

# Advisory Report on the Compensation of Northampton Elected Officials

Recommendations of the Elected Officials  
Compensation Advisory Board

October 27, 2014

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# Background

The Elected Officials Compensation Advisory Board (“the Board”) was created by the City Council in accordance with the new City Charter (Sec. 5-5 of Admin. Code, see Addendum 1). The Board was tasked with reviewing “the adequacy and equity of compensation, benefits, and expense allowances of municipal elected officials and report[ing] its findings and recommendations to the Mayor and City Council.”

## Process

The Board convened in April 2014 and set about reviewing current compensation practices for elected officials. Publicized meetings were held monthly from May through October in accordance with open meeting laws. The City’s compensation policies, including both salary and benefits, were benchmarked against 23 communities in the Commonwealth with populations under 50,000 that had Mayor/Council forms of government (see Addendum 2, Benchmarking Tables). Particular weight was given to a subset of eight cities in western Massachusetts for which costs of living and city budgets were comparable to that of Northampton. Input was solicited from elected officials to better understand the responsibilities, duties, and time commitments of their respective positions.

Discussion and deliberations focused on the following issues:

- The adequacy of current salaries and stipends
- The appropriateness and equity surrounding the current practice of extending eligibility for health insurance and retirement benefits to part-time elected officials, specifically city councilors, school committee members, and trustees of the Smith Vocational School
- The need to ensure competitive salaries and stipends so as to attract qualified candidates and encourage contested elections
- The need for periodic review and update of compensation policies so as to keep compensation current and competitive

The tables below summarize the consensus recommendations of the Board. The rationale for each recommendation is presented in the following sections.

<b>Elected Official</b>	<b>Current Salary</b>	<b>Proposed Salary</b>
Mayor	\$80,000	\$92,500
City Clerk	\$65,000	\$71,250
City Council President	\$5,500	\$10,000
At-Large City Councilor	\$5,000	\$9,500
Ward City Councilor	\$5,000	\$9,000
At-Large School Committee Member	\$2,500	\$5,500
Ward School Committee Member	\$2,500	\$5,000
Trustees of Smith Vocational School	\$2,500	\$5,000

<b>Issue</b>	<b>Current Practice</b>	<b>Recommendation</b>
Extension of Health Insurance Benefits to Part-time Elected Officials	Offered, but with limited enrollment	Discontinue
Periodic Review and Update of Elected Official Compensation	None	Minimum once every four years, preferably aligned with mayoral elections

# Full Time Elected Officials

## Mayor

Salary History	
January 1, 2000	\$65,000
January 1, 2002	\$66,950
January 1, 2003	\$68,958
January 1, 2007	\$80,000
July 1, 2009	\$75,000 <sup>1</sup>
July 1, 2010	\$80,000 <sup>2</sup>
<b>Current</b>	<b>\$80,000</b>

<sup>1</sup>Mayor Higgins took voluntary pay cut

<sup>2</sup>Salary restored

### Recommendation

Increase salary to \$92,500

### Responsibilities

Under Northampton's "strong mayor" form of government, the executive and administrative powers of the city are vested in the mayor. S/he is responsible for the administration of all city activities and functions placed under the control of the mayor by law or by charter; coordinates the activities of all agencies of the city and all persons serving the city; and serves as a member of every appointed multiple-member body of the city.

In addition, the mayor serves as Chair of the School Committee; a trustee of Smith Vocational School, Look Park, Child's Park, and the Academy of Music; a board member of the Pioneer Valley Transportation Association (PVTa); and Hampshire County representative on the Franklin Hampshire Employment & Training Consortium (FHETC) where responsibilities include the co-signing of all warrants for expenditures of agency funds, among other duties.

### Rationale

In recommending an adjustment to the current salary the following factors were taken into account:

- Under the Charter, the mayor is prohibited from outside employment or remuneration. The Board felt strongly that the mayor's salary should be competitive with those in the private sector in order to attract and retain competent public servants.
- Northampton's mayor is a "working mayor" whose responsibilities include active, hands-on, day-to-day management of the City in addition to his/her role as political leader and policy maker.
- The mayor is on call 24/7, with an average workweek estimated between 60-80 hours. The average workweek includes official duties, ceremonial duties, committee work, school events, public forums, and regional and state meetings and functions.
- The mayor's gross salary was last increased in 2007, and in 2014 ranked behind 64 other city employees. (See Addendum 3, <http://www.northamptonma.gov/DocumentCenter/View/2943>). On an inflation-adjusted basis, the \$65,000 salary paid in 2000 would be equivalent to \$89,782 in current 2014 dollars (based on CPI inflation calculator at <http://data.bls.gov/cgi-bin/cpicalc.pl>).

- The average mayoral salary in the statewide, 23 Cities Benchmark (see Addendum 2) was \$91,396; the average salary in the Eight Surrounding Cities Benchmark (see Addendum 2) was \$84,536. Three comparable cities in the Eight Surrounding Cities Benchmark have mayoral salaries as follows: Westfield \$100,000; West Springfield \$90,000; and Pittsfield \$87,787. Statewide, comparable “destination cities” (entertainment hubs for dining, art, recreation, etc.) include Gloucester \$100,000 and Newburyport \$101,000.

## City Clerk

<b>Salary History</b>	
January 1, 2004	\$51,091 <sup>1</sup>
July 1, 2006	\$55,723
July 1, 2007	\$56,923
July 1, 2008	\$62,495
June 6, 2013	\$65,000
<b>Current</b>	<b>\$65,000</b>

<sup>1</sup>Year elected

### Recommendation

Increase salary to \$71,250

### Responsibilities

The responsibilities and duties of the office of the city clerk are prescribed under state law and include serving as the public information and public records officer, chief election officer, census/voter administrator, and local registrar of vital statistics. The city clerk is responsible for: records management; licensing; maintaining the city code; issuing and recording certificates, registrations, petitions and certain trusts; filings and statements under the conflict of interest laws and open meeting laws; and recording birth, death and marriage records, including the issuance of records in accordance with relevant statutes.

### Rationale

In recommending an adjustment to the current salary the following factors were taken into account:

- Over time staffing in the City Clerk’s office has decreased while the workload has increased.
- Despite a recent adjustment in 2013, the current salary lags behind the \$75,679 average of the 23 Cities Benchmark and the \$68,477 average of the Eight Surrounding Cities Benchmark.
- The average salary for comparably-sized western Massachusetts cities (Agawam, Westfield, Holyoke, Chicopee, Pittsfield and West Springfield) is \$74,051.
- The Board focused on the adequacy of the salary given the responsibilities of the position and felt it was important to offer a competitive salary to attract qualified candidates.
- The salary recommendation of \$71,250 falls between the averages for the statewide (\$75,679) and surrounding cities benchmarks (\$68,477).

## Part-Time Elected Officials

A key component of the current compensation for *some, but not all* part-time elected officials is participation in the municipal health insurance plan offered to city employees, under which the City offers a menu of individual and family plans and pays 80% of the insurance premium.

The table below shows only nine of the City’s 21 part-time elected officials currently enrolled in the municipal health plan. (While the exact enrollment figure varies from year to year, the pattern of participation is consistent.) The total cost to the City was \$76,087. Of the nine participating officials, five are enrolled in family plans at an average cost to the City of \$11,691, and four are enrolled in individual plans at an average cost to the City of \$4,410—which is to say: five officials are currently receiving benefits valued at an average of \$11,691; four are receiving benefits valued at \$4,410; and the remaining twelve officials are receiving *no* remuneration in the form of benefits.

<b>Part-time Elected Officials Enrolled in Municipal Health Plan - FY 2015</b>			
	<b>Number of Members in Body</b>	<b>Number of Members Enrolled</b>	<b>Cost to City FY15</b>
City Council	9	4	\$32,651
School Committee	9	4	\$39,035
Trustees of Smith Vocational School	3	1	\$4,401
<b>Total</b>	<b>21</b>	<b>9</b>	<b>\$76,087</b>

*Source: City of Northampton Department of Human Resources, May 7, 2014*

The practice of extending benefits valued at multiples of the stipend to a minority of the elected officials creates a significant disparity in the total value of compensation received by councilors and school committee members who elect to receive benefits and those who do not. This raises serious questions of equity and fairness. City councilors and school committee members who appeared before the Board echoed these concerns and expressed their preference to discontinue the practice. Among those who expressed this opinion were councilors who acknowledged taking advantage of this benefit.

Additional concern was raised about the potential conflict of interest that arises when elected officials, one of whose primary responsibilities is oversight and approval of the budget for municipal and school employee compensation, are eligible to receive the same benefits extended to City employees.

Given that health insurance exchanges now provide access to more affordable “non-group” health insurance, and given that part-time (less than 20 hours/week) city employees are not eligible to enroll in municipal health plans, the Board concluded that the historical practice of extending eligibility to part-time elected officials was neither warranted nor appropriate.

### Recommendation

The consensus recommendation of the Board is to discontinue the practice of extending health and retirement plan eligibility to city councilors, school committee members, and trustees of Smith Vocational School while simultaneously increasing stipends to compensate for the loss of this benefit (see recommendations below). The proposed cost of the stipend increases (\$68,000) would be fully offset by the savings realized through discontinuation of health benefits (\$76,087).

# Ward City Councilors/Councilors At-Large/Council President

## Current Compensation

### *Stipend:*

Ward Councilor: \$5,000  
Councilor At-Large: \$5,000  
Council President: \$5,500

### *Benefits:*

Eligibility to enroll in municipal health and retirement plans

## Stipend History

\$5,000 since at least 1990; the Board was unable to determine initial date

## Recommendations

### *Stipend:*

Ward Councilor: \$9,000  
Councilor At-Large: \$9,500  
Council President: \$10,000

### *Benefits:*

Discontinue eligibility to enroll in municipal health and retirement plans

## Rationale

In recommending an increase in the current stipend and discontinuation of benefits the following factors were taken into account:

- The stipend for city councilors has not been adjusted for at least 24 years. On an inflation-adjusted basis, a \$5,000 stipend in 1990 would be equivalent to \$9,099 in current dollars (based on CPI inflation calculator at <http://data.bls.gov/cgi-bin/cpicalc.pl>).
- Northampton currently ranks second-to-last amongst surrounding communities in its stipend for city councilors.
- In light of the accompanying recommendation to discontinue eligibility for health insurance benefits, the Board thought it appropriate to increase stipends to compensate members for the loss of these benefits. The increased cost of the stipend is offset by the savings realized through discontinuation of health benefits.
- The larger constituency and expanded signature-gathering requirements (nomination papers) for councilors at-large merit modest increased compensation over ward councilors.
- The current stipend “bonus” for the Council President should be maintained to compensate for the increased responsibilities associated with the position.

# Ward & At-Large School Committee Members

## Current Compensation

*Stipend:*

\$2,500

*Benefits:*

Eligibility to enroll in municipal health and retirement plans

## Stipend History

\$2,500 since at least 1990; the Board was unable to determine initial date

## Recommendations

*Stipend:*

Ward School Committee Member: \$5,000

At-Large School Committee Member: \$5,500

*Benefits:*

Discontinue eligibility to enroll in municipal health and retirement plans

## Rationale

In recommending an increase in the current stipend and discontinuation of benefits the following factors were taken into account:

- The stipend for school committee members has not been adjusted for at least 24 years. On an inflation-adjusted basis, a \$2,500 stipend in 1990 would be equivalent to \$4,550 in current dollars (based on CPI inflation calculator at <http://data.bls.gov/cgi-bin/cpicalc.pl>).
- In light of the accompanying recommendation to discontinue eligibility for health insurance benefits, the Board thought it appropriate to increase stipends to compensate members for the loss of these benefits. The increased cost of the stipends is more than offset by the savings realized through discontinuation of health benefits.
- The larger constituency and expanded signature-gathering requirements (nomination papers) for at-large members warrant modest increased compensation over ward committee members.
- Most school committee elections are uncontested. An increased stipend would provide additional incentive to potential candidates, hopefully increasing the number of contested elections.

## **Smith Vocational Trustees**

### Current Compensation

*Stipend:* \$2,500

### *Benefits:*

Eligibility to enroll in municipal health and retirement plans

### Stipend History

\$2,500 since at least 1990; the Board was unable to determine initial date

### Recommendations

### *Stipend:*

Increase stipend to \$5,000

### *Benefits:*

Discontinue eligibility to enroll in municipal health and retirement plans

### Rationale

In recommending an increase in the current stipend and discontinuation of benefits the following factors were taken into account:

- The stipend for trustees has not been adjusted for at least 24 years. On an inflation-adjusted basis, a \$2,500 stipend in 1990 would be equivalent to \$4,550 in current dollars (based on CPI inflation calculator at <http://data.bls.gov/cgi-bin/cpicalc.pl>).
- In light of the accompanying recommendation to discontinue eligibility for health insurance benefits, the Board thought it was appropriate to increase stipends to compensate members for the loss of these benefits. The increased cost of the stipends is more than offset by the savings realized through discontinuation of health benefits.
- The Board thought it was appropriate to maintain the current parity with stipends for school committee members.

# Addendum 1 - Northampton City Charter

**§ 5-5 Compensation of elected officials.** *Source: <http://ecode360.com/27410398#27410398>*  
[Added 6-6-2013]

## A. Compensation

Elected officials' annual compensation shall be as follows:

Mayor	\$80,000
City Clerk	\$65,000
City Council President	\$5,500
City Council	\$5,000
School Committee	\$2,500
Superintendents of Smith's Agricultural School	\$2,500
Elector under the Oliver Smith Will	\$10
Trustees under the Will of Charles E. Forbes	\$0
Community Preservation at Large	\$0

## B. Benefits and expenses

The Mayor, City Clerk, City Council, School Committee and Superintendents of Smith's Agricultural School shall be eligible to enroll in the municipal health insurance and retirement plans.

## C. Elected Officials Compensation Advisory Board; members; term; compensation

1. The Elected Officials Compensation Advisory Board shall periodically, but not less frequently than 10 years, study the adequacy and equity of the compensation, benefits and expense allowances of municipal elected officials and report its findings and recommendations to the Mayor and City Council, and said reports shall be filed with the City Clerk.
2. The Board shall be composed of seven members, each appointed by the Mayor subject to confirmation by the City Council. The members shall each serve a term of two years.
3. Members of the Board shall serve without compensation. Members of the Board are subject to State Ethics Commission and conflict of interest laws.
4. Former and current elected officials, and relatives of elected officials, shall not be eligible to serve on this committee.
5. The committee will submit recommendations to the City Council, which will have the authorization to act/not act on these recommendations.

# Addendum 2 - Benchmarking Tables

## 23 Surrounding Cities Benchmark

City of Northampton is designated by blue shading.

Median Compensation is designated by orange shading.

Sources: United States Census Bureau; Massachusetts Municipal Personnel Association Benchmark Salary Survey; and city H.R. department heads

### Mayor

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Mayor	Melrose	26,983	41,454	11,221	86,264	87,169,353	125,000	1	87%
	Braintree	35,744	36,227	13,220	85,208	129,747,386	125,000	1	58%
	Attleboro	43,593	30,511	16,354	65,767	137,148,705	120,851	2	75%
	Everett	41,667	24,263	15,285	49,702	178,565,888	107,100	3	85%
	Beverly	39,502	37,016	15,406	67,958	124,974,276	106,000	4	80%
	Newburyport	17,416	48,439	7,502	83,509	72,238,301	101,000	5	75%
	Gloucester	28,787	36,919	12,140	62,059	114,354,707	100,000	6	85%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	100,000	6	80%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	90,000	7	75%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	87,787	8	85%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	85,000	9	70%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	85,000	9	70%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	85,000	9	70%
	North Adams	13,708	20,481	5,889	36,510	40,890,354	84,000	10	75%
	Fitchburg	40,318	22,949	14,901	47,442	127,138,952	83,000	11	75%
	Marlborough	39,499	36,895	15,918	70,849	148,425,129	81,860	12	70%
	Leominster	40,759	29,146	16,544	59,604	131,520,776	80,363	13	75%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	80,000	14	80%
	Methuen	47,255	30,043	17,598	65,855	144,808,588	80,000	14	0%
	Amesbury	16,283	40,517	6,694	80,062	60,495,015	80,000	14	75%
Gardner	20,228	24,156	7,795	48,934	60,382,427	78,650	15	75%	
Greenfield	17,456	26,258	7,724	48,370	54,002,485	73,500	16	80%	
Woburn	38,120	34,030	15,264	72,434	142,928,435	73,000	17	80%	
Easthampton	16,053	31,282	7,342	55,621	40,834,443	70,000	18	75%	
Mayor Average		32,948	30,871	13,161	60,204	113,063,087	90,921		73%

### City Clerk

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
City Clerk	Agawam	28,438	30,672	11,470	66,409	92,263,452	96,285	1	70%
	Gloucester	28,787	36,919	12,140	62,059	114,354,707	96,036	2	85%
	Newburyport	17,416	48,439	7,502	83,509	72,238,301	90,000	3	75%
	Woburn	38,120	34,030	15,264	72,434	142,928,435	88,748	4	80%
	Fitchburg	40,318	22,949	14,901	47,442	127,138,952	88,000	5	75%
	Melrose	26,983	41,454	11,221	86,264	87,169,353	84,736	6	87%
	Leominster	40,759	29,146	16,544	59,604	131,520,776	84,491	7	75%
	Attleboro	43,593	30,511	16,354	65,767	137,148,705	84,064	8	75%
	Methuen	47,255	30,043	17,598	65,855	144,808,588	82,596	9	0%
	Marlborough	39,499	36,895	15,918	70,849	148,425,129	81,117	10	70%
	Beverly	39,502	37,016	15,406	67,958	124,974,276	79,562	11	80%
	Braintree	35,744	36,227	13,220	85,208	129,747,386	79,536	12	58%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	78,650	13	80%
	Everett	41,667	24,263	15,285	49,702	178,565,888	76,720	14	85%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	75,832	15	70%
	Gardner	20,228	24,156	7,795	48,934	60,382,427	68,500	16	75%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	65,000	17	70%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	65,000	17	80%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	64,740	18	75%
	Amesbury	16,283	40,517	6,694	80,062	60,495,015	60,672	19	75%
	Greenfield	17,456	26,258	7,724	48,370	54,002,485	58,658	20	80%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	54,489	21	85%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	54,163	22	75%
North Adams	13,708	20,481	5,889	36,510	40,890,354	48,114	23	75%	
City Clerk Average		32,948	30,871	13,161	60,204	113,063,087	75,234		73%

## Council President

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Council President	Everett	41,667	24,263	15,285	49,702	178,565,888	15,000	1	0%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	13,000	2	70%
	Beverly	39,502	37,016	15,406	67,958	124,974,276	12,333	3	80%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	12,000	4	70%
	Gloucester	28,787	36,919	12,140	62,059	114,354,707	11,500	5	85%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	11,000	6	70%
	Leominster	40,759	29,146	16,544	59,604	131,520,776	10,666	7	75%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	10,000	8	75%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	10,000	8	85%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	10,000	8	80%
	Woburn	38,120	34,030	15,264	72,434	142,928,435	10,000	8	80%
	Gardner	20,228	24,156	7,795	48,934	60,382,427	9,500	9	0%
	Marlborough	39,499	36,895	15,918	70,849	148,425,129	9,449	10	70%
	Fitchburg	40,318	22,949	14,901	47,442	127,138,952	9,000	11	0%
	Attleboro	43,593	30,511	16,354	65,767	137,148,705	7,727	12	75%
	Braintree	35,744	36,227	13,220	85,208	129,747,386	7,500	13	58%
	Methuen	47,255	30,043	17,598	65,855	144,808,588	6,000	14	0%
	Newburyport	17,416	48,439	7,502	83,509	72,238,301	6,000	14	75%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	5,500	15	80%
	Melrose	26,983	41,454	11,221	86,264	87,169,353	5,000	16	87%
Amesbury	16,283	40,517	6,694	80,062	60,495,015	4,000	17	0%	
North Adams	13,708	20,481	5,889	36,510	40,890,354	3,600	18	75%	
Easthampton	16,053	31,282	7,342	55,621	40,834,443	3,000	19	75%	
Greenfield	17,456	26,258	7,724	48,370	54,002,485	0	20	0%	
Council President Average		32,948	30,871	13,161	60,204	113,063,087	8,407		57%

## Councilor

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Councilor	Everett	41,667	24,263	15,285	49,702	178,565,888	15,000	1	0%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	12,000	2	70%
	Beverly	39,502	37,016	15,406	67,958	124,974,276	11,700	3	80%
	Gloucester	28,787	36,919	12,140	62,059	114,354,707	11,500	4	85%
	Leominster	40,759	29,146	16,544	59,604	131,520,776	10,666	5	75%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	10,000	6	70%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	10,000	6	80%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	10,000	6	70%
	Marlborough	39,499	36,895	15,918	70,849	148,425,129	9,449	7	70%
	Fitchburg	40,318	22,949	14,901	47,442	127,138,952	9,000	8	0%
	Woburn	38,120	34,030	15,264	72,434	142,928,435	9,000	8	80%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	8,000	9	85%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	8,000	9	75%
	Attleboro	43,593	30,511	16,354	65,767	137,148,705	7,727	10	75%
	Gardner	20,228	24,156	7,795	48,934	60,382,427	6,500	11	0%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	5,000	12	80%
	Braintree	35,744	36,227	13,220	85,208	129,747,386	5,000	12	58%
	Newburyport	17,416	48,439	7,502	83,509	72,238,301	5,000	12	75%
	Melrose	26,983	41,454	11,221	86,264	87,169,353	5,000	12	87%
	Methuen	47,255	30,043	17,598	65,855	144,808,588	4,800	13	0%
North Adams	13,708	20,481	5,889	36,510	40,890,354	3,000	14	75%	
Amesbury	16,283	40,517	6,694	80,062	60,495,015	3,000	14	0%	
Easthampton	16,053	31,282	7,342	55,621	40,834,443	3,000	14	75%	
Greenfield	17,456	26,258	7,724	48,370	54,002,485	0	15	0%	
Councilor Average		32,948	30,871	13,161	60,204	113,063,087	7,598		57%

## School Committee Member

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
School Comm. Member	Chicopee	55,298	24,264	22,957	46,861	184,854,584	6,000	1	0%
	Everett	41,667	24,263	15,285	49,702	178,565,888	5,500	2	0%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	5,000	3	80%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	5,000	3	70%
	Gloucester	28,787	36,919	12,140	62,059	114,354,707	5,000	3	85%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	5,000	3	70%
	Attleboro	43,593	30,511	16,354	65,767	137,148,705	3,863	4	75%
	Beverly	39,502	37,016	15,406	67,958	124,974,276	3,600	5	80%
	Gardner	20,228	24,156	7,795	48,934	60,382,427	3,500	6	0%
	Woburn	38,120	34,030	15,264	72,434	142,928,435	3,000	7	80%
	Marlborough	39,499	36,895	15,918	70,849	148,425,129	3,000	7	70%
	Newburyport	17,416	48,439	7,502	83,509	72,238,301	2,500	8	75%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	2,500	8	80%
	Methuen	47,255	30,043	17,598	65,855	144,808,588	2,500	8	0%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	900	9	75%
	Leominster	40,759	29,146	16,544	59,604	131,520,776	0	10	0%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	0	10	75%
	Melrose	26,983	41,454	11,221	86,264	87,169,353	0	10	0%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	0	10	0%
	Fitchburg	40,318	22,949	14,901	47,442	127,138,952	0	10	0%
Amesbury	16,283	40,517	6,694	80,062	60,495,015	0	10	0%	
Braintree	35,744	36,227	13,220	85,208	129,747,386	0	10	0%	
North Adams	13,708	20,481	5,889	36,510	40,890,354	0	10	0%	
Greenfield	17,456	26,258	7,724	48,370	54,002,485	0	10	0%	
School Comm. Member Average		32,948	30,871	13,161	60,204	113,063,087	2,369		38%
Grand Total		32,948	30,871	13,161	60,204	113,063,087	31,163		56%

## Eight Surrounding Cities Benchmark

City of Northampton is designated by blue shading.

Median Compensation is designated by orange shading.

Sources: Massachusetts Municipal Personnel Association Benchmark Salary Survey and city H.R. department heads

## Mayor

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Mayor	Westfield	42,094	27,596	15,237	57,018	140,567,143	100,000	1	80%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	90,000	2	75%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	87,787	3	85%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	85,000	4	70%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	85,000	4	70%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	85,000	4	70%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	80,000	5	80%
	Greenfield	17,456	26,258	7,724	48,370	54,002,485	73,500	6	80%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	70,000	7	75%
Mayor Average		33,433	27,539	13,791	51,417	112,525,089	84,032		76%

## City Clerk

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
City Clerk	Agawam	28,438	30,672	11,470	66,409	92,263,452	96,285	1	70%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	78,650	2	80%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	75,832	3	70%
	Chicopee	55,298	24,264	22,957	46,861	184,854,584	65,000	4	70%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	65,000	4	80%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	64,740	5	75%
	Greenfield	17,456	26,258	7,724	48,370	54,002,485	58,658	6	80%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	54,489	7	85%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	54,163	8	75%
City Clerk Average		33,433	27,539	13,791	51,417	112,525,089	68,091		76%

## Council President

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Council President	Chicopee	55,298	24,264	22,957	46,861	184,854,584	13,000	1	70%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	12,000	2	70%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	11,000	3	70%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	10,000	4	75%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	10,000	4	85%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	5,500	5	80%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	3,000	6	75%
Greenfield	17,456	26,258	7,724	48,370	54,002,485	0	7	0%	
Council President Average		33,433	27,539	13,791	51,417	112,525,089	8,278		67%

## Councilor

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
Councilor	Chicopee	55,298	24,264	22,957	46,861	184,854,584	12,000	1	70%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	10,000	2	70%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	10,000	2	80%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	10,000	2	70%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	8,000	3	75%
	Pittsfield	44,737	26,080	19,926	42,076	145,952,513	8,000	3	85%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	5,000	4	80%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	3,000	5	75%
	Greenfield	17,456	26,258	7,724	48,370	54,002,485	0	6	0%
Councilor Average		33,433	27,539	13,791	51,417	112,525,089	7,333		67%

## School Committee Member

		Average City Population	Per Capita Income	# of Households	Median Household Income	City Budget	Total Compensation Per Position	Rank Total Compensation	% HMO Paid by City
School Comm. Chair	Chicopee	55,298	24,264	22,957	46,861	184,854,584	6,500	1	0%
	Agawam	28,438	30,672	11,470	66,409	92,263,452	5,000	2	70%
	Westfield	42,094	27,596	15,237	57,018	140,567,143	5,000	2	80%
	Holyoke	39,880	20,294	16,032	34,961	152,361,297	5,000	2	70%
	Northampton	28,549	33,440	11,739	56,999	101,950,305	2,500	3	80%
	Easthampton	16,053	31,282	7,342	55,621	40,834,443	900	4	75%
	West Springfield	28,391	27,966	11,694	54,434	99,939,580	0	5	75%
Pittsfield	44,737	26,080	19,926	42,076	145,952,513	0	5	0%	
School Comm. Chair Average		33,433	27,539	13,791	51,417	112,525,089	2,767		50%

# Addendum 3–City Employee Gross Earnings FY 2014 (top 70)

CITY OF NORTHAMPTON						
EMPLOYEE GROSS EARNINGS FOR FISCAL YEAR 2014						
JULY 1, 2013 TO JUNE 30, 2014						
Employee Last Name	Employee First Name	MI	Year	Employee Gross	Department	
1	KONCAS	JOSEPH	W	2014	188,657.20	LEFT CITY EMPLOYMENT
2	SIENKIEWICZ	RUSSELL	P	2014	148,003.47	POLICE
3	DUGGAN	BRIAN	P	2014	145,741.76	FIRE AND RESCUE
4	BOROWSKI	ALAN	C	2014	122,605.27	POLICE
5	DAVINE	JON	M	2014	115,747.51	FIRE AND RESCUE
6	NICHOLS	DUANE	A	2014	113,552.18	FIRE AND RESCUE
7	CLAYTON	DOROTHY	A	2014	105,124.16	POLICE
8	MCQUESTON	TIMOTHY	E	2014	105,101.66	FIRE AND RESCUE
9	LEMBERG	MATTHEW	J	2014	105,022.46	FIRE AND RESCUE
10	KASPER	JODY	D	2014	104,995.33	POLICE
11	HUNTLEY	EDWARD	S	2014	104,625.96	ADMINISTRATION - DPW
12	GAGNE	DAVID	D	2014	104,201.19	FIRE AND RESCUE
13	PETERSON	JEFFREY	R	2014	103,913.52	SMITH VOCATIONAL
14	PELIS	ANDREW	S	2014	102,805.71	FIRE AND RESCUE
15	NORRIS	CHRISTOPHER	W	2014	101,095.21	FIRE AND RESCUE
16	WRIGHT	SUSAN	L	2014	100,211.41	MAYOR'S OFFICE
17	FARKAS	LAURIE	B	2014	100,169.79	NORTHAMPTON PUBLIC SCHOOLS
18	MILLIN	WILLIAM	K	2014	99,742.75	FIRE AND RESCUE
19	GARRIEPY	JOHN	P	2014	99,492.00	FIRE AND RESCUE
20	WILSON	LESLEY		2014	99,461.89	NORTHAMPTON PUBLIC SCHOOLS
21	CARTLEDGE	JOHN	D	2014	99,221.51	POLICE
22	VANASSE	STEPHEN	F	2014	98,298.55	FIRE AND RESCUE
23	LOMBARDI	BRYAN	N	2014	97,563.71	NORTHAMPTON PUBLIC SCHOOLS
24	NASH	REGINA	H	2014	97,055.67	LEFT CITY EMPLOYMENT
25	LAURILA	JAMES	R	2014	95,343.14	ENGINEERING - DPW
26	ROBINSON	COREY	J	2014	94,164.57	POLICE
27	AGNA	GWEN		2014	93,742.23	NORTHAMPTON PUBLIC SCHOOLS
28	MCCARTHY	JOHN	N	2014	93,254.32	POLICE
29	DENKIEWICZ	SHAWN	T	2014	93,226.81	FIRE AND RESCUE
30	MCLAUGHLIN	MARK	S	2014	93,211.91	LEFT CITY EMPLOYMENT
31	CAPUTO	VICTOR	F	2014	92,022.86	POLICE
32	DZIALO	BRENT	M	2014	91,728.25	POLICE
33	CHOQUETTE	BETH	N	2014	88,673.15	NORTHAMPTON PUBLIC SCHOOLS
34	ZIMMERMAN	GEORGE	R	2014	87,841.88	LEFT CITY EMPLOYMENT
35	SKANTZ-HODGSON	LESLIE	C	2014	87,329.69	SMITH VOCATIONAL
36	CALLAHAN	DAVID		2014	87,130.76	POLICE
37	CANATA	SAL	J	2014	86,986.74	NORTHAMPTON PUBLIC SCHOOLS
38	CLARK	THOMAS	R	2014	86,656.43	FIRE AND RESCUE
39	LEBRON	CARLOS	A	2014	86,285.27	POLICE
40	MCAHON	ANNE	M	2014	85,866.04	POLICE
41	STAPLES	JEFFREY	L	2014	85,655.29	POLICE
42	PARASILITI	RICHARD	C	2014	85,375.07	STREETS - DPW
43	CURTIN	MARK	G	2014	84,720.50	FIRE AND RESCUE
44	DIGIAMMO	STEVEN	P	2014	84,689.27	POLICE
45	BRIGGS	MICHAEL	J	2014	84,653.66	POLICE
46	KELLY	JOHN	E	2014	84,600.43	NORTHAMPTON PUBLIC SCHOOLS
47	KOREPTA	GRZEGORZ	P	2014	84,538.16	POLICE
48	ROBERTS	NANCY	C	2014	84,423.11	SMITH VOCATIONAL
49	BRIOTTA	THOMAS	A	2014	84,321.49	POLICE
50	KIROUAC	CRAIG	R	2014	84,085.38	POLICE

**CITY OF NORTHAMPTON**  
**EMPLOYEE GROSS EARNINGS FOR FISCAL YEAR 2014**  
**JULY 1, 2013 TO JUNE 30, 2014**

Employee Last Name	Employee First Name	MI	Year	Employee Gross	Department
51 BETSOLD	JOHN	P	2014	83,883.81	FIRE AND RESCUE
52 ROTA	N. ANGELO		2014	83,816.85	NORTHAMPTON PUBLIC SCHOOLS
53 MADDEN	SARAH	J	2014	83,653.77	NORTHAMPTON PUBLIC SCHOOLS
54 POWERS	ROBERT	J	2014	83,293.63	POLICE
55 THERRIEN	LAWRENCE	H	2014	83,121.36	FIRE AND RESCUE
56 PAWLOSKI	MICHAEL	J	2014	83,059.35	FIRE AND RESCUE
57 MCLAUGHLIN	MICHAEL	J	2014	82,875.47	POLICE
58 FAPPIANO	PETER		2014	82,799.65	POLICE
59 FEIDEN	WAYNE	M	2014	82,619.43	PLANNING AND SUSTAINABILITY
60 STODDARD	GLENDA	G	2014	82,236.39	HUMAN RESOURCES
61 BRENNAN	CHRISTOPHER		2014	81,565.81	NORTHAMPTON PUBLIC SCHOOLS
62 ROBITAILLE	KAREN	L	2014	81,284.88	NORTHAMPTON PUBLIC SCHOOLS
63 BREEN	ANDREW	D	2014	80,446.09	FIRE AND RESCUE
64 ANDREW	SCOTT	J	2014	80,383.77	NORTHAMPTON PUBLIC SCHOOLS
65 NARKEWICZ	DAVID	J	2014	79,999.92	MAYOR
66 TELLIER	RYAN	N	2014	79,537.58	POLICE
67 SATKOWSKI	TIMOTHY	J	2014	78,809.54	POLICE
68 POMERANTZ	DAVID	S	2014	78,595.91	CENTRAL SERVICES
69 HATCH	MICHAEL	A	2014	78,241.32	FIRE AND RESCUE
70 SCHUETZE	WILLIAM	N	2014	78,188.95	FIRE AND RESCUE

Source: City of Northampton website, <http://www.northamptonma.gov/DocumentCenter/View/2943>