86,740	\$69,434	\$77,882					\$67,617	\$73,779	\$79,940	-20.45%	-17.98%	-15.89%
Assistant Project Manager	\$49,256	\$55,416	\$61,575	\$53,699	\$69,487	\$59,379	\$77,683	\$43,709	\$56,822	\$48,115	\$62,575			\$73,507				\$59,678	\$62,854	\$66,030	-17.46%	-11.83%	-6.75%
Assistant Superintendent of Highways/Utilities	\$73,459	\$82,646	\$91,832							\$74,700	\$97,148	\$84,917	\$94,429					\$81,469	\$88,629	\$95,789	-9.83%	-6.75%	-4.13%
Assistant Superintendent of Wastewater	\$73,459	\$82,646	\$91,832			\$77,969	\$103,105			\$74,700	\$97,148	\$73,715	\$82,153					\$75,461	\$84,798	\$94,135	-2.65%	-2.54%	-2.45%
Assistant Superintendent of Water/Plant Manager	\$73,459	\$82,646	\$91,832			\$80,964	\$106,578	\$60,500	\$78,650	\$74,700	\$97,148	\$73,715	\$82,153					\$72,470	\$81,801	\$91,132	1.37%	1.03%	0.77%
Associate City Solicitor	\$73,459	\$82,646	\$91,832	\$88,001		\$80,964	\$106,578			\$96,665	\$125,714			\$83,890		\$106,917	\$116,831	\$92,170	\$102,623	\$113,076	-20.30%	-19.47%	-18.79%
Audit Supervisor	\$53,787	\$60,513	\$67,239	\$75,000		\$70,112	\$92,013			\$60,867	\$79,157							\$68,660	\$77,122	\$85,585	-21.66%	-21.54%	-21.44%
Branch Manager	\$62,266	\$70,052	\$77,838	\$61,305		\$70,112	\$92,012	\$55,000	\$71,500	\$66,696	\$86,740	\$54,255	\$61,502					\$65,547	\$73,418	\$81,289	-5.01%	-4.58%	-4.25%
Cable Access Administrator	\$43,788	\$49,264	\$54,739	\$45,000														\$45,000	\$51,750	\$59,513	-2.69%	-4.80%	-8.02%
Chief Financial Officer	\$143,131	\$161,029	\$178,927	\$147,116		\$200,000	\$238,199			\$202,862		\$150,000				\$176,468	\$192,831	\$167,965	\$185,947	\$203,929	-14.79%	-13.40%	-12.26%
Chief of Staff	\$107,181	\$120,584	\$133,987	\$84,000		\$150,000	\$238,199			\$117,300								\$117,100	\$177,649	\$238,199	-8.47%	-32.12%	-43.75%
Chief Videographer	\$56,476	\$63,539	\$70,601																				
Chief Water Treatment Operator	\$62,266	\$70,052	\$77,838	\$85,508	\$92,574	\$59,379	\$76,732	\$55,000	\$71,500			\$72,114		\$85,784				\$71,557	\$75,913	\$80,269	-12.98%	-7.72%	-3.03%
City Arborist	\$51,226	\$57,632	\$64,038			\$68,500	\$89,518							\$64,773				\$72,993	\$78,222	\$83,452	-29.82%	-26.32%	-23.26%
City Auditor	\$100,169	\$112,695	\$125,221	\$92,020		\$114,603	\$175,852			\$104,773	\$136,256	\$114,500				\$127,680	\$139,519	\$120,425	\$134,019	\$147,613	-16.82%	-15.91%	-15.17%
City Clerk	\$100,169	\$112,695	\$125,221	\$99,361		\$114,603	\$175,852			\$95,961	\$124,797					\$125,080	\$136,678	\$112,552	\$125,573	\$138,593	-11.00%	-10.26%	-9.65%
City Engineer	\$87,492	\$98,433	\$109,373	\$92,018		\$82,018	\$126,743	\$81,500	\$105,950	\$104,773	\$136,256	\$104,233	\$114,931	\$110,858	\$132,486	\$83,029	\$111,059	\$102,615	\$111,423	\$120,231	-14.74%	-11.66%	-9.03%
City Project Manager						\$102,500	\$158,595			\$97,918	\$127,342							\$100,209	\$121,589	\$142,969			
City Solicitor	\$107,181	\$120,584	\$133,987							\$176,593						\$156,751	\$171,286	\$168,271	\$169,779	\$171,286	-36.30%	-28.98%	-21.78%
Civil Engineer	\$62,266	\$70,052	\$77,838	\$45,984		\$75,234	\$98,981	\$81,500	\$105,950	\$86,969	\$113,206			\$99,756		\$79,931	\$83,730	\$75,941	\$85,312	\$94,683	-18.01%	-17.89%	-17.79%
Civilian Advocate	\$47,361	\$53,284	\$59,207													\$59,407	\$61,764	\$54,142	\$55,866	\$57,591	-12.52%	-4.62%	2.81%
Clerk of Committees	\$49,256	\$55,416	\$61,575									\$71,730	\$80,435					\$71,730	\$76,082	\$80,435	-31.33%	-27.16%	-23.45%
Collection Supervisor	\$53,787	\$60,513	\$67,239	\$60,961		\$70,112	\$92,013	\$41,200	\$53,560	\$52,928	\$68,832							\$61,704	\$68,307	\$74,910	-12.83%	-11.41%	-10.24%
Commissioner of Infrastructure	\$107,181	\$120,584	\$133,987			\$200,000	\$238,199			\$122,060	\$158,739	\$135,343				\$150,481	\$164,440	\$144,175	\$160,047	\$175,918	-25.66%	-24.66%	-23.84%
Communications Officer	\$53,787	\$60,513	\$67,239							\$60,867	\$79,157							\$58,835	\$64,733	\$70,630	-8.58%	-6.52%	-4.80%
Community & Historic Preservation Planner	\$51,226	\$57,632	\$64,038			\$63,978	\$82,593	\$43,709	\$56,822					\$75,158	\$89,820			\$64,833	\$72,446	\$80,059	-20.99%	-20.45%	-20.01%
Community Development Project Manager	\$62,266	\$70,052	\$77,838	\$70,000						\$60,867	\$79,157	\$74,462	\$83,332					\$66,985	\$72,488	\$77,990	-7.05%	-3.36%	-0.20%
Community Energy Coordinator	\$62,266	\$70,052	\$77,838			\$70,112	\$92,012											\$68,729	\$76,422	\$84,116	-9.40%	-8.34%	-7.46%
Community Relations Specialist	\$53,787	\$60,513	\$67,239			\$66,121	\$86,596	\$60,500	\$78,650	\$60,867	\$79,157					\$63,957	\$66,314	\$68,450	\$73,820	\$79,191	-21.42%	-18.03%	-15.09%
Compliance Officer	\$53,787	\$60,513	\$67,239			\$66,121	\$86,596			\$52,928	\$68,832							\$71,581	\$71,984	\$72,387	-24.86%	-15.94%	-7.11%
Conservation Agent	\$69,302	\$77,968	\$86,634			\$66,121	\$86,596	\$73,205	\$95,167			\$67,832	\$76,295	\$106,001		\$73,520	\$77,063	\$77,336	\$77,288	\$77,240	-10.39%	0.88%	12.16%
Constituent Services Coordinator	\$51,226	\$57,632	\$64,038			\$72,969	\$96,468					\$58,498	\$66,392					\$60,386	\$65,193	\$69,999	-15.17%	-11.60	

Management Compensation Analysis
Unit C Salary Survey Results

Position Title	Current Unit C Table			Fall River		Worcester		Dartmouth		Springfield		Taunton		Barnstable		Brockton		Survey Averages			Current Unit C to Survey		
	Minimum	Mid	Maxiumum	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Mid	Max	Min	Mid	Max
Construction Supervisor	\$62,266	\$70,052	\$77,838					\$66,550	\$86,515					\$97,893				\$77,645	\$78,425	\$79,205	-19.81%	-10.68%	-1.73%
Curator of Aquatics	\$62,266	\$70,052	\$77,838							\$74,700	\$97,148			\$62,674				\$68,687	\$78,990	\$90,839	-9.35%	-11.32%	-14.31%
Curator of Education (Zoo)	\$53,787	\$60,513	\$67,239			\$60,712	\$79,554											\$60,712	\$64,540	\$68,368	-11.41%	-6.24%	-1.65%
Deputy City Treasurer	\$77,868	\$87,605	\$97,342	\$94,575		\$82,018	\$126,743	\$55,000	\$71,500			\$89,863	\$99,678			\$106,917	\$116,831	\$93,462	\$97,602	\$101,742	-16.69%	-10.24%	-4.33%
Deputy Commissioner of Public Infrastructure	\$93,616	\$105,323	\$117,029			\$102,500	\$158,595	\$80,526	\$104,683	\$97,918	\$127,342	\$122,000				\$107,978	\$115,536	\$108,642	\$117,229	\$125,816	-13.83%	-10.16%	-6.98%
Deputy Director of Community Development	\$77,868	\$87,605	\$97,342							\$79,576	\$103,489	\$81,782	\$91,102					\$89,484	\$96,682	\$103,879	-12.98%	-9.39%	-6.29%
Director of Cable Access	\$69,302	\$77,968	\$86,634			\$73,509	\$96,468	\$81,500	\$105,950									\$91,003	\$103,904	\$116,806	-23.85%	-24.96%	-25.83%
Director of Community Development	\$93,616	\$105,323	\$117,029	\$131,950		\$150,000	\$238,199			\$104,773	\$136,256	\$99,500				\$127,680	\$139,415	\$124,321	\$137,859	\$151,396	-24.70%	-23.60%	-22.70%
Director of Community Services	\$77,868	\$87,605	\$97,342	\$79,804						\$91,512	\$118,517					\$85,397	\$104,173	\$82,743	\$93,730	\$104,717	-5.89%	-6.53%	-7.04%
Director of Council on Aging	\$69,302	\$77,968	\$86,634	\$84,066		\$71,482	\$109,729	\$80,526	\$104,683	\$91,512	\$118,517			\$81,829		\$79,314	\$96,615	\$79,370	\$88,129	\$96,889	-12.68%	-11.53%	-10.58%
Director of Emergency Management	\$65,378	\$73,554	\$81,730			\$73,509	\$96,468			\$77,034	\$100,183	\$90,294	\$100,216			\$71,136	\$77,732	\$94,862	\$98,115	\$101,369	-31.08%	-25.03%	-19.37%
Director of EMS	\$87,492	\$98,433	\$109,373	\$133,243	\$153,967					\$91,512	\$118,517							\$115,243	\$125,076	\$134,910	-24.08%	-21.30%	-18.93%
Director of Facilities & Fleet Management	\$93,616	\$105,323	\$117,029	\$102,981		\$150,000	\$238,199			\$97,918	\$127,342	\$111,190	\$122,387	\$125,108		\$134,696	\$147,186	\$119,830	\$136,331	\$152,833	-21.88%	-22.75%	-23.43%
Director of Grants & Finance	\$62,266	\$70,052	\$77,838	\$67,000		\$83,699	\$110,571			\$66,696	\$86,740							\$67,276	\$78,247	\$89,217	-7.45%	-10.47%	-12.75%
Director of Human Resources	\$100,169	\$112,695	\$125,221	\$97,697		\$105,367	\$238,199			\$197,634		\$100,700				\$127,680	\$139,519	\$121,010	\$141,773	\$162,537	-17.22%	-20.51%	-22.96%
Director of Information Technology	\$93,616	\$105,323	\$117,029	\$98,370		\$101,727	\$134,558			\$122,060	\$158,739	\$106,237	\$118,488			\$83,142	\$101,323	\$116,373	\$122,402	\$128,432	-19.56%	-13.95%	-8.88%
Director of Inspectional Services	\$93,616	\$105,323	\$117,029	\$89,320		\$101,727	\$134,558			\$97,918	\$127,342	\$92,012	\$102,037					\$97,184	\$104,739	\$112,294	-3.67%	0.56%	4.22%
Director of Leash Law	\$65,378	\$73,554	\$81,730							\$74,700	\$97,148	\$69,104	\$77,648	\$66,271		\$54,841	\$74,339	\$66,229	\$72,623	\$79,017	-1.29%	1.28%	3.43%
Director of Licensing	\$65,378	\$73,554	\$81,730					\$50,000	\$65,000	\$59,550	\$77,445			\$126,722				\$79,531	\$78,465	\$77,398	-17.80%	-6.26%	5.60%
Director of Parking	\$77,868	\$87,605	\$97,342	\$81,200												\$106,917	\$116,831	\$94,059	\$105,445	\$116,831	-17.21%	-16.92%	-16.68%
Director of Parks & Recreation	\$77,868	\$87,605	\$97,342	\$84,066		\$106,417	\$163,008			\$122,060	\$158,739	\$117,258				\$83,029	\$111,059	\$106,124	\$122,433	\$138,742	-26.63%	-28.45%	-29.84%
Director of Planning/City Planner	\$87,492	\$98,433	\$109,373	\$92,788		\$85,500	\$131,573			\$104,773	\$136,256	\$96,932	\$107,177			\$127,680	\$139,415	\$97,194	\$110,917	\$124,639	-9.98%	-11.26%	-12.25%
Director of Public Health	\$93,616	\$105,323	\$117,029	\$86,992		\$98,801	\$151,159			\$119,621	\$155,566	\$98,786	\$109,146			\$143,692	\$157,016	\$116,559	\$129,891	\$143,222	-19.68%	-18.91%	-18.29%
Director of Purchasing	\$82,539	\$92,860	\$103,181	\$70,971		\$91,620	\$141,727			\$97,918	\$127,342	\$92,000				\$83,029	\$111,059	\$93,446	\$106,884	\$120,321	-11.67%	-13.12%	-14.25%
Director of Resilience & Environment	\$82,539	\$92,860	\$103,181	\$53,789						\$91,193	\$118,597							\$92,234	\$106,069	\$121,980	-10.51%	-12.45%	-15.41%
Director of Tourism/Marketing	\$69,302	\$77,968	\$86,634			\$99,717	\$154,291							\$90,763				\$85,817	\$98,352	\$110,886	-19.24%	-20.73%	-21.87%
Director of Veterans Services	\$65,378	\$73,554	\$81,730	\$64,059		\$66,560	\$101,605	\$50,000	\$65,000	\$79,576	\$103,489	\$84,917	\$94,429			\$79,314	\$96,615	\$75,107	\$84,315	\$93,523	-12.95%	-12.76%	-12.61%
Director of Zoological Services	\$93,616	\$105,323	\$117,029															\$109,095	\$113,070	\$117,046	-14.19%	-6.85%	-0.01%
Election Commissioner	\$65,378	\$73,554	\$81,730			\$66,560	\$101,605			\$79,576	\$103,489	\$82,800						\$75,798	\$88,683	\$101,568	-13.75%	-17.06%	-19.53%
Electrical Inspector	\$59,300	\$66,716	\$74,131	\$57,239		\$50,293	\$72,043	\$60,500	\$78,650	\$59,550	\$77,445	\$96,332	\$106,357	\$77,849		\$73,520	\$76,241	\$68,458	\$74,525	\$80,593	-13.38%	-10.48%	-8.02%
EMS Training Officer	\$62,266	\$70,052	\$77,838							\$81,423	\$105,892							\$81,247	\$88,841	\$96,434	-23.36%	-21.15%	-19.28%
Energy Manager	\$73,459	\$82,646	\$91,832			\$79,792	\$123,304	\$73,205	\$95,167									\$86,560	\$97,898	\$109,236	-15.13%	-15.58%	-15.93%
Energy Office Manager	\$51,226	\$57,632	\$64,038							\$60,867	\$79,157							\$64,106	\$70,897	\$77,688	-20.09%	-18.71%	-17.57%
Environmental Project Manager	\$73,459	\$82,646	\$91,832			\$74,207	\$113,265	\$73,205	\$95,167			\$76,611	\$85,227	\$65,586				\$72,803	\$82,002	\$91,201	0.90%	0.78%	0.69%
Executive Aide	\$77,868	\$87,605	\$97,342			\$80,964	\$106,578			\$81,423	\$105,892			\$90,864				\$80,151	\$87,759	\$95,368	-2.85%	-0.18%	2.07%
Executive Finance Operations Specialist	\$77,868	\$87,605	\$97,342							\$81,423	\$105,892							\$78,769	\$86,659	\$94,550	-1.14%	1.09%	2.95%
Facilities Superintendent	\$69,302	\$77,968	\$86,634			\$70,111	\$92,012					\$104,233	\$114,931	\$75,448	\$90,167			\$83,264	\$93,445	\$103,625	-16.77%	-16.56%	-16.40%
Finance and Operations Manager	\$69,302	\$77,968	\$86,634			\$79,792	\$123,304			\$74,700	\$97,148	\$75,869	\$84,826					\$85,115	\$94,314	\$103,513	-18.58%	-17.33%	-16.31%
Financial Analyst	\$51,226	\$57,632	\$64,038			\$59,379	\$77,683	\$50,000	\$65,000	\$60,867	\$79,157	\$50,000		\$59,663	\$71,302	\$79,172	\$86,513	\$62,964	\$70,593	\$78,221	-18.64%	-18.36%	-18.13%
First Assistant City Solicitor	\$93,616	\$105,323	\$117,029	\$88,001		\$91,620	\$141,727			\$104,773	\$136,256	\$131,850		\$138,099		\$137,465	\$150,179	\$117,885	\$123,118	\$128,350	-20.59%	-14.45%	-8.82%
Garage Foreman	\$69,302	\$77,968	\$86,634			\$67,088	\$77,683			\$73,168				\$98,204				\$79,191	\$78,437	\$77,683	-12.49%	-0.60%	11.52%
Garage Superintendent	\$77,868	\$87,605	\$97,342			\$74,207	\$113,265			\$74,700	\$97,148	\$70,934	\$79,201					\$77,814	\$90,935	\$104,057	0.07%	-3.66%	-6.45%
GIS Specialist	\$62,266	\$70,052	\$77,838	\$81,949	\$88,587	\$66,121	\$86,596	\$55,000	\$71,500	\$60,867	\$79,157	\$52,046	\$58,789	\$59,663	\$71,302			\$67,444	\$74,889	\$82,333	-7.68%	-6.46%	-5.46%
Grants Auditor	\$53,787	\$60,513	\$67,239			\$66,121	\$86,596					\$58,325	\$65,013			\$63,957	\$66,314	\$60,955	\$65,292	\$69,628	-11.76%	-7.32%	-3.43%
Grants Compliance Coordinator	\$59,300	\$66,716	\$74,131							\$60,867	\$79,157					\$59,407	\$61,764	\$73,264	\$78,248	\$83,232	-19.06%	-14.74%	-10.93%
Grants Manager	\$56,476	\$63,539	\$70,601	\$70,689		\$83,699	\$110,572			\$60,867	\$79,157	\$67,568	\$75,107			\$59,407	\$61,764	\$69,743	\$77,428	\$85,114	-19.02%	-17.94%	-17.05%
Head of Reference	\$73,459	\$82,646	\$91,832	\$61,305		\$80,964	\$106,578											\$71,135	\$88,856	\$106,578	3.27%	-6.99%	-13.84%
Head of Special Collections	\$65,378	\$73,554	\$81,730	\$95,774		\$83,179	\$128,002											\$89,477	\$108,739	\$128,002	-26.93%	-32.36%	-36.15%
Health & Safety Officer	\$53,787	\$60,513	\$67,239			\$66,121	\$86,596	\$66,550	\$86,515	\$60,867	\$79,157							\$64,513	\$74,301	\$84,089	-16.63%	-18.56%	-20.04%
Human Resources Generalist	\$53,787	\$60,513	\$67,239	\$54,462		\$59,379	\$77,683	\$50,000	\$65,000	\$60,867	\$79,157	\$51,993		\$57,784				\$59,670	\$66,680	\$73,691	-9.86%	-9.25%	-8.76%
Human Services Coordinator	\$56,476	\$63,539	\$70,601			\$63,078	\$82,593					\$63,216	\$71,012					\$62,969	\$68,999	\$75,029	-10.31%	-7.91%	-5.90%
Industrial Pretreatment Engineer	\$59,300	\$66,716	\$74,131	\$47,007		\$70,112	\$92,013	\$66,500	\$78,650	\$60,867	\$79,157							\$63,749	\$73,249	\$82,750	-6.98%	-8.92%	-10.42%
Information Technology Analyst	\$62,266	\$70,052	\$77,838	\$75,000		\$66,121	\$86,596	\$60,500	\$78,650	\$68,475	\$89,051	\$66,712	\$75,446			\$68,936	\$85,174	\$69,563	\$76,810	\$84,057	-10.49%	-8.80%	-7.40%
Information Technology Engineer						\$82,018	\$126,743			\$86,969	\$113,206	\$83,836	\$92,950			\$78,583	\$91,654	\$84,200	\$94,635	\$105,069			
Lab Director												\$85,690	\$94,044					\$85,690	\$89,867	\$94,044			
Legal Services Coordinator	\$56,476	\$63,539	\$70,601			\$56,653	\$74,083					\$62,017	\$69,739	\$59,662				\$59,854	\$65,520	\$71,187	-5.64%	-3.02%	-0.82%
Legislative Counsel	\$77,868	\$87,605	\$97,342													\$79,172	\$91,651	\$79,172	\$85,412	\$91,651	-1.65%	2.5	

Management Compensation Analysis

Unit C Salary Survey Results

Position Title	Current Unit C Table			Fall River		Worcester		Dartmouth		Springfield		Taunton		Barnstable		Brockton		Survey Averages			Current Unit C to Survey		
	Minimum	Mid	Maxiumum	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Mid	Max	Min	Mid	Max
Management Analyst	\$62,266	\$70,052	\$77,838			\$60,712	\$79,554	\$55,000	\$71,500	\$52,928	\$68,832							\$68,248	\$73,235	\$78,222	-8.76%	-4.35%	-0.49%
Marine Resource Officer	\$56,476	\$63,539	\$70,601												\$109,358			\$79,011	\$92,954	\$109,358	-28.52%	-31.65%	-35.44%
Marketing Assistant	\$49,256	\$55,416	\$61,575																				
Neighborhood Liaison	\$51,226	\$57,632	\$64,038	\$58,970		\$63,978	\$82,593											\$59,917	\$66,133	\$72,348	-14.51%	-12.85%	-11.49%
Neighborhood Planner	\$51,226	\$57,632	\$64,038			\$76,278	\$116,425			\$52,928	\$68,832							\$64,603	\$78,616	\$92,628	-20.71%	-26.69%	-30.87%
Parks & Recreation Manager	\$49,256	\$55,416	\$61,575	\$79,800		\$59,379	\$77,683	\$50,000	\$65,000	\$68,475	\$89,051	\$72,617	\$80,819			\$58,989	\$61,146	\$66,249	\$73,073	\$79,897	-25.65%	-24.16%	-22.93%
Payroll Supervisor				\$80,139	\$86,919					\$66,696	\$86,740	\$67,762	\$77,170					\$70,907	\$76,573	\$82,239			
Pre-Professional Librarian	\$53,787	\$60,513	\$67,239	\$36,510		\$59,379	\$77,683	\$50,000	\$65,000	\$46,574						\$48,584	\$65,117	\$48,209	\$58,738	\$69,267	11.57%	3.02%	-2.93%
Program Director	\$62,266	\$70,052	\$77,838							\$68,475	\$89,051	\$74,462	\$83,332					\$71,468	\$78,830	\$86,192	-12.88%	-11.14%	-9.69%
Public Access Director	\$59,300	\$66,716	\$74,131			\$73,509	\$96,468	\$60,500	\$78,650					\$56,869				\$63,626	\$75,592	\$87,559	-6.80%	-11.74%	-15.34%
Public Health Program Manager	\$43,788	\$49,264	\$54,739							\$60,867	\$79,157							\$60,867	\$70,012	\$79,157	-28.06%	-29.64%	-30.85%
Public Information Officer	\$69,302	\$77,968	\$86,634			\$85,500	\$131,573			\$104,773	\$136,256			\$130,869				\$98,877	\$108,930	\$118,984	-29.91%	-28.42%	-27.19%
Rehab Specialist	\$53,787	\$60,513	\$67,239							\$52,928	\$68,832	\$64,159	\$72,399					\$58,543	\$64,579	\$70,615	-8.12%	-6.30%	-4.78%
Resource Coordinator	\$53,787	\$60,513	\$67,239	\$66,963						\$60,867	\$79,157	\$69,104	\$77,648					\$65,645	\$72,024	\$78,403	-18.06%	-15.98%	-14.24%
Sealer of Weights & Measures	\$56,476	\$63,539	\$70,601	\$94,785		\$67,832	\$88,627			\$59,550	\$77,445	\$81,782	\$91,102	\$79,202	\$86,337	\$54,841	\$74,339	\$73,535	\$77,911	\$82,287	-23.20%	-18.45%	-14.20%
Senior Branch Manager	\$73,459	\$82,646	\$91,832			\$70,112	\$92,013	\$80,526	\$104,683	\$65,026	\$105,932							\$78,623	\$88,976	\$99,330	-6.57%	-7.12%	-7.55%
Senior Grants Auditor	\$69,302	\$77,968	\$86,634	\$75,000		\$76,278	\$116,425			\$74,700	\$97,148							\$75,326	\$91,056	\$106,786	-8.00%	-14.37%	-18.87%
Senior Human Resources Generalist										\$68,475	\$89,051							\$72,295	\$79,212	\$86,130			
Senior Information Technology Analyst	\$77,868	\$87,605	\$97,342			\$82,018	\$126,743			\$86,969	\$113,206	\$83,836	\$92,950			\$78,583	\$91,654	\$85,040	\$95,475	\$105,909	-8.43%	-8.24%	-8.09%
Staff Planner	\$51,226	\$57,632	\$64,038			\$63,978	\$82,593	\$43,709	\$56,822	\$68,475	\$89,051			\$80,562		\$59,550	\$67,550	\$68,113	\$74,789	\$81,465	-24.79%	-22.94%	-21.39%
Superintendent of Facilities & Construction	\$87,492	\$98,433	\$109,373							\$95,960	\$124,795	\$104,233	\$114,931	\$90,196				\$97,477	\$106,822	\$116,167	-10.24%	-7.85%	-5.85%
Superintendent of Green Space	\$65,378	\$73,554	\$81,730	\$43,312		\$73,477	\$112,790	\$80,526	\$104,683	\$66,696	\$86,740			\$104,794				\$78,606	\$89,075	\$99,543	-16.83%	-17.42%	-17.89%
Superintendent of Highways	\$82,539	\$92,860	\$103,181	\$99,470		\$82,018	\$126,743			\$91,193	\$118,597	\$96,932	\$107,177	\$122,626				\$98,626	\$106,974	\$115,323	-16.31%	-13.19%	-10.53%
Superintendent of Wastewater	\$82,539	\$92,860	\$103,181	\$108,674		\$82,018	\$126,743	\$80,526	\$104,683	\$91,193	\$118,597	\$131,959	\$145,218			\$85,397	\$104,173	\$92,929	\$102,863	\$112,797	-11.18%	-9.72%	-8.53%
Superintendent of Water	\$82,539	\$92,860	\$103,181	\$108,674		\$82,018	\$126,743	\$80,526	\$104,683			\$131,959	\$145,218	\$116,756		\$85,397	\$104,173	\$105,026	\$112,615	\$120,204	-21.41%	-17.54%	-14.16%
Superintendent of Water Construction	\$82,539	\$92,860	\$103,181	\$97,607	\$105,205			\$73,205	\$95,167			\$104,804	\$115,290			\$85,397	\$104,173	\$88,819	\$96,889	\$104,959	-7.07%	-4.16%	-1.69%
Supervising Civil Engineer	\$69,302	\$77,968	\$86,634			\$92,545	\$141,822			\$80,969	\$96,846	\$81,086	\$90,369	\$112,114				\$95,208	\$101,911	\$108,613	-27.21%	-23.49%	-20.24%
Supervising Public Health Nurse	\$59,300	\$66,716	\$74,131	\$50,696						\$66,696	\$86,740	\$77,477	\$87,267					\$64,957	\$75,980	\$87,003	-8.71%	-12.19%	-14.80%
Tourism & Marketing Manager	\$49,256	\$55,416	\$61,575			\$73,509	\$95,464							\$75,158	\$89,820			\$75,250	\$79,367	\$83,485	-34.54%	-30.18%	-26.24%
Treasurer/Collector	\$93,616	\$105,323	\$117,029	\$110,337		\$102,500	\$158,595			\$104,773	\$136,256	\$100,000				\$127,680	\$139,519	\$122,939	\$133,988	\$145,037	-23.85%	-21.39%	-19.31%
Veterinarian	\$69,302	\$77,968	\$86,634							\$86,969	\$113,206							\$79,485	\$94,294	\$109,103	-12.81%	-17.31%	-20.59%
Videographer/Tech Assist	\$46,867	\$50,242	\$53,616													\$44,713	\$64,041	\$44,713	\$54,377	\$64,041	4.82%	-7.61%	-16.28%
Water Registrar	\$56,476	\$63,539	\$70,601	\$60,900		\$70,112	\$92,012	\$41,200	\$53,560									\$58,324	\$65,047	\$71,770	-3.17%	-2.32%	-1.63%
																					-11.83%	-12.72%	-13.14%