

Town of Richmond, VT
 Table 1 - Classification Plan

Current Job Title	Recommended Job Title Change:	Current Grade	New Grade	Total Score	Skill Level
Pay Band E					
Town Manager		20	10	780	775+
Pay Band D					
Police Chief		19	9	730	730 - 770 40 Points
Water/Wastewater Superintendent		16	8	725	685 - 725
Finance Director		12		690	40 Points
Pay Band C					
Highway Foreman		17	7	680	640 - 680
Town Planner		12		640	40 Points
Town Clerk		12		655	
Library Director		15	6	625	595 - 635
Assistant Foreman		9		605	40 Points
Lead Mechanical Operator		13-15		595	
Lead Process Operator		13-15		595	
Pay Band B					
Zoning Administrator		11	5	550	550 - 590 40 Points
Youth Services Librarian/Assistant Director		9	4	535	505 - 545
Assistant to the Town Manager		11		535	40 Points
Heavy Equipment Operator		7		515	
Pay Band A					
Assistant Town Clerk		6	3	450	450 - 500
Admin Assistant to the Police Chief		6		450	50 Points
Operator in Training		3		450	
Library Assistant II	Inter Library Loan/Outreach Librarian	3	2	405	395 - 445
Library Assistant II		3		405	50 Points
Technical Services IT Librarian		4		405	
Library Assistant 1			1	340	Up to 390
Youth Services Library Assistant		4		360	

Job Title	Years of Service	Current Grade	New Grade	Current Salary	Option #1				Option #2				Option #3				Option #4							
					Proposed New Salary	New Step on Grid	Cost to Implement	Salary Range 50th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Salary Range 60th 75+ Comps	Proposed New Salary	New Step on Grid	Cost to Implement	Salary Range 50th 75+ Comps and Chittenden County	Proposed New Salary	New Step on Grid	Cost to Implement	Salary Range 60th 75+ Comps and Chittenden County				
Pay Band E																								
Town Manager*	4	20	10	78,915	80,177	D	1,262	75,000	100,158	79,458	C	543	76,000	101,493	90,000	A	11,085	90,000	120,189	91,000	A	12,085	91,000	121,525
Pay Band D																								
Police Chief*	1	19	9	75,150	75,751	E	600	69,300	92,546	75,206	D	56	70,350	93,948	76,496	B	1,345	74,813	99,907	75,863	A	712	75,863	101,310
Water and Wastewater Superintendent*	37	16	8	76,502	88,139	N	11,636	66,000	88,139	89,474	N	12,972	67,000	89,474	95,150	N	18,647	71,250	95,150	96,485	N	19,983	72,250	96,485
Finance Director*	5	12		54,475	69,003	C	14,528			70,049	C	15,574			74,492	C	20,017			75,538	C	21,063		
Pay Band C																								
Highway Foreman*	27	17	7	76,773	82,931	N	6,158	62,100	82,931	84,466	N	7,694	63,250	84,466	82,931	N	6,158	62,100	82,931	84,466	N	7,694	63,250	84,466
Town Planner	3	12		52,354	64,926	C	12,572			66,128	C	13,775			64,926	C	12,572			66,128	C	13,775		
Town Clerk	17	12		63,817	74,199	I	10,382			75,573	I	11,756			74,199	I	10,382			75,573	I	11,756		
Library Director* 32 hrs/wk. 1664/yr.	21	15	6	35.06/hour or \$58,340/yr	-	N	-	54,000	72,114	58,756	N	416	55,000	73,449	-	N	-	54,000	72,114	58,756	N	416	55,000	73,449
Assistant Foreman	2	9		49,982	57,728	D	7,745			58,797	D	8,814			57,728	D	7,745			58,797	D	8,814		
Lead Mechanical Operator* Water3 WW4 Cert	3	13-15		60,070	60,355	F	284			61,472	F	1,402			60,355	F	284			61,472	F	1,402		
Lead Process Operator* Water3 WW2 Cert	9	13-15		57,574	60,355	F	2,780			61,472	F	3,898			60,355	F	2,780			61,472	F	3,898		
Pay Band B																								
Zoning Administrative Officer*	>1	7	5	47,008	47,730	A	722	47,730	63,740	48,840	A	1,832	48,840	65,223	47,730	A	722	47,730	63,740	48,840	A	1,832	48,840	65,223
Youth Services Lib./Asst. Director* 32 hrs/wk. 1664/yr.	17	9	4	25.00/hour or \$41,600	42,033	J	433	43,000	57,424	42,066	I	466	44,000	58,759	42,033	J	433	43,000	57,424	42,066	I	466	44,000	58,759
Assistant to the Town Manager* 30 hrs/wk. 1560/yr.	0.5	-		22.60/hour or \$35,256	36,052	F	796	20.67	27.61	35,272	D	16	21.15	28.25	36,052	F	796	20.67	27.61	35,272	D	16	21.15	28.25
Heavy Equipment Operator	13	7		49,587	51,378	I	1,791			52,573	I	2,985			51,378	I	1,791			52,573	I	2,985		
Heavy Equipment Operator	4	7		42,182	45,968	D	3,786			47,037	D	4,855			45,968	D	3,786			47,037	D	4,855		
Heavy Equipment Operator	2	7		42,182	45,968	D	3,786			47,037	D	4,855			45,968	D	3,786			47,037	D	4,855		
Pay Band A																								
Assistant Town Clerk (12 hrs/wk. 624/yr.)	16	6	3	20.41/hour or \$12,735	14,096	I	1,360	39,325	52,516	14,527	I	1,791	40,535	54,132	14,527	I	1,791	40,535	54,132	14,964	I	2,228	41,745	55,748
Admin Assistant to Police Chief* (16 hrs/wk. 832/yr.)	21	6		25.37/hour or \$21,107	21,108	N	-	18.91	25.25	21,174	M	66	19.49	26.02	21,174	M	66	19.49	26.02	21,332	L	224	20.07	26.80
Operator in Training	Vacant	n/a		39,645	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ILL/Outreach Librarian** (20 hrs/wk. 1040/yr.)	5	3	2	17.75/hour or \$18,460	18,689	C	229	35,750	47,742	19,261	C	801	36,850	49,211	19,261	C	801	36,850	49,211	19,843	C	1,383	37,950	50,680
Library Assistant II (5 hrs/wk. 260/yr.)*	45	3		20.30/hour or \$5,278	5,967	N	689	17.19	22.95	6,152	N	874	17.72	23.66	6,152	N	874	17.72	23.66	6,335	N	1,057	18.25	24.37
Technical Services IT Librarian** (24 hrs/wk 1248/yr.)	-	4		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Library Assistant I* (20 hrs/wk. 1040/yr.)	1	2	1	14.96/hour or \$15,558	16,255	A	697	32,500	43,402	16,754	A	1,196	33,500	44,737	16,754	A	1,196	33,500	44,737	17,250	A	1,692	34,500	46,073
Youth Services Library Assistant* (5 hrs/wk. 260/yr.)	31	4		18.05/hour or \$4,693	5,426	N	733	15.63	20.87	5,593	N	630	16.11	21.51	5,593	N	630	16.11	21.51	5,759	N	796	16.59	22.15
										Total:					Total:					Total:				Total:
										82,969					97,265					107,687				123,985

*Positions with an asterisks the actual salary was used instead of range data.
**Positions that were not surveyed.

Table 3 - Proposed Pay Ranges Annually 50th Percentile 75+ Comps (Option 1)

50th Percentile - Proposed Pay Ranges														
Pay Band A														
2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	32,500	33,231	33,979	34,743	35,525	36,325	37,142	37,978	38,832	39,706	40,599	41,513	42,447	43,402
2	35,750	36,554	37,377	38,218	39,078	39,957	40,856	41,775	42,715	43,676	44,659	45,664	46,691	47,742
3	39,325	40,210	41,115	42,040	42,986	43,953	44,942	45,953	46,987	48,044	49,125	50,230	51,360	52,516
Pay Band B														
2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	43,000	43,968	44,957	45,968	47,003	48,060	49,141	50,247	51,378	52,534	53,716	54,924	56,160	57,424
5	47,730	48,804	49,902	51,025	52,173	53,347	54,547	55,774	57,029	58,312	59,624	60,966	62,338	63,740
Pay Band C														
2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	54,000	55,215	56,457	57,728	59,026	60,355	61,713	63,101	64,521	65,973	67,457	68,975	70,527	72,114
7	62,100	63,497	64,926	66,387	67,880	69,408	70,969	72,566	74,199	75,868	77,576	79,321	81,106	82,931
35														
Pay Band D														
2.25% Between Each Step; 5% Between and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	66,000	67,485	69,003	70,556	72,143	73,767	75,426	77,124	78,859	80,633	82,447	84,302	86,199	88,139
9	69,300	70,859	72,454	74,084	75,751	77,455	79,198	80,980	82,802	84,665	86,570	88,518	90,509	92,546
Pay Band E														
2.25% Between Each Step and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	75,000	76,688	78,413	80,177	81,981	83,826	85,712	87,640	89,612	91,629	93,690	95,798	97,954	100,158

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Table 3 - Proposed Pay Ranges Annually 60th Percentile 75+ Comps (Option 2)

50th Percentile - Proposed Pay Ranges														
Pay Band A														
2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	33,500	34,254	35,024	35,813	36,618	37,442	38,285	39,146	40,027	40,927	41,848	42,790	43,753	44,737
2	36,850	37,679	38,527	39,394	40,280	41,186	42,113	43,061	44,030	45,020	46,033	47,069	48,128	49,211
3	40,535	41,447	42,380	43,333	44,308	45,305	46,324	47,367	48,432	49,522	50,636	51,776	52,941	54,132
25.45														
Pay Band B														
2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	44,000	44,990	46,002	47,037	48,096	49,178	50,284	51,416	52,573	53,755	54,965	56,202	57,466	58,759
5	48,840	49,939	51,063	52,211	53,386	54,587	55,816	57,071	58,356	59,669	61,011	62,384	63,787	65,223
Pay Band C														
2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	55,000	56,238	57,503	58,797	60,120	61,472	62,855	64,270	65,716	67,194	68,706	70,252	71,833	73,449
7	63,250	64,673	66,128	67,616	69,138	70,693	72,284	73,910	75,573	77,273	79,012	80,790	82,608	84,466
33.78 35.31														
Pay Band D														
2.25% Between Each Step; 5% Between and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	67,000	68,508	70,049	71,625	73,237	74,884	76,569	78,292	80,054	81,855	83,697	85,580	87,505	89,474
9	70,350	71,933	73,551	75,206	76,898	78,629	80,398	82,207	84,056	85,948	87,881	89,859	91,881	93,948
Pay Band E														
2.25% Between Each Step and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	76,000	77,710	79,458	81,246	83,074	84,944	86,855	88,809	90,807	92,850	94,939	97,076	99,260	101,493

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Table 3 - Proposed Pay Ranges Annually 50th Percentile 75+ Comps + Chittenden County Communities (Option 3)

50th Percentile - Proposed Pay Ranges														
Pay Band A														
<i>2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	33,500	34,254	35,024	35,813	36,618	37,442	38,285	39,146	40,027	40,927	41,848	42,790	43,753	44,737
2	36,850	37,679	38,527	39,394	40,280	41,186	42,113	43,061	44,030	45,020	46,033	47,069	48,128	49,211
3	40,535	41,447	42,380	43,333	44,308	45,305	46,324	47,367	48,432	49,522	50,636	51,776	52,941	54,132
23													25	
Pay Band B														
<i>2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	43,000	43,968	44,957	45,968	47,003	48,060	49,141	50,247	51,378	52,534	53,716	54,924	56,160	57,424
5	47,730	48,804	49,902	51,025	52,173	53,347	54,547	55,774	57,029	58,312	59,624	60,966	62,338	63,740
Pay Band C														
<i>2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	54,000	55,215	56,457	57,728	59,026	60,355	61,713	63,101	64,521	65,973	67,457	68,975	70,527	72,114
7	62,100	63,497	64,926	66,387	67,880	69,408	70,969	72,566	74,199	75,868	77,576	79,321	81,106	82,931
Pay Band D														
<i>2.25% Between Each Step; 5% Between and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	71,250	72,853	74,492	76,168	77,882	79,635	81,426	83,258	85,132	87,047	89,006	91,008	93,056	95,150
9	74,813	76,496	78,217	79,977	81,776	83,616	85,498	87,421	89,388	91,400	93,456	95,559	97,709	99,907
Pay Band E														
<i>2.25% Between Each Step and a 35% Range Spread</i>														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	90,000	92,025	94,096	96,213	98,377	100,591	102,854	105,169	107,535	109,954	112,428	114,958	117,544	120,189

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Table 3 - Proposed Pay Ranges Annually 60th Percentile 75+ Comps + Chittenden County Communities (Option 4)

50th Percentile - Proposed Pay Ranges														
Pay Band A														
2.25% Between Each Step; 10% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
1	34,500	35,276	36,070	36,882	37,711	38,560	39,427	40,315	41,222	42,149	43,098	44,067	45,059	46,073
2	37,950	38,804	39,677	40,570	41,483	42,416	43,370	44,346	45,344	46,364	47,407	48,474	49,565	50,680
3	41,745	42,684	43,645	44,627	45,631	46,657	47,707	48,781	49,878	51,000	52,148	53,321	54,521	55,748
24							26							
Pay Band B														
2.25% Between Each Step; 11% Between Each Grade; and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
4	44,000	44,990	46,002	47,037	48,096	49,178	50,284	51,416	52,573	53,755	54,965	56,202	57,466	58,759
5	48,840	49,939	51,063	52,211	53,386	54,587	55,816	57,071	58,356	59,669	61,011	62,384	63,787	65,223
Pay Band C														
2.25% Between Each Step; 15% Between Each Grade and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
6	55,000	56,238	57,503	58,797	60,120	61,472	62,855	64,270	65,716	67,194	68,706	70,252	71,833	73,449
7	63,250	64,673	66,128	67,616	69,138	70,693	72,284	73,910	75,573	77,273	79,012	80,790	82,608	84,466
Pay Band D														
2.25% Between Each Step; 5% Between and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
8	72,250	73,876	75,538	77,237	78,975	80,752	82,569	84,427	86,327	88,269	90,255	92,286	94,362	96,485
9	75,863	77,569	79,315	81,099	82,924	84,790	86,698	88,648	90,643	92,682	94,768	96,900	99,080	101,310
Pay Band E														
2.25% Between Each Step and a 35% Range Spread														
Grade	Step A (Minimum)	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N (Maximum)
10	91,000	93,048	95,141	97,282	99,471	101,709	103,997	106,337	108,730	111,176	113,678	116,235	118,851	121,525

Longevity - One-Time Increase at Time of Implementation:

- (1) Individuals with 5 - 9 years of service with the Town should be at least at Step C.
- (2) Individuals with 10 - 14 years of service with the Town should be at a least at Step F.
- (3) Individuals with 15 - 19 years of service with the Town should be at least at Step I.
- (4) Individuals with 20 - 24 years of service with the Town should be at least at Step L.
- (5) Individuals with 25+ years of service with the Town should at least be at Step N.

Heavy Equipment Operators:

Individual with no CDL should be brought in at Step A.
 Individual with a CDL should be brought in at Step D.
 If a current employee obtains a CDL while employed should receive a two (2) step increase.

Lead Process Operator and Lead Mechanical Operator:

Lead Process/Mechanical Operator with no certifications should be brought in at Step A.
 Lead Process/Mechanical Operator with a Water 3 or Wastewater 1 should be at Step B.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 1 should be at Step C.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 2 should be at Step D.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 3 should be at Step E.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 4 should be at Step F.
 Lead Process/Mechanical Operator with a Water 3 and Wastewater 5 should be at Step G.
 If current employee obtains a certification while employed, they should receive a one (1) step increase

Operator in Training:

Operators in Training start at Step A in Grade 3.
 Operators in Training receive a \$0.50 increase every six (6) months during their training program.
 After two (2) years of successfully completing the training program they are eligible to move to Grade 6, Step A.

Position: Town Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Town Administrator			76,000
Charlotte	Town Manager	51,000	88,000	79,600
Fairfax	Town Manager			86,000
Hinesburg	Town Manager	92,000	135,000	115,000
Jericho	Town Administrator	60,000	90,000	
Morristown	Town Administrator			93,600
Northfield	Town Manager			89,600
Underhill	Town Administrator			60,000
Bolton	n/a			
Burlington	Mayor	104,690	125,155	120,036
Colchester	Town Manager			119,153
Essex	Town Manager			125,000
South Burlington	Town Manager	125,000	135,000	133,000
Milton	Town Manager			118,742
Huntington	Town Administrator	40,000	70,000	
Westford	Town Administrator			68,702
Williston	Town Manager			97,344
Winooski	City Manager			118,768
Richmond	Town Manager	72,904	106,205	78,915
Range Data - ORIGINAL				
50th Percentile		60,000.00	90,000.00	86,000.00
60th Percentile		66,400.00	99,000.00	88,160.00
65th Percentile		69,600.00	103,500.00	89,240.00
75th Percentile		76,000.00	112,500.00	91,600.00
Actual Data - ORIGINAL				
50th Percentile		73,100.00	98,900.00	
60th Percentile		74,936.00	101,384.00	
65th Percentile		75,854.00	102,626.00	
75th Percentile		77,860.00	105,340.00	
Range Data - UPDATED				
50th Percentile		76,000.00	107,577.50	97,344.00
60th Percentile		92,000.00	125,155.00	116,496.80
65th Percentile		95,172.50	127,616.25	118,744.60
75th Percentile		101,517.50	132,538.75	118,960.40
Actual Data - UPDATED				
50th Percentile		82,742.40	111,945.60	
60th Percentile		99,022.28	133,971.32	
65th Percentile		100,932.91	136,556.29	
75th Percentile		101,116.34	136,804.46	

Position: Assistant to the Town Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Assistant Town Administrator			44,150
Charlotte	n/a			
Fairfax	Select Board Assistant \$4,000/year			
Hinesburg	Assistant Town Manager	69,300	98,000	69,992
Jericho	Assistant Town Administrator	44,850	74,100	67,802
Morristown	Admin Assistant to the Town Manager	43,514	58,822	41,725
Northfield	Administrative Assistant			49,500
Underhill	n/a			
Bolton	n/a			
Burlington	Administrative Assistant	46,938	55,847	47,828
Colchester	Deputy Town Manager			100,172
Essex	Deputy Manager			103,500
South Burlington	Deputy City Manager	115,000	125,000	119,000
Milton	Executive Assistant to the Town Mgr.			43,680
Huntington	n/a			
Westford	n/a			
Williston	HR Coord./Assistant to the Town Mgr.	54,844	87,891	
Winooski	n/a			
Richmond	Assistant to the Town Manager	47,008	68,453	
Range Data - ORIGINAL				
50th Percentile		44,850.00	74,100.00	49,500.00
60th Percentile		49,740.00	78,880.00	56,820.60
65th Percentile		52,185.00	81,270.00	60,480.90
75th Percentile		57,075.00	86,050.00	67,801.50
Actual Data - ORIGINAL				
50th Percentile		42,075.00	56,925.00	
60th Percentile		48,297.51	65,343.69	
65th Percentile		51,408.77	69,553.04	
75th Percentile		57,631.28	77,971.73	
Range Data - UPDATED				
50th Percentile		50,890.85	80,995.50	58,650.75
60th Percentile		54,844.00	87,891.00	68,677.70
65th Percentile		58,458.00	90,418.25	69,663.43
75th Percentile		65,686.00	95,472.75	92,627.21
Actual Data - UPDATED				
50th Percentile		49,853.14	67,448.36	
60th Percentile		58,376.05	78,979.36	
65th Percentile		59,213.91	80,112.94	
75th Percentile		78,733.13	106,521.29	

Position: Assistant to the Town Manager (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Assistant Town Administrator			
Charlotte	n/a			
Fairfax	Select Board Assistant \$4,000/year			
Hinesburg	Assistant Town Manager			
Jericho	Assistant Town Administrator			
Morristown	Admin Assistant to the Town Manager	43,514	58,822	41,725
Northfield	Administrative Assistant			49,500
Underhill	n/a			
Bolton	n/a			
Burlington	Administrative Assistant	46,938	55,847	47,828
Colchester	Deputy Town Manager			
Essex	Deputy Manager			
South Burlington	Deputy City Manager			
Milton	Executive Assistant to the Town Mgr.			43,680
Huntington	n/a			
Westford	n/a			
Williston	HR Coord./Assistant to the Town Mgr.	54,844	87,891	
Winooski	n/a			
Richmond	Assistant to the Town Manager	47,008	68,453	
Range Data - ORIGINAL				
50th Percentile		43,513.60	58,822.40	45,612.40
60th Percentile		43,513.60	58,822.40	46,389.92
65th Percentile		43,513.60	58,822.40	46,778.68
75th Percentile		43,513.60	58,822.40	47,556.20
Actual Data - ORIGINAL				
50th Percentile		38,770.54	52,454.26	
60th Percentile		39,431.43	53,348.41	
65th Percentile		39,761.88	53,795.48	
75th Percentile		40,422.77	54,689.63	
Range Data - UPDATED				
50th Percentile		46,937.70	58,822.40	45,753.97
60th Percentile		48,518.96	64,636.12	46,998.35
65th Percentile		49,309.59	67,542.98	47,620.54
75th Percentile		50,890.85	73,356.70	48,245.95
Actual Data - UPDATED				
50th Percentile		38,890.87	52,617.06	
60th Percentile		39,948.60	54,048.10	
65th Percentile		40,477.46	54,763.62	
75th Percentile		41,009.06	55,482.84	

Position: Town Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Town Clerk			48,076
Charlotte	Town Clerk/Treasurer (Elected)	62,100	83,900	79,600
Fairfax	Town Clerk/Treasurer			52,461
Hinesburg	Town Clerk/Treasurer	68,700	102,500	75,171
Jericho	Town Clerk	35,000	65,000	59,066
Morristown	Town Clerk/Treasurer			73,258
Northfield	Town Clerk			54,600
Underhill	Town Clerk/Treasurer			72,879
Bolton	Town Clerk			53,972
Burlington	Assistant City Clerk	74,731	89,199	83,412
Colchester	Town Clerk			77,386
Essex	Town Clerk - no maximum range.	69,846		100,466
South Burlington	Town Clerk	95,000	110,000	101,000
Milton	Town Clerk			57,416
Huntington	Town Clerk (PT Converted to FT)			73,372
Westford	Town Clerk 24 hrs/wk. \$25,000/year.			
Williston	Town Clerk			56,451
Winooski	City Clerk/Assistant Treasurer	68,099	83,866	68,099
Richmond	Town Clerk	49,338	71,885	63,817
Range Data - ORIGINAL				
50th Percentile		62,100.00	83,900.00	65,972.50
60th Percentile		63,420.00	87,620.00	72,954.80
65th Percentile		64,080.00	89,480.00	73,087.45
75th Percentile		65,400.00	93,200.00	73,736.25
Actual Data - ORIGINAL				
50th Percentile		56,076.63	75,868.38	
60th Percentile		62,011.58	83,898.02	
65th Percentile		62,124.33	84,050.57	
75th Percentile		62,675.81	84,796.69	
Range Data - UPDATED				
50th Percentile		68,700.00	86,549.46	72,879.00
60th Percentile		69,387.60	89,198.93	73,326.40
65th Percentile		69,731.40	92,524.20	74,091.60
75th Percentile		72,288.64	99,174.73	77,385.88
Actual Data - UPDATED				
50th Percentile		61,947.15	83,810.85	
60th Percentile		62,327.44	84,325.36	
65th Percentile		62,977.86	85,205.34	
75th Percentile		65,778.00	88,993.76	

Position: Office Assistant/Assistant Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Office Assistant/Assistant Clerk			36,400
Charlotte	Ast. Town Clerk/Ast. Town Treasurer	38,064	63,003	49,920
Fairfax	Assistant Town Clerk/Treasurer (Part Time)			44,179
Hinesburg	Assistant Clerk/Treasurer	45,802	58,510	48,797
Jericho	Assistant Town Clerk	35,100	62,400	39,000
Morristown	Assistant Town Clerk/Treasurer	49,712	67,205	54,142
Northfield	Office Assistant/Assistant Clerk			41,954
Underhill	n/a			
Bolton	Assistant Town Clerk/Treasurer			41,371
Burlington	Customer Service Associate	47,125	56,068	56,068
Colchester	Assistant Town Clerk			47,084
Essex	Assistant Clerk I and II	38,730	41,766	
South Burlington	Deputy City Clerk	40,000	48,000	46,000
Milton	Office Assistant/Assistant Clerk			46,000
Huntington	Office Assistant/Assistant Clerk			38,875
Westford	Assistant Clerk 24 hrs/wk. converted to FT			33,925
Williston	Assistant Town Clerk/Records Clerk	40,956	63,535	
Winooski	Assistant Clerk	37,336	45,989	38,854
Richmond	Office Assistant/Assistant Clerk	34,154	49,514	42,453
Range Data - ORIGINAL				
50th Percentile		41,932.80	62,701.60	44,179.20
60th Percentile		44,254.08	62,882.56	46,949.88
65th Percentile		45,414.72	62,973.04	48,335.22
75th Percentile		46,779.20	64,053.60	49,358.50
Actual Data - ORIGINAL				
50th Percentile		37,552.32	50,806.08	
60th Percentile		39,907.40	53,992.36	
65th Percentile		41,084.94	55,585.50	
75th Percentile		41,954.73	56,762.28	
Range Data - UPDATED				
50th Percentile		40,000.00	58,510.40	44,179.20
60th Percentile		40,764.80	61,622.08	46,000.00
65th Percentile		41,925.12	62,520.64	46,108.39
75th Percentile		45,801.60	63,003.20	47,940.45
Actual Data - UPDATED				
50th Percentile		37,552.32	50,806.08	
60th Percentile		39,100.00	52,900.00	
65th Percentile		39,192.13	53,024.65	
75th Percentile		40,749.38	55,131.52	

Position: Finance Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	n/a			
Fairfax	n/a			
Hinesburg	n/a			
Jericho	Treasurer 5 hrs/wk. converted to FT	48,750	87,750	78,000
Morristown	Finance/HR Director	60,050	81,203	61,776
Northfield	Finance Director			77,850
Underhill	Finance Officer			60,746
Bolton	n/a			
Burlington	CAO	129,403	168,223	168,223
Colchester	Finance Director			87,831
Essex	Finance Director			88,500
South Burlington	Finance Officer	80,000	95,000	85,000
Milton	Finance Director			84,850
Huntington	Town Treasurer PT converted to FT			53,734
Westford	Treasurer \$12,482/year			
Williston	Director of Finance and HR	78,813	126,100	
Winooski	Finance Director	85,654	105,498	88,691
Richmond	Finance Director	49,338	71,885	54,475
Range Data - ORIGINAL				
50th Percentile		54,399.80	84,476.60	69,813.00
60th Percentile		55,529.76	85,131.28	74,635.20
65th Percentile		56,094.74	85,458.62	77,046.30
75th Percentile		57,224.70	86,113.30	77,887.50
Actual Data - ORIGINAL				
50th Percentile		59,341.05	80,284.95	
60th Percentile		63,439.92	85,830.48	
65th Percentile		65,489.36	88,603.25	
75th Percentile		66,204.38	89,570.63	
Range Data - UPDATED				
50th Percentile		79,406.50	100,248.80	84,850.00
60th Percentile		80,000.00	105,497.60	85,000.00
65th Percentile		81,413.60	110,648.20	86,415.56
75th Percentile		84,240.80	120,949.40	88,165.56
Actual Data - UPDATED				
50th Percentile		72,122.50	97,577.50	
60th Percentile		72,250.00	97,750.00	
65th Percentile		73,453.23	99,377.89	
75th Percentile		74,940.73	101,390.39	

Position: Town Planner				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	Town Planner	47,091	69,202	52,478
Fairfax	Contracted Position.			
Hinesburg	Planning and Zoning Director	69,200	89,900	74,547
Jericho	Town Planner	45,000	80,000	72,500
Morristown	Planning/Zoning Director	52,874	71,469	60,029
Northfield	n/a			
Underhill	n/a			
Bolton	n/a			
Burlington	Director of Planning and Zoning	100,790	120,288	104,751
Colchester	Director of Planning and Zoning			79,159
Essex	Community Development Director - Ad	78,000	95,000	
South Burlington	City Planner	60,000	70,000	63,000
Milton	Town Planner			63,850
Huntington	n/a			
Westford	Town Planner			59,635
Williston	Director of Planning and Zoning	78,813	126,100	
Winooski	Town Planner	72,488	89,274	75,046
Richmond	Town Planner	49,338	71,885	52,354
Range Data - ORIGINAL				
50th Percentile		49,982.40	75,734.40	66,264.50
60th Percentile		51,717.12	78,293.76	70,005.80
65th Percentile		52,584.48	79,573.44	71,876.45
75th Percentile		56,955.20	82,475.00	73,011.75
Actual Data - ORIGINAL				
50th Percentile		56,324.83	76,204.18	
60th Percentile		59,504.93	80,506.67	
65th Percentile		61,094.98	82,657.92	
75th Percentile		62,059.99	83,963.51	
Range Data - UPDATED				
50th Percentile		69,200.00	89,273.60	68,175.00
60th Percentile		71,830.40	89,774.72	73,318.80
65th Percentile		73,590.40	90,920.00	74,239.95
75th Percentile		78,000.00	95,000.00	74,921.55
Actual Data - UPDATED				
50th Percentile		57,948.75	78,401.25	
60th Percentile		62,320.98	84,316.62	
65th Percentile		63,103.96	85,375.94	
75th Percentile		63,683.32	86,159.78	

Position: Zoning Administrative Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Zoning Administrative Officer			76,045
Charlotte	Zoning Administrative Officer	39,998	65,000	56,534
Fairfax	Zoning Administrative Officer			48,630
Hinesburg	Zoning Administrator	40,602	53,810	
Jericho	Zoning Administrator	39,000	74,100	51,675
Morristown	n/a			
Northfield	Zoning Administrative Officer \$21.22/hr.			
Underhill	Zoning Administrative Officer			52,000
Bolton	Zoning Administrative Officer			52,416
Burlington	n/a			
Colchester	Development Planner			56,150
Essex	Zoning Administrator	55,952	69,753	69,753
South Burlington	Zoning Administrative Officer	60,000	7,000	62,000
Milton	Zoning Administrative Officer			55,360
Huntington	Zoning Administrative Officer			47,216
Westford	ZAO - 16 hrs/wk. converted to FT			47,528
Williston	n/a			
Winooski	n/a			
Richmond	Zoning Administrative Officer	47,008	68,453	48,880
Range Data - ORIGINAL				
50th Percentile		39,998.40	65,000.00	52,000.00
60th Percentile		40,119.04	66,820.00	53,813.76
65th Percentile		40,179.36	67,730.00	54,720.64
75th Percentile		40,300.00	69,550.00	56,534.40
Actual Data - ORIGINAL				
50th Percentile		44,200.00	59,800.00	
60th Percentile		45,741.70	61,885.82	
65th Percentile		46,512.54	62,928.74	
75th Percentile		48,054.24	65,014.56	
Range Data - UPDATED				
50th Percentile		40,601.60	65,000.00	53,888.00
60th Percentile		46,741.76	66,901.20	55,833.76
65th Percentile		49,811.84	67,851.80	56,207.32
75th Percentile		55,952.00	69,753.00	57,900.80
Actual Data - UPDATED				
50th Percentile		45,804.80	61,971.20	
60th Percentile		47,458.70	64,208.82	
65th Percentile		47,776.22	64,638.42	
75th Percentile		49,215.68	66,585.92	

Position: Chief of Police				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Chief of Police			81,600
Charlotte	n/a			
Fairfax	n/a			
Hinesburg	Chief of Police	70,907	92,394	77,584
Jericho	n/a			
Morristown	Current Interim Chief Salary TBD			
Northfield	Chief of Police			80,550
Underhill	n/a			
Bolton	n/a			
Burlington	Chief of Police	119,451	142,561	130,596
Charlotte	n/a			
Colchester	Chief of Police			112,979
South Burlington	Chief of Police	120,000	130,000	126,000
Huttington	Contracts with VSP.			
Milton	Chief of Police			95,570
Westford	n/a			
Williston	Chief of Police	78,813	126,100	
Winooski	Chief of Police	85,654	105,498	102,398
Richmond	Chief of Police	69,430	101,150	75,150
Range Data - ORIGINAL				
50th Percentile		70,907.00	92,394.00	80,550.00
60th Percentile		70,907.00	92,394.00	80,760.00
65th Percentile		70,907.00	92,394.00	80,865.00
75th Percentile		70,907.00	92,394.00	81,075.00
Actual Data - ORIGINAL				
50th Percentile		68,467.50	92,632.50	
60th Percentile		68,646.00	92,874.00	
65th Percentile		68,735.25	92,994.75	
75th Percentile		68,913.75	93,236.25	
Range Data - UPDATED				
50th Percentile		85,654.40	126,100.00	98,984.20
60th Percentile		99,173.04	127,660.00	104,514.59
65th Percentile		105,932.36	128,440.00	108,217.93
75th Percentile		119,451.00	130,000.00	116,234.52
Actual Data - UPDATED				
50th Percentile		84,136.57	113,831.83	
60th Percentile		88,837.40	120,191.78	
65th Percentile		91,985.24	124,450.62	
75th Percentile		98,799.34	133,669.70	

Position: Assistant to the Chief of Police				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Administrative Assistant/Dispatcher			44,554
Charlotte	n/a			
Fairfax	n/a			
Hinesburg	n/a			
Jericho	n/a			
Morristown	n/a			
Northfield	n/a			
Underhill	n/a			
Bolton	n/a			
Burlington	Administrative Assistant	46,938	55,847	47,828
Charlotte	n/a			
Colchester	n/a			
South Burlington	n/a			
Hutington	n/a			
Milton	Admn Assistant II - PD			41,240
Westford	n/a			
Williston	Administrative Assistant	40,956	63,535	
Winooski	Public Safety Admin Assistant	37,336	45,989	49,587
Richmond	Assistant to the Chief of Police	34,154	49,754	52,520
Range Data - ORIGINAL				
50th Percentile				44,553.60
60th Percentile				44,553.60
65th Percentile				44,553.60
75th Percentile				44,553.60
Actual Data - ORIGINAL				
50th Percentile		37,870.56	51,236.64	
60th Percentile		37,870.56	51,236.64	
65th Percentile		37,870.56	51,236.64	
75th Percentile		37,870.56	51,236.64	
Range Data - UPDATED				
50th Percentile		40,956.00	55,846.54	46,190.77
60th Percentile		42,152.34	57,384.24	47,173.07
65th Percentile		42,750.51	58,153.08	47,664.22
75th Percentile		43,946.85	59,690.77	48,267.75
Actual Data - UPDATED				
50th Percentile		39,262.15	53,119.38	
60th Percentile		40,097.11	54,249.03	
65th Percentile		40,514.59	54,813.85	
75th Percentile		41,027.59	55,507.91	

Position: Highway Foreman				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Highway Superintendent			50,918
Charlotte	n/a - Elected Road Commissioner			
Fairfax	Highway Supervisor			78,187
Hinesburg	Road Foreman	51,293	76,502	71,864
Jericho	Highway Foreman	52,000	83,200	63,232
Morristown	Highway Superintendent	64,293	86,944	62,670
Northfield	Highway Foreman			67,538
Underhill	Highway Foreman			52,520
Bolton	Highway Superintendent			55,993
Burlington	Streets Maintenance Manager	70,975	84,660	73,719
Colchester	Operations Manager DPW			85,068
Essex	Highway Foreman			74,277
South Burlington	Highway Foreman	55,000	70,000	65,000
Huntington	Highway Foreman	40,000	70,000	68,453
Milton	Highway Foreman			76,719
Westford	Highway Foreman			78,023
Williston	Highway Foreman	54,844	87,891	
Winooski	Public Works Director	85,654	105,498	102,398
Richmond	Highway Foreman	62,962	91,728	76,773
Range Data - ORIGINAL				
50th Percentile		52,000.00	83,200.00	63,232.00
60th Percentile		54,458.56	83,948.80	65,815.36
65th Percentile		55,687.84	84,323.20	67,107.04
75th Percentile		58,146.40	85,072.00	69,700.80
Actual Data - ORIGINAL				
50th Percentile		53,747.20	72,716.80	
60th Percentile		55,943.06	75,687.66	
65th Percentile		57,040.98	77,173.10	
75th Percentile		59,245.68	80,155.92	
Range Data - UPDATED				
50th Percentile		54,922.00	83,929.81	70,158.50
60th Percentile		56,858.56	85,116.50	73,719.15
65th Percentile		60,111.04	85,916.03	74,137.39
75th Percentile		65,963.46	87,180.75	77,045.00
Actual Data - UPDATED				
50th Percentile		59,634.73	80,682.28	
60th Percentile		62,661.28	84,777.02	
65th Percentile		63,016.78	85,258.00	
75th Percentile		65,488.25	88,601.75	

Position: Assistant Highway Foreman				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	n/a			
Fairfax	n/a			
Hinesburg	n/a			
Jericho	Assistant Highway Foreman	41,600	72,800	52,000
Morristown	Road Foreman	60,944	67,205	51,626
Northfield	Heavy Equipment Op/Foreman	49,525	58,094	
Underhill	n/a			
Bolton	Highway Foreman			52,832
Burlington	Working Foreman - Streets Maint.	53,194	63,353	60,305
Colchester	n/a			
Essex	Highway Maintenance III			49,421
South Burlington	n/a			
Huntington	n/a			
Milton	Assistant Highway Foreman			68,605
Westford	n/a			
Williston	Assistant Highway Foreman	40,956	63,535	
Winooski	Deputy Director of PW	68,099	83,866	83,866
Richmond	Assistant Highway Foreman	41,808	60,944	49,982
Range Data - ORIGINAL				
50th Percentile		49,524.80	67,204.80	51,813.00
60th Percentile		51,808.64	68,323.84	51,850.40
65th Percentile		52,950.56	68,883.36	51,869.10
75th Percentile		55,234.40	70,002.40	51,906.50
Actual Data - ORIGINAL				
50th Percentile		44,041.05	59,584.95	
60th Percentile		44,072.84	59,627.96	
65th Percentile		44,088.74	59,649.47	
75th Percentile		44,120.53	59,692.48	
Range Data - UPDATED				
50th Percentile		51,359.57	65,369.90	52,832.00
60th Percentile		53,194.34	67,204.80	57,315.94
65th Percentile		55,131.75	68,603.60	59,557.91
75th Percentile		59,006.58	71,401.20	64,455.12
Actual Data - UPDATED				
50th Percentile		44,907.20	60,756.80	
60th Percentile		48,718.55	65,913.33	
65th Percentile		50,624.22	68,491.60	
75th Percentile		54,786.85	74,123.38	

Position: Heavy Equipment Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	Road Crew Member	42,640	48,506	
Charlotte	Contracts out with Road Commissioner			
Fairfax	Highway	38,480	49,525	
Hinesburg	Maintenance II	50,107	70,200	57,907
Jericho	n/a			
Morristown	Technician I - III	40,447	69,909	
Northfield	Heavy Equipment Operator	43,264	52,749	
Underhill	Road Crew (\$2,000 on-call pay)			47,926
Bolton	n/a			
Burlington	Street Maintenance Worker	47,125	56,070	56,070
Colchester	Highway Maintenance Worker I - II	47,235	60,245	
Essex	Highway Maintenance Level 2A			41,746
South Burlington	Heavy Equipment Operator	50,000	60,000	54,000
Huntington	Heavy Equipment Operator			42,120
Milton	Heavy Equipment Operator			48,118
Westford	Road Crew Member			46,037
Williston	Heavy Equipment Operator	40,956	63,535	
Winooski	Equipment Operator	41,829	60,923	48,630
Richmond	Heavy Equipment Operator	36,525	53,227	45,427
Range Data - ORIGINAL				
50th Percentile		42,640.00	52,748.80	52,916.70
60th Percentile		42,889.60	59,612.80	53,914.76
65th Percentile		43,014.40	63,044.80	54,413.79
75th Percentile		43,264.00	69,908.80	55,411.85
Actual Data - ORIGINAL				
50th Percentile		44,979.20	60,854.21	
60th Percentile		45,827.55	62,001.97	
65th Percentile		46,251.72	62,575.86	
75th Percentile		47,100.07	63,723.63	
Range Data - UPDATED				
50th Percentile		42,952.00	60,122.30	48,118.00
60th Percentile		44,808.36	60,516.04	48,527.92
65th Percentile		46,545.76	60,821.41	49,704.32
75th Percentile		47,207.32	62,882.05	54,000.00
Actual Data - UPDATED				
50th Percentile		40,900.30	55,335.70	
60th Percentile		41,248.73	55,807.11	
65th Percentile		42,248.67	57,159.97	
75th Percentile		45,900.00	62,100.00	

Position: Water/Wastewater Superintendent				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Middlebury	WWTF Superintendent	64,000	76,109	76,109
Montpelier	Assistant DPW Director			91,790
Shelburne	Wastewater Superintendent			82,000
Stowe	Chief Wastewater Plant Operator	57,886	69,676	80,413
Hinesburg	Water/Sewer/Buildings Director	66,000	87,900	75,795
Bolton	n/a			
Burlington	Division Dir. Of Water Resources	97,910	114,306	102,828
Essex	Dir. of Stormwater Ops/Staff Engineer			72,795
Colchester	n/a			
South Burlington	Water/Wastewater Superintendent	90,000	100,000	95,000
Huntington	n/a			
Milton	Water/Wastewater Superintendent			76,710
Westford	n/a			
Williston	n/a			
Winooski	Utility Manager	68,099	83,866	
Richmond	Water/Wastewater Superintendent	62,962	91,728	76,502
Range Data - ORIGINAL				
50th Percentile		64,000.00	76,109.00	80,412.80
60th Percentile		64,400.00	78,467.20	81,047.68
65th Percentile		64,600.00	79,646.30	81,365.12
75th Percentile		65,000.00	82,004.50	82,000.00
Actual Data - ORIGINAL				
50th Percentile		68,350.88	92,474.72	
60th Percentile		68,890.53	93,204.83	
65th Percentile		69,160.35	93,569.89	
75th Percentile		69,700.00	94,300.00	
Range Data - UPDATED				
50th Percentile		67,049.60	85,882.80	80,412.80
60th Percentile		68,099.20	87,900.00	81,682.56
65th Percentile		73,574.40	90,925.00	83,958.08
75th Percentile		84,524.80	96,975.00	91,790.40
Actual Data - UPDATED				
50th Percentile		68,350.88	92,474.72	
60th Percentile		69,430.18	93,934.94	
65th Percentile		71,364.37	96,551.79	
75th Percentile		78,021.84	105,558.96	

Position: Lead Process Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Middlebury	Division Chief	55,141	67,538	66,207
Montpelier	Chief Sewer Operator	58,822	73,320	68,141
Shelburne	Operator			60,106
Stowe	Assistant Chief Operator	49,982	69,410	69,410
Hinesburg	Chief Operator	53,997	70,699	62,026
Bolton	n/a			
Burlington	Wastewater Facilities Manager	76,920	91,825	
Essex	n/a			
Colchester	Maintenance Technician			57,164
South Burlington	n/a			
Huntington	n/a			
Milton	Chief Operator			62,192
Westford	n/a			
Williston	Water/Sewer Foreman	54,844	87,891	
Winooski	Equipment Operator II	46,467	67,704	67,704
Richmond	Lead Process Operator 1-5	41,808	83,200	57,574
Range Data - ORIGINAL				
50th Percentile		54,568.90	70,054.40	66,207.00
60th Percentile		54,912.16	70,441.28	66,980.52
65th Percentile		55,083.79	70,634.72	67,367.28
75th Percentile		56,061.35	71,354.40	68,140.80
Actual Data - ORIGINAL				
50th Percentile		56,275.95	76,138.05	
60th Percentile		56,933.44	77,027.60	
65th Percentile		57,262.19	77,472.37	
75th Percentile		57,919.68	78,361.92	
Range Data - UPDATED				
50th Percentile		54,844.00	70,699.20	64,199.50
60th Percentile		55,022.20	72,271.68	66,506.40
65th Percentile		55,111.30	73,057.92	67,030.35
75th Percentile		56,981.70	80,605.50	67,813.20
Actual Data - UPDATED				
50th Percentile		54,569.58	73,829.43	
60th Percentile		56,530.44	76,482.36	
65th Percentile		56,975.80	77,084.90	
75th Percentile		57,641.22	77,985.18	

Position: Lead Mechanical Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Middlebury	Operator I - III	50,565	67,538	
Montpelier	Sewer Operator	48,090	60,944	60,944
Shelburne	Operator			60,106
Stowe	Operator	45,365	63,045	63,045
Hinesburg	Operator	48,402	62,400	51,875
Bolton	n/a			
Burlington	Senior Plant Operator	60,648	72,298	64,143
Essex	n/a			
Colchester	n/a			
South Burlington	Lab Technician			62,192
Huntington	n/a			
Milton	Senior Technician	50,669	55,390	
Westford	n/a			
Williston	Water/Sewer Foreman	54,844	87,891	
Winooski	Equipment Operator II	41,829	60,923	43,514
Richmond	Lead Mechanical Operator 1 - 5	41,808	83,200	60,070
Range Data - ORIGINAL				
50th Percentile		48,245.60	62,722.40	60,525.00
60th Percentile		48,339.20	62,915.84	60,776.40
65th Percentile		48,386.00	63,012.56	60,902.10
75th Percentile		48,942.45	64,168.10	61,469.20
Actual Data - ORIGINAL				
50th Percentile		51,446.25	69,603.75	
60th Percentile		51,659.94	69,892.86	
65th Percentile		51,766.79	70,037.42	
75th Percentile		52,248.82	70,689.58	
Range Data - UPDATED				
50th Percentile		49,483.30	62,722.40	60,944.00
60th Percentile		50,585.76	63,943.44	61,692.80
65th Percentile		50,622.09	65,516.06	62,067.20
75th Percentile		51,712.60	68,727.97	62,618.40
Actual Data - UPDATED				
50th Percentile		51,802.40	70,085.60	
60th Percentile		52,438.88	70,946.72	
65th Percentile		52,757.12	71,377.28	
75th Percentile		53,225.64	72,011.16	

Position: Library Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	Library Director	45,800	78,100	75,950
Fairfax	Librarian			50,690
Hinesburg	Library Director			50,406
Jericho	Only Town Librarian \$21/hr. 25 hrs/wk.			
Morristown Centennial	Library Director			56,098
Northfield	n/a			
Underhill	Library Director			59,302
Bolton	n/a			
Burlington	Director of Fletcher Free Library	87,765	105,124	100,574
Colchester	Library Director			80,409
Essex	Library Director			68,106
South Burlington	Library Director	75,000	85,000	81,000
Huntington	Library Dir. 12 hrs/wk. \$17.88/hour			
Milton	Library Director			58,740
Waitsfield	Library Director PT \$36,486/year.			
Westford	Library Director PT \$36,900/year.			
Williston	Library Director	78,813	126,100	
Winooski	Library Director	57,117	70,346	62,733
Richmond	Library Director	57,117	83,200	
Range Data - ORIGINAL				
50th Percentile		45,800.00	78,100.00	56,097.60
60th Percentile		45,800.00	78,100.00	57,379.21
65th Percentile		45,800.00	78,100.00	58,020.02
75th Percentile		45,800.00	78,100.00	59,301.63
Actual Data - ORIGINAL				
Average		49,715.62	67,262.31	
50th Percentile		47,682.96	64,512.24	
60th Percentile		48,772.33	65,986.09	
65th Percentile		49,317.02	66,723.02	
75th Percentile		50,406.39	68,196.87	
Range Data - UPDATED				
50th Percentile		75,000.00	85,000.00	62,732.80
60th Percentile		76,525.20	93,049.75	68,106.00
65th Percentile		77,287.80	97,074.63	72,028.00
75th Percentile		78,813.00	105,124.39	78,179.58
Actual Data - UPDATED				
50th Percentile		53,322.88	72,142.72	
60th Percentile		57,890.10	78,321.90	
65th Percentile		61,223.80	82,832.20	
75th Percentile		66,452.64	89,906.52	

Position: Assistant Library Director/Youth Services Librarian				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	Youth Services Librarian	45,802	66,997	64,355
Fairfax	n/a			
Hinesburg	Assistant Library Director (PT)			46,218
Jericho	n/a			
Morristown Centennial	Assistant Library Director			41,122
Northfield	n/a			
Underhill	Youth Librarian			45,635
Bolton	n/a			
Burlington	Assistant Library Director	73,991	88,316	76,856
Colchester	Assistant Library Director			69,669
Essex	Assistant Librarian			45,427
South Burlington	Children's Services Librarian	40,000	50,000	40,000
Huntington	PT Converted to FT			40,019
Milton	Assistant Library Director			49,700
Waitsfield	n/a			
Westford	n/a			
Williston	Assistant Library Director	54,844	87,891	
Winooski	Library Youth Services Coordinator	41,725	51,397	43,410
Richmond	Assistant Library Dir/Youth Ser. Lib.	41,808	60,944	
Range Data - ORIGINAL				
50th Percentile		45,801.60	66,996.80	45,926.40
60th Percentile		45,801.60	66,996.80	46,101.12
65th Percentile		45,801.60	66,996.80	46,188.48
75th Percentile		45,801.60	66,996.80	50,752.00
Actual Data - ORIGINAL				
Average		41,932.54	56,732.26	
50th Percentile		39,037.44	52,815.36	
60th Percentile		39,185.95	53,016.29	
65th Percentile		39,260.21	53,116.75	
75th Percentile		43,139.20	58,364.80	
Range Data - UPDATED				
50th Percentile		45,801.60	66,996.80	45,635.20
60th Percentile		49,418.56	75,354.48	46,217.60
65th Percentile		51,227.04	79,533.32	47,958.80
75th Percentile		54,844.00	87,891.00	57,027.60
Actual Data - UPDATED				
50th Percentile		38,789.92	52,480.48	
60th Percentile		39,284.96	53,150.24	
65th Percentile		40,764.98	55,152.62	
75th Percentile		48,473.46	65,581.74	

Position:		Library Assistant II		
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	Technology Librarian/Assistant Director	45,802	66,997	64,355
Fairfax	Library Assistant/Program Planner			34,466
Hinesburg	Reference Librarian			37,440
Jericho	n/a			
Morristown Centennial	Inter Library Loan			36,421
Northfield	n/a			
Underhill	Head Clerk			38,563
Bolton	n/a			
Burlington	Circulation Manager	60,406	76,169	62,727
Colchester	n/a			
Essex	Library Assistant			38,106
South Burlington	n/a			
Huntington	n/a			
Milton	Library Assistant II	26,166	36,962	
Waitsfield	Program Coordinator			33,280
Westford	n/a			
Williston	IT and Reference Librarian	54,844	87,891	
Winooski	n/a			
Richmond	Library Assistant II	31,387	40,602	
Range Data - ORIGINAL				
50th Percentile		45,801.60	66,996.80	37,440.00
60th Percentile		45,801.60	66,996.80	37,889.28
65th Percentile		45,801.60	66,996.80	38,113.92
75th Percentile		45,801.60	66,996.80	38,563.20
Actual Data - ORIGINAL				
Average		35,911.62	48,586.30	
50th Percentile		31,824.00	43,056.00	
60th Percentile		32,205.89	43,572.67	
65th Percentile		32,396.83	43,831.01	
75th Percentile		32,778.72	44,347.68	
Range Data - UPDATED				
50th Percentile		50,322.80	71,582.99	37,772.80
60th Percentile		53,035.52	74,334.71	38,197.12
65th Percentile		54,391.88	75,710.56	38,357.28
75th Percentile		56,234.58	79,099.64	44,604.09
Actual Data - UPDATED				
50th Percentile		32,106.88	43,438.72	
60th Percentile		32,467.55	43,926.69	
65th Percentile		32,603.69	44,110.87	
75th Percentile		37,913.48	51,294.71	

Position:		Library Assistant		
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	Library Assistant - Cataloger	31,595	53,851	42,723
Fairfax	Library Assistant			29,120
Hinesburg	Library Assistant			32,240
Jericho	n/a			
Morristown Centennial	Library Assistant			33,280
Northfield	n/a			
Underhill	Programming Assistant			36,650
Bolton	n/a			
Burlington	Library Assistant I	47,125	56,070	53,834
Colchester	Library Associate			44,682
Essex	n/a			
South Burlington	n/a			
Huntington	n/a			
Milton	n/a			
Waitsfield	n/a			
Westford	Library Assistant PT \$7,500/year.			
Williston	Circulation Librarian	40,956	63,535	
Winooski	Library Clerk	37,336	45,989	38,854
Richmond	Library Assistant I	26,021	37,960	
Range Data - ORIGINAL				
50th Percentile		31,595.20	53,851.20	33,280.00
60th Percentile		31,595.20	53,851.20	34,627.84
65th Percentile		31,595.20	53,851.20	35,301.76
75th Percentile		31,595.20	53,851.20	36,649.60
Actual Data - ORIGINAL				
Average		29,582.18	40,022.94	
50th Percentile		28,288.00	38,272.00	
60th Percentile		29,433.66	39,822.02	
65th Percentile		30,006.50	40,597.02	
75th Percentile		31,152.16	42,147.04	
Range Data - UPDATED				
50th Percentile		39,146.00	54,960.46	37,752.00
60th Percentile		40,232.00	55,626.02	39,628.16
65th Percentile		40,775.00	55,958.80	40,982.24
75th Percentile		42,498.22	57,936.05	43,212.81
Actual Data - UPDATED				
50th Percentile		32,089.20	43,414.80	
60th Percentile		33,683.94	45,572.38	
65th Percentile		34,834.90	47,129.58	
75th Percentile		36,730.88	49,694.73	

Position: Youth Services Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Berlin	n/a			
Charlotte	n/a			
Fairfax	n/a			
Hinesburg	Children's Librarian			36,920
Jericho	n/a			
Morristown Centennial	Youth Services Librarian			41,600
Northfield	n/a			
Underhill	Clerk			33,093
Bolton	n/a			
Burlington	Youth Services Clerk	47,125	56,070	49,809
Colchester	n/a			
Essex	n/a			
South Burlington	n/a			
Huntington	n/a			
Milton	n/a			
Waitsfield	Children's Librarian			33,280
Westford	n/a			
Williston	Youth Services Librarian	54,844	87,891	
Winooski	n/a			
Richmond	Library Assistant/Youth Services Asst.	29,827	43,430	37,544
Range Data - ORIGINAL				
50th Percentile				36,920.00
60th Percentile				37,856.00
65th Percentile				38,324.00
75th Percentile				39,260.00
Actual Data - ORIGINAL				
Average		31,623.63	42,784.91	
50th Percentile		31,382.00	42,458.00	
60th Percentile		32,177.60	43,534.40	
65th Percentile		32,575.40	44,072.60	
75th Percentile		33,371.00	45,149.00	
Range Data - UPDATED				
50th Percentile		50,984.45	71,980.36	36,920.00
60th Percentile		51,756.36	75,162.49	38,792.00
65th Percentile		52,142.31	76,753.55	39,728.00
75th Percentile		52,914.22	79,935.68	41,600.00
Actual Data - UPDATED				
50th Percentile		31,382.00	42,458.00	
60th Percentile		32,973.20	44,610.80	
65th Percentile		33,768.80	45,687.20	
75th Percentile		35,360.00	47,840.00	

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	Health Plan Offered	Employee Only Coverage		Employee +1 Coverage		Family Coverage	
		Employee Percentage	Employer Percentage	Employee Percentage	Employer Percentage	Employee Percentage	Employer Percentage
Montpelier	HDHP	5.00%	95.00%	20.00%	80.00%	20.00%	80.00%
Berlin*	Platinum Plan	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Hinesburg*	Platinum Plan	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Charlotte*	HDHP	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Fairfax	Platinum Plan	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Northfield	HDHP	20.00%	80.00%	20.00%	80.00%	20.00%	80.00%
Morristown*	HDHP	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Underhill*	HDHP	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
South Burlington	HDHP	1.25%	98.75%	1.25%	98.75%	1.25%	98.75%
Stowe	BCBS - Grandfathered Plan	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Milton	HDHP	See Note		See Note		See Note	
Jericho	Platinum Plan	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Middlebury	HDHP	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Williston	HDHP	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Westford	HDHP and Platinum and MVP	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Burlington		20.00%	80.00%	20.00%	80.00%	20.00%	80.00%
Essex	HDHP and Platinum	11.00%	89.00%	10.00%	90.00%	10.00%	90.00%
Westford	HDHP and Platinum	0.00%	100.00%	n/a	n/a	n/a	n/a
Winooski	HDHP and Platinum	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Milton	HDHP	1.5% of base pay towards premium.		1.5% of base pay towards		1.5% of base pay towards	
Bolton	HDHP	10.00%	90.00%	10.00%	90.00%	10.00%	90.00%
Huntington	Platinum Plan	7.00%	93.00%	7.00%	93.00%	7.00%	93.00%
Richmond	Platinum and HDHP	0.00%	100.00%	0.00%	100.00%	1.00%	100.00%
Average:		7.71%	92.29%	8.86%	91.14%	8.86%	91.14%

*Berlin: HSA Contribution is for non-union, union contribution is \$5,200. Employees can accumulate sick days at 4 hours/pay period to a maximum of 160 hours.

*Hinesburg: Employee/Employer cost sharing is 15%/85% for AFSCME employees. Hinesburg does not have Sick Time or Personal Time - it is all combined into Paid Time Off.

*Charlotte: They offer a HRA to employees and pay the first 90%.

*Morristown: HRA - formula that takes the maximum out of pocket and the Town puts half of this in a Town HRA fund (employees do not get to keep money if they don't use it).

*Morristown VMERS: Police are in D, Highway Superintendent and Planning Director are in C and all other staff are in B.

*Underhill: They have a HRA and the Town pays 100% of the funds required to cover out of pocket and deductibles.

*Milton Insurance: Employees pay 1.5% of base salary towards premiums.

*Middlebury Insurance: Union employees pay 16% and the Town pays 84%.

*Westford does not offer any two person plans - only employee only plans.

Detailed Benefit Data

Comparable Community	Do you offer a HSA and does the Town Contribute?	Do you offer a stipend for those not on the plan? How much?
Montpelier	No	3,120
Berlin*	No	4,875
Hinesburg*	No	75% of Plan Costs
Charlotte*	See Note	No
Fairfax	2,500	No
Northfield	HRA - \$2,500/\$3,000	375
Morristown*	See Note	401
Underhill*	HRA - See Note	36.5% of Premium
South Burlington	Yes - No amount Provided.	4,800
Stowe	No	50% of Single Premium
Milton	Yes \$1,400/\$2,800	\$4,500/\$6,000/\$7,000
Jericho	Yes \$1,250/\$2,500	Yes 100% of Single Plan
Middlebury	No	2,600
Williston	No	6,000
Westford	Yes	5,200
Burlington	No	1,000
Essex	Yes - Town contributes 90% of OOPM if employee choses HSA.	2,164
Westford	Yes	5,200
Winooski	HRA Contribution at \$4,500 for single and \$9,000 for family.	5,200
Milton	Yes	5,000
Bolton		5,000
Huntington	Town pays deductible.	3,000
<i>Richmond</i>	Yes and Yes	\$2,500/\$5,000
Average:		

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	Dental Coverage		Vision Coverage		Life Insurance	
	Employee Contribution	Employer Contribution	Employee Contribution	Employer Contribution	Employee Contribution	Employer Contribution
Montpelier	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Berlin*	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Hinesburg*	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Charlotte*	0.00%	100.00%	0.00%	100.00%	n/a	n/a
Fairfax	n/a	n/a	n/a	n/a	0.00%	100.00%
Northfield	0.00%	100.00%	n/a	n/a	0.00%	100.00%
Morristown*	10.00%	90.00%	10.00%	90.00%	0.00%	100.00%
Underhill*	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
South Burlington	0.00%	100.00%	10.00%	90.00%	0.00%	100.00%
Stowe	5.00%	95.00%	Included in BCBS Plan		0.00%	100.00%
Milton	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Jericho	10.00%	90.00%	Included in Health Insurance.		10.00%	90.00%
Middlebury	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Williston	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Westford	0.00%	100.00%	0.00%	100.00%	n/a	n/a
Burlington	0.00%	100.00%	n/a	n/a	0.00%	100.00%
Essex	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Westford	0.00%	100.00%	0.00%	100.00%	n/a	n/a
Winooski	0.00%	100.00%	10.00%	90.00%	0.00%	100.00%
Milton	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
Bolton	0.00%	100.00%	n/a	n/a	n/a	n/a
Huntington	0.00%	100.00%	0.00%	100.00%	0.00%	100.00%
<i>Richmond</i>	0.00%	100.00%	100.00%	0.00%	n/a	n/a
Average:	5.95%	94.05%	8.13%	91.88%	6.11%	93.89%

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	VMERS Plan
	Level
Montpelier	VMERS C
Berlin*	VMERS B
Hinesburg*	VMERS B
Charlotte*	VMERS B
Fairfax	VMERS B
Northfield	VMERS C
Morristown*	VMERS B, C, and D
Underhill*	VMERS C
South Burlington	VMERS B
Stowe	
Milton	VMERS B
Jericho	VMERS B
Middlebury	VMERS B
Williston	DBB and DBC
Westford	None
Burlington	
Essex	VMERS C
Westford	Simple IRA
Winooski	VMERS B, C and D
Milton	VMERS B C and D
Bolton	VMERS A and B
Huntington	VMERS B
<i>Richmond</i>	VMERS B
Average:	

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	How many Holidays granted per year?	How many personal days granted per year?	How many sick days granted per year?
Montpelier	11.00	2.00	12.00
Berlin*	11.00	3.00	20.00
Hinesburg*	13.00	0.00	PTO
Charlotte*	12.00	2.00	12.00
Fairfax	12.00	5.00	See Personal
Northfield	12.00	3.00	Based on YOS
Morristown*	11.00	ETO	ETO
Underhill*	13.00	5.00	See Personal
South Burlington	12.00	0.00	18.00
Stowe	12.00	Based on YOS	Based on YOS
Milton	12.00	4.00	12.00
Jericho	13.00	11.00	0.00
Middlebury	11.00	2.00	12.00
Williston	12.00	2.00	12.00
Westford	7.00	3.00	10.00
Burlington	13.00	2.00	10.00
Essex	14.00	2.00	15.00
Westford	10.00	0.00	10.00
Winooski	14.00	0.00	5.00
Milton	4.00	12.00	12.00
Bolton	10.00	PTO	PTO
Huntington	10.00	3.00	4.00
<i>Richmond</i>	12.00	2.00	18.00
Average:	11.32	3.21	10.93

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	Vacation Time				
	1-5 YOS	6-10 YOS	11-15 YOS	16-20 YOS	20+ YOS
Montpelier	12.00	18.00	24.00	24.00	24.00
Berlin*	10.00	15.00	20.00	20.00	20.00
Hinesburg*	17.00	19.75	25.00	27.00	27.00
Charlotte*	10.00	15.00	20.00	20.00	20.00
Fairfax	10.00	15.00	20.00	25.00	25.00
Northfield	10.00	15.00	20.00	20.00	20.00
Morristown*	24.00	29.00	34.00	39.00	39.00
Underhill*	15.00	15.00	20.00	20.00	20.00
South Burlington	12.50	17.81	22.50	27.50	27.50
Stowe	15.00	25.00	30.00	30.00	30.00
Milton	10.00	17.00	24.00	24.00	24.00
Jericho	12.00	20.00	25.00	25.00	25.00
Middlebury	12.00	15.00	18.00	21.00	21.00
Williston	12.00	15.60	21.00	21.00	21.00
Westford	10.00	15.00	20.00	25.00	25.00
Burlington	10.00	15.00	20.00	25.00	25.00
Essex	15.00	20.00	25.00	25.00	27.00
Westford	10.00	15.00	20.00	25.00	25.00
Winooski	18.00	24.00	30.00	30.00	30.00
Milton	10.00	10.00	17.00	22.00	22.00
Bolton	26.00	31.00	31.00	31.00	31.00
Huntington	10.00	15.00	20.00	20.00	20.00
<i>Richmond</i>	10.00	15.00	20.00	20.00	20.00
Average:	13.20	18.05	23.02	24.84	24.93

Town of Richmond, VT
Detailed Benefit Data

Comparable Community	Total Paid Time Off (Sick, Personal, Holiday and Vacation)				
	1-5 YOS	6-10 YOS	11-15 YOS	16-20 YOS	20+ YOS
Montpelier	37.00	43.00	49.00	49.00	49.00
Berlin*	44.00	49.00	54.00	54.00	54.00
Hinesburg*	30.00	32.75	38.00	40.00	40.00
Charlotte*	36.00	41.00	46.00	46.00	46.00
Fairfax	27.00	32.00	37.00	42.00	42.00
Northfield	25.00	30.00	35.00	35.00	35.00
Morristown*	35.00	40.00	45.00	50.00	50.00
Underhill*	33.00	33.00	38.00	38.00	38.00
South Burlington	42.50	47.81	52.50	57.50	57.50
Stowe	27.00	37.00	42.00	42.00	42.00
Milton	38.00	45.00	52.00	52.00	52.00
Jericho	36.00	44.00	49.00	49.00	49.00
Middlebury	37.00	40.00	43.00	46.00	46.00
Williston	38.00	41.60	47.00	47.00	47.00
Westford	30.00	35.00	40.00	45.00	45.00
Burlington	35.00	40.00	45.00	50.00	50.00
Essex	46.00	51.00	56.00	56.00	58.00
Westford	30.00	35.00	40.00	45.00	45.00
Winooski	37.00	43.00	49.00	49.00	49.00
Milton	38.00	38.00	45.00	50.00	50.00
Bolton	36.00	41.00	41.00	41.00	41.00
Huntington	27.00	32.00	37.00	37.00	37.00
<i>Richmond</i>	42.00	47.00	52.00	52.00	52.00
Average:	34.75	39.60	44.57	46.39	46.48