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REPORT

BARRINGTON, NEW HAMPSHIRE

SALARY MARKET ANALYSIS STUDY

SEPTEMBER 2022

INTRODUCTION

Scope of Services

The Town of Barrington, NH engaged Municipal Resources, Inc. (MRI) to conduct a Salary Market Analysis Study encompassing approximately 45 classifications covering both union and non-union positions in the Town. The work involved a salary survey and analysis of 15 communities with a target of the 60th percentile due to the current market in order to be competitive. Following an analysis of salary data received, recommendations are made associated with the pay structure.

COMPENSATION REVIEW

Study Process

This project included the following steps:

- *Organizational Meetings* with the Town Administrator to discuss the goals and objectives of the study.
- *Thorough Market Analysis* using comparable organizations, reviewed by the town and MRI.
- Several discussions with the Town Administrator to review pay policies and draft work products (i.e., comparative data and other related materials).

- Salary Market data analysis.
- Final preparation of *Report* to the Town of Barrington.

PROJECT REPORT

Details of the Methodology

Salary data from comparable municipalities was gathered and analyzed. Results were received and analyzed from seventeen (15) communities as follows:

Belmont	Moultonborough
Conway	Newmarket
Epping	Pembroke
Franklin	Plaistow
Gilford	Rochester
Hampstead	Somersworth
Lee	Stratham
	Windham

Market Survey and Developing the Compensation Plan

Municipal Resources, Inc. conducted a thorough salary survey and market analysis to determine the market competitiveness for positions included in this study. To measure the pay rates among competitors for these positions, MRI distributed custom survey documents to comparable communities, identified above. The summary and results of the survey are attached to this report.

All of the comparative data is FY-22 information and detailed on the survey charts. For each position analyzed, data points were collected from the labor market. The data points indicate the amount of salary information for each position surveyed. In some instances: (1) the municipality did not have a comparable position; or (2) upon additional review the consultants determined that the position was not comparable. MRI used professional discretionary judgment when comparing positions to the comparable data. The consultants analyzed both the market survey data and internal equity when placing the position on the pay and classification plan. The market analysis and information provide the Town with benchmark salary data to set the parameters for compensation decisions. The following is the analysis definitions for the data collected and presented in the charts provided to the Town.



- All comparative market data collected is FY-22 salary and wage information.
- Certain salary/wage data collected has been pro-rated to hourly for comparative purposes only. Certain salary/wage data collected has been annualized for comparative purposes only.
- For each position analyzed, data points are collected from the labor market. The **Data Points** indicate the amount of salary information for each position surveyed. In other words, the number of communities that reported data for a particular position.
- In each cell, the top number indicates the minimum salary the community pays, and the bottom number indicates the maximum salary the community pays.
- The **Average** is the sum of the survey readings divided by the number of the municipalities reporting. The **Average** shows the average minimum salary among the comparables over the average maximum salary/wage among the comparables.
- The **60th Percentile** shows the 60th percentile of minimum and 60th percentile of maximum. The percentile rank looks at the array of data points and gives each data point a percentile rank, where the lowest data point is 0% and the highest data point is 100%. In an array of survey readings, sorted from low to high, this indicates that 60% of the surveyed market pays at or below this salary rate.
- The **75th Percentile** shows the 75th percentile of minimum and 75th percentile of maximum. The percentile rank looks at the array of data points and gives each data point a percentile rank, where the lowest data point is 0% and the highest data point is 100%. In an array of survey readings, sorted from low to high, this indicates that 75% of the surveyed market pays at or below this salary rate.
- In some instances: (1) the municipality did not have a comparable position; (2) the consultants determined that the position was not comparable; or (3) the information was not made available to the consultants.

The Market Data Report is included in **Appendix A**.

Pay and Classification Plans

A full Pay and Classification study was conducted for the Town of Barrington in 2019-2020 and the Board adopted the proposed pay and classification plan at that time. The Town found that a

Salary Market Analysis was warranted now in order to review and maintain the plans and keep up with the current market to both maintain and recruit employees at competitive salaries. The market has significantly changed over the past two years with overall significantly higher salaries which has greatly impacted pay and classifications plans.

The Market Data Report and Proposed Pay and Classification Plans attached to this report provide necessary information for the Town to move forward and update the plans. When the full study was conducted in 2019-2020, plans were established to target the average of comparisons. Due to the current market at this time, the target has been increased to the 60th percentile. This study did not take into consideration performance, longevity, or special abilities/talents of employees, or other pay incentives.

The current market over the past two years has changed substantially in order to address both recruitment and retention needs of many positions. Therefore, at this time we are recommending more weight be given to the external market when considering adjustments. The majority of communities making adjustments this year are moving more towards the 60th percentile for most positions rather than the average in order to be more competitive.

IMPLEMENTATION AND OTHER RECOMMENDATIONS

The following sections are intended to assist and guide Barrington in implementing modifications to the pay and classification plans. Successful implementation will require a concerted effort by town officials to make equitable judgments in a consistent and objective manner. An updated Proposed Classification Plan is included in **Appendix B** and updated Proposed Pay Plans for Non-Union, and Union Wage Scales are included In **Appendix C**.

Update and Maintain the Pay and Classification Plans

The town should maintain and update the pay and classification plans. These plans have been adopted by the Select Board.

- Conduct regular position reviews to assure positions have current functional job descriptions that are based on job content.
- Conduct job analysis of new positions to assure these positions are properly assigned to a grade.
- Review positions to ensure internal equity in relationship to other classifications as appropriate.
- Conduct periodic salary surveys (every three years) to ensure market competitiveness.

Implementation of Updated Pay and Classification Plans

Our study results indicates that for the town to maintain a competitive edge with the market and retain qualified employees, it is recommended that the pay scale be adjusted to move towards the 60th percentile of the market in order to be more competitive. In order to accomplish this the new proposed Classification Plan has 15 grade levels instead of 14. Also, the Pay Plans have been updated to reflect comparability to the 60th percentile. The Town will be calculating the total cost to implement this for budget purposes. Of course, any changes that impact union positions would need to be negotiated. If budgetary issues impact implementation, it is recommended that the town consider phasing in the implementation by either a percentage amount across the board or implement half in January and the other half in July, or some variation to the suggested phased in approaches.

Cost-of-Living (COLA)

A cost-of-living percentage increase should be granted annually in order to keep up with inflation and in the future, it should be applied to the entire salary schedule and updated. This raises the compensation rates for the entire compensation schedule equal to changes to the cost-of-living. It is most important for the COLA to be based on the CPI (Consumer Price Index) and Social Security COLA when implementing an annual cost of living.

CONCLUSION

The Town of Barrington's compensation program has fallen behind the labor market for some positions, and changes in the pay schedules for some positions should assist with keeping all positions comparable to the market. MRI received sufficient and extensive data for this analysis and is confident in the market results. Market surveys should be conducted every three years or prior to union negotiations.

Since both the town and the labor market are active and subject to constant change, it should not be expected that this plan will provide solutions to all salary problems, nor will it eliminate the need for mature judgment in the administration of salaries. It does, however, provide a framework within which most salary matters can be handled.

Municipal Resources, Inc. has provided the Town of Barrington with a thorough salary market survey and analysis that should assist with having an unbiased review of data.

Please review the attached market data report that was utilized in the analysis presented in this report, along with the attached proposed Classification and Pay Plans.

DISCLAIMER

Although every effort has been made to ensure the accuracy and completeness of this report, Municipal Resources, Inc. cannot be responsible for any errors of positions, salaries, and wages of other organizations; positions and salaries are always changing. Nor can we be responsible for the changes in any laws or regulations that may affect the positions studied.



APPENDIX A



BARRINGTON, NH FY23 Wages FY22 MARKET DATA REPORT

Line	Grade	Position Title	Barrington-FY23	Belmont	Conway	Epping	Franklin	Gifford	Hampstead	Lee	Moultonborough	Newmarket	Pembroke	Plastow	Rochester	Somersworth	Stratham
		EXECUTIVE															
1		Town Administrator	44.55 44.55	44.07	50.61 69.41	53.81	17.71 23.24	38.00 61.53	45.14		42.75 55.77		37.12 53.82	42.55		64.46	56.54
2	7	Municipal Office Administrator	19.99 26.89	20.34	24.11 33.06	33.56	17.71 23.24	21.75 35.22		30.31	31.54	19.65 31.42	17.07 24.81			21.40 26.07	24.05
		TOWN CLERK															
3	10	Town Clerk	26.13 35.16	35.27	28.56 39.17	31.05	25.19 33.05	35.31	41.64	38.92	28.48 37.16	23.45 32.35	23.18 34.05	27.54	30.28 40.45	27.06 34.47	31.73
4	6	Deputy Town Clerk	18.51 24.89	22.02	22.85 31.34	20.95	15.97 20.95	20.00 32.38	27.03	24.00	20.19 26.34	18.58 28.51			22.55 30.23	19.38 23.64	25.46
5	5	Assistant Town Clerk	16.83 22.63	18.80		19.34	15.30 20.08	15.25 24.69	25.58		18.15 23.68	16.50 21.45			17.95 24.19		18.00
		FINANCE															
7	9	Human Resource Administrator	23.75 31.94	see TA							31.54	31.20		25.00	39.16 52.78	30.83 39.30	see Fin Adm
8	9	Finance Administrator	23.75 31.94	34.53	38.72 53.10	43.17	39.42 51.72	38.00 61.53	37.66		34.54 45.07	32.89 42.76	27.73 40.60	24.82	45.67 61.55	42.76 52.03	42.09
9	9	Tax Collector	23.75 31.94	35.27	28.56 39.17	31.05	25.19 33.05	35.31	41.64		28.48 37.16	23.45 32.35	23.18 34.05	26.56	31.76 42.57	27.06 34.47	
10	6	Deputy Tax Collector/Finance Officer	18.51 24.89	22.02	22.85 31.34	20.95	15.97 20.95	20.00 32.38	27.03	24.00	19.18 25.02	24.36 34.91	17.07 24.81		22.55 30.23	19.38 23.64	26.78
		PLANNING/LAND USE															
11	11	Town Planner	28.22 37.96	40.40	37.09 50.86	35.37	39.42 51.72	32.00 51.81		32.00	34.54 45.07	29.64 43.27	23.18 34.05		45.67 61.55	42.76 52.03	39.12
12	6	Planning Land Use Admin Assistant	18.51 24.89	28.41	20.60 28.25	34.49	16.72 21.94	20.00 32.38	23.70		21.23 27.70	18.58 27.57	17.07 24.81	26.50		19.38 23.64	24.00
		GENERAL GOVERNMENT BUILDINGS															
13		Information Technology Manager		outsourced			outsourced		see Fin Admin		outsourced				45.67 61.55	see Fin Admin	
14	4	Custodian	15.30 20.56				12.91 16.93	14.00 22.67	20.29	18.75	outsourced	15.39 20.01	12.04 17.45	15.50 19.63	15.89 21.53	13.79 16.81	16.94

BARRINGTON, NH FY23 Wages FY22 MARKET DATA REPORT

Line	Grade	Position Title	Barrington-FY23	Belmont	Conway	Epping	Franklin	Gilford	Hampstead	Lee	Moultonborough	Newmarket	Pembroke	Plastow	Rochester	Somersworth	Stratham
		POLICE															
15		Police Chief	43.84			55.43	39.42	38.00	elected PT	41.23	38.65	38.54	35.01	36.06	49.32	42.76	
16	13	Deputy Police Chief	43.84	54.85			51.72	61.53			50.43	50.10	50.76	43.27	66.46	52.03	53.85
17		Lieutenant	32.92	41.98		44.13		36.93	49.12						42.29	36.58	
			44.26				56.67						56.99		56.99	44.53	
18	10	Sergeant	30.48	38.49		40.83	31.26	30.50	38.26		45.00	35.04	29.70		36.26	34.85	49.14
			40.92				41.01	49.38				45.55	42.04		48.86	42.39	
19	10	Detective	26.13	36.94		36.05	23.43	27.75	37.68		30.45	26.86	26.16	31.18	35.03	29.60	41.35
			35.08			36.81	30.74	44.93			39.73	34.92	37.94	33.08	39.43	38.95	42.35
20	8	Patrol Officer	26.13	28.70	20.60	29.30	22.65	23.00	37.68	24.26		26.86	24.68		24.08	26.13	39.86
			35.08		28.25	35.47	29.72	35.87	34.71			34.92	35.80		34.35	35.06	
21	6	Administrative Assistant II	21.59	32.46		22.29	22.65	23.00	26.36		24.18	20.00	23.18	23.21	24.08	23.81	26.35
			28.98			33.26	29.72	35.87	32.79	23.55	31.55	29.78	34.05	28.55	34.35	31.98	34.42
22	14	Fire Chief	18.51	28.70	20.60	18.68	16.72	14.00	23.04		20.19	18.58	18.09	19.03	20.78	19.38	25.62
			24.85		28.25	28.00	21.94	22.67			26.34	31.30	26.24	21.53	28.00	23.64	
23	6	Firefighter/EMT FT	35.55			54.37	39.42	38.00			35.19	stipend	33.03		49.32	42.76	
			47.82	42.42			51.72	61.53	52.48	39.42	48.83	on-call	47.90	44.20	66.47	52.03	
24	5	Firefighter/EMT PT	18.51	27.15		20.95	17.71	20.00	21.24	20.25	21.23	20.00	17.07	23.38	20.00	19.92	on call
			24.89			25.50	23.24	32.38	31.89	27.00	22.52	27.00	24.81	27.85	27.37	25.20	on call
25	11	Building Inspector/Code Enforcement Officer	16.83			10.25		18.00		19.00		16.00					
			22.63			21.00		26.00		21.25		18.00					
		BUILDING/CODES/ASSESSING															
26	9	Deputy Building Inspector/Code Enforcement Officer	28.22	37.00	28.39	23.73	39.42	26.25			26.33	24.36	23.18	25.75	31.76	27.06	
			37.96		38.93	31.14	51.72	61.53	41.84	30.00	38.50	39.43	34.05	30.00	42.56	34.47	35.11
27	6	Building & Assessing Administrative Assistant II	23.75	26.25	22.71	21.31	21.31	42.50	25.03						25.30	23.63	
			31.94		31.15	29.69	27.96								34.09	28.67	
28	13	Road Agent	18.51	19.76	20.60	17.23	17.23	20.00	20.83		19.41	18.58		19.00	20.78	19.38	24.00
			24.89		28.25	17.23	22.61	32.38	23.62		22.06	27.57		21.00	28.00	23.64	
29	7	Truck Driver/Laborer/Heavy Equipment Operator	32.92	40.77	42.39	39.42	39.42	38.00			37.61	32.89	33.03				
			44.26		58.14	51.72	51.72	61.53	34.65	42.31	44.17	48.76	47.90	36.06			41.01
30	9	Working Foreman	19.99	28.05	20.68	16.46	16.46	15.76			22.26	15.39	15.20	21.00	18.45	20.69	
			26.89		28.36	29.27	21.59	27.72	23.68		24.37	28.29	22.05	21.50	26.40	22.65	24.94
31	9	Mechanic	23.75	32.25	25.15	19.51	19.51	26.25		28.00	25.31	21.76	19.19	29.04	24.60	27.34	25.98
			31.94		32.85	25.61	25.61	42.50			33.03	28.29	27.90		33.73	33.25	
32	8	Assistant Transfer Station Administrator	23.75	32.25	22.47	16.46	16.46	17.86			23.41		18.09		19.99	23.73	
			31.94		30.82	21.59	21.59	28.92		27.00	30.54	26.24	26.24		27.11	26.46	
33	6	Lead Attendant	21.59	33.68	24.55	19.51	19.51	21.75			24.18						
			29.04		33.68	25.61	25.61	35.22		24.00	31.55						
			18.51	17.78	24.39					23.00		15.39					
			24.89		24.39							20.01					

BARRINGTON, NH FY23 Wages FY22 MARKET DATA REPORT

Line	Grade	Position Title	Barrington-FY23	Windham	Comp Data Points	75th percentile of Market	% Barrington Higher/Lower than 75th percentile	60th percentile of Market	% Barrington Higher/Lower than 60th percentile	Comp Average	% Barrington Higher/Lower than Comp Ave
		EXECUTIVE									
1		Town Administrator	44.55 44.55	46.93 60.19	5 11	46.93 60.86	-5.3% -36.6%	44.42 56.54	0.3% -26.9%	43.08 55.21	3.3% -23.9%
2	7	Municipal Office Administrator	19.99 26.89	24.90 30.21	7 12	22.93 31.92	-14.7% -18.7%	21.61 30.98	-8.1% -15.2%	20.94 28.65	-4.8% -6.6%
		TOWN CLERK									
3	10	Town Clerk	26.13 35.16		7 14	28.52 38.48	-9.1% -9.4%	27.91 35.30	-6.8% -0.4%	26.60 35.15	-1.8% 0.0%
4	6	Deputy Town Clerk	18.51 24.89		7 12	21.37 28.94	-15.5% -16.3%	20.11 26.75	-8.7% -7.5%	19.93 26.07	-7.7% -4.7%
5	5	Assistant Town Clerk	16.83 22.63		5 9	17.95 24.19	-6.7% -6.9%	17.08 23.23	-1.5% -2.7%	16.63 21.76	1.2% 3.9%
		FINANCE									
7	9	Human Resource Administrator	23.75 31.94	35.02 42.57	3 6	37.09 41.75	-56.2% -30.7%	35.85 39.30	-50.9% -23.0%	35.00 37.07	-47.4% -16.0%
8	9	Finance Administrator	23.75 31.94	36.76 44.68	9 14	39.42 51.95	-66.0% -62.7%	38.58 44.99	-62.4% -40.9%	37.39 45.38	-57.4% -42.1%
9	9	Tax Collector	23.75 31.94	30.25 36.76	8 13	28.98 37.16	-22.0% -16.3%	28.50 35.60	-20.0% -11.5%	27.24 35.34	-14.7% -10.6%
10	6	Deputy Tax Collector/Finance Officer	18.51 24.89	21.49 26.15	9 14	22.55 29.43	-21.8% -18.2%	21.19 26.65	-14.5% -7.1%	20.32 26.44	-9.8% -6.2%
		PLANNING/LAND USE									
11	11	Town Planner	28.22 37.96		8 12	40.26 51.74	-42.6% -36.3%	37.55 48.54	-33.1% -27.9%	35.54 44.77	-25.9% -17.9%
12	6	Planning Land Use Admin Assistant	18.51 24.89		7 12	20.30 28.29	-9.7% -13.7%	19.75 27.65	-6.7% -11.1%	19.08 26.95	-3.1% -8.3%
		GENERAL GOVERNMENT BUILDINGS									
13		Information Technology Manager			1 1	45.67 61.55		45.67 61.55	#DIV/0! #DIV/0!	45.67 61.55	
14	4	Custodian	15.30 20.56		7 10	15.45 20.22	-0.9% 1.7%	14.83 19.78	3.0% 3.8%	14.22 19.10	7.1% 7.1%

BARRINGTON, NH FY23 Wages FY22 MARKET DATA REPORT

Line	Grade	Position Title	Barrington-FY23	Windham	Comp Data Points	75th percentile of Market	% Barrington Higher/Lower than 75th percentile	60th percentile of Market	% Barrington Higher/Lower than 60th percentile	Comp Average	% Barrington Higher/Lower than Comp Ave
		POLICE									
15		Police Chief	43.84 43.84	44.68 54.34	9 13	42.76 54.85	2.5% -25.1%	39.27 53.95	10.4% -23.1%	40.27 52.77	8.1% -20.4%
16	13	Deputy Police Chief	32.92 44.26	40.55 49.28	4 7	40.99 52.98	-24.5% -19.7%	39.83 49.22	-21.0% -11.2%	39.09 48.96	-18.7% -10.6%
17		Lieutenant	30.48 40.92		6 11	34.99 47.21	-14.8% -15.4%	34.85 45.00	-14.3% -10.0%	32.93 43.72	-8.1% -6.8%
18	10	Sergeant	26.13 35.08	33.96 38.31	11 13	34.50 39.43	-32.0% -12.4%	31.18 38.44	-19.3% -9.6%	31.07 37.83	-18.9% -7.8%
19	10	Detective	26.13 35.08		7 9	26.50 35.80	-1.4% -2.1%	25.55 35.39	2.2% -0.9%	25.24 35.08	3.4% 0.0%
20	8	Patrol Officer	21.59 28.98		12 13	24.11 34.05	-11.6% -17.5%	23.57 32.88	-9.2% -13.5%	23.33 31.72	-8.1% -9.4%
21	6	Administrative Assistant II	18.51 24.85	20.46 24.90	11 15	20.33 28.00	-9.8% -12.7%	19.38 26.28	-4.7% -5.8%	18.77 25.63	-1.4% -3.1%
		FIRE									
22	14	Fire Chief	35.55 47.82	44.68 54.34	7 12	43.72 54.35	-23.0% -13.7%	41.42 52.30	-16.5% -9.4%	40.34 51.31	-13.5% -7.3%
23	6	Firefighter/EMT FT	18.51 24.89		12 12	21.02 27.49	-13.6% -10.4%	20.15 27.09	-8.9% -8.8%	20.03 26.83	-8.2% -7.8%
24	5	Firefighter/EMT PT	16.83 22.63		4 4	18.25 22.44	-8.4% 0.9%	17.60 21.20	-4.6% 6.3%	15.81 21.56	6.0% 4.7%
		BUILDING/CODES/ASSESSING									
25	11	Building Inspector/Code Enforcement Officer	28.22 37.96	28.81 35.02	10 14	28.06 39.31	0.6% -3.5%	26.62 38.20	5.7% -0.6%	26.56 36.47	5.9% 3.9%
26	9	Deputy Building Inspector/Code Enforcement Officer	23.75 31.94		4 7	24.05 30.42	-1.3% 4.8%	23.45 29.28	1.3% 8.3%	23.24 28.98	2.2% 9.3%
27	6	Building & Assessing Administrative Assistant II	18.51 24.89		9 12	20.60 27.68	-11.3% -11.2%	19.88 23.86	-7.4% 4.2%	19.53 24.18	-5.5% 2.9%
		HIGHWAY									
28	13	Road Agent	32.92 44.26	42.57 51.75	7 13	40.91 51.72	-24.3% -16.9%	38.85 48.07	-18.0% -8.6%	37.99 45.94	-15.4% -3.8%
29	7	Truck Driver/Laborer/Heavy Equipment Operator	19.99 26.89		11 13	20.69 28.05	-3.5% -4.3%	19.71 26.66	1.4% 0.8%	18.54 25.30	7.3% 5.9%
30	9	Working Foreman	23.75 31.94		9 12	25.31 33.09	-6.6% -3.6%	25.04 32.61	-5.4% -2.1%	23.53 31.04	0.9% 2.8%
31	9	Mechanic	23.75 31.94		8 9	22.85 30.54	3.8% 4.4%	22.51 28.56	5.2% 10.6%	20.58 27.88	13.3% 12.7%
		TRANSFER STATION									
32	8	Assistant Transfer Station Administrator	21.59 29.04		4 5	24.27 33.68	-12.4% -16.0%	23.69 32.40	-9.7% -11.6%	22.50 30.01	-4.2% -3.3%
33	6	Lead Attendant	18.51 24.89	21.50 26.15	3 4	19.64 24.83	-6.1% 0.2%	18.52 24.11	-0.1% 3.1%	18.22 23.39	1.5% 6.0%

BARRINGTON, NH FY23 Wages FY22 MARKET DATA REPORT

Line	Grade	Position Title	Barrington- FY23	Windham	Comp Data Points	75th percentile of Market	% Barrington Higher/Lower than 75th percentile	60th percentile of Market	% Barrington Higher/Lower than 60th percentile	Comp Average	% Barrington Higher/Lower than Comp Ave
34	3	Attendant	14.17 19.03		4 6	16.06 20.25	-13.4% -6.4%	15.65 19.00	-10.5% 0.2%	15.49 19.52	-9.3% -2.6%
		RECREATION									
35	10	Recreation Director	26.13 35.16		6 9	29.21 40.73	-11.8% -15.8%	27.75 36.58	-6.2% -4.0%	28.92 37.65	-10.7% -7.1%
36	8	Assistant Recreation Director	21.59 29.04		4 4	24.86 33.84	-15.1% -16.5%	22.40 30.40	-3.8% -4.7%	23.52 30.68	-8.9% -5.7%
37	6	Program Coordinator	18.51 24.89		6 10	22.28 28.89	-20.4% -16.1%	21.82 25.80	-17.9% -3.6%	19.77 25.21	-6.8% -1.3%
38		Summer Camp Director	16.50 18.50		1 4	15.00 16.50	9.1% 10.8%	15.00 16.00	9.1% 13.5%	15.00 16.25	9.1% 12.2%
39	2	Wkend/Evening Facilities/Program Supervisor	13.12 17.64		0 0						
40		Site Supervisor- Before & After Ca	16.50 18.50		1 1	12.00 16.00	27.3% 13.5%	12.00 16.00	27.3% 13.5%	12.00 16.00	27.3% 13.5%
41	5	Administrative Assistant	16.83 22.63		4 5	18.81 23.31	-11.7% -3.0%	17.92 22.33	-6.5% 1.3%	17.79 21.90	-5.7% 3.2%
		LIBRARY									
42	10	Library Director	26.13 35.16		6 13	31.45 44.27	-20.3% -25.9%	29.78 38.14	-14.0% -8.5%	29.11 37.79	-11.4% -7.5%
43	7	Asst Director/Children's Librarian	19.99 26.89		7 12	26.42 31.26	-32.2% -16.2%	23.33 27.00	-16.7% -0.4%	22.33 27.69	-11.7% -3.0%
44	5	Technology/Circulation Library Assistant	16.83 22.63		2 7	17.13 23.43	-1.8% -3.5%	16.41 21.52	2.5% 4.9%	15.93 20.88	5.4% 7.7%
45	3	Interlibrary Loan Library Assistant	14.17 19.03		1 2	17.75 18.66	-25.3% 2.0%	17.75 18.15	-25.3% 4.6%	17.75 17.82	-25.3% 6.4%
46	3	Processor Library Assistant	14.17 19.03		9 10	16.50 19.48	-16.4% -2.4%	16.04 18.84	-13.2% 1.0%	15.17 19.40	-7.0% -1.9%
47	1	Desk Clerk	12.15 16.34		1 1	14.05 18.45	-15.6% -12.9%	14.05 18.45	-15.6% -12.9%	14.05 18.45	-15.6% -12.9%

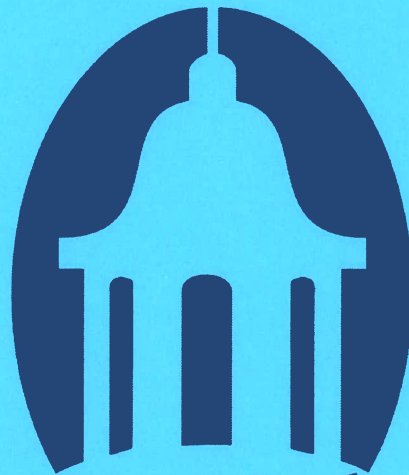
APPENDIX B



**BARRINGTON FY2023
PROPOSED CLASSIFICATIONS/GRADES**

1
Library Page
Minute Taker
2
Library Desk Clerk
Recreation Weekend & Evening Supervisor
3
Interlibrary Loan Library Assistant
Site Supervisor- Before & After Care
Summer Camp Director
Transfer Station Attendant
4
Custodian
5
Administrative Assistant I
Town Clerk Assistant
Firefighter Non-Certified
Technology/Circulation Library Assistant
Truck Driver/Laborer
6
Processor Library Assistant
Firefighter/EMT Single Certified
7
Administrative Assistant II
Administrative Assistant II - Police Union
Deputy Tax Collector/Finance Officer
Firefighter/EMT Dual Certified - Basic
Deputy Town Clerk
Recreation Program Coordinator
Transfer Station Lead Attendant
8
Assistant Director/Children's Librarian
Firefighter/EMT Dual Certified - Advanced
Truck Driver/Laborer/Heavy Equipment Operator
Welfare Caseworker
9
Assistant Recreation Director
Firefighter/EMT Dual Certified - Paramedic
Deputy Building Inspector/Code Enforcement
Mechanic
Patrol Officer - Police Union
10
Human Resource Administrator
Finance Administrator
Municipal Office Administrator
Highway Assistant Transfer Station Administrator
Library Director
Tax Collector
Working Foreman
11
Police Detective Sergeant - Police Union
Police Sergeant - Police Union
Recreation Director
Town Clerk
12
No Positions Assigned
13
Building Inspector/Code Enforcement Officer
Town Planner
14
Deputy Police Chief
Road Agent
15
Fire Chief

APPENDIX C



**Municipal
Resources
Inc.**

Proposed Barrington Wage Scale April 2023 Through March 2024

Grade\Step	1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$ 12.15	\$ 12.45	\$ 12.76	\$ 13.08	\$ 13.41	\$ 13.75	\$ 14.09	\$ 14.44	\$ 14.80	\$ 15.17	\$ 15.55	\$ 15.94	\$ 16.34
2	\$ 13.24	\$ 13.57	\$ 13.91	\$ 14.26	\$ 14.62	\$ 14.99	\$ 15.36	\$ 15.74	\$ 16.13	\$ 16.53	\$ 16.94	\$ 17.36	\$ 17.79
3	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.93	\$ 16.33	\$ 16.74	\$ 17.16	\$ 17.59	\$ 18.03	\$ 18.48	\$ 18.94	\$ 19.41
4	\$ 15.73	\$ 16.12	\$ 16.52	\$ 16.93	\$ 17.35	\$ 17.78	\$ 18.22	\$ 18.68	\$ 19.15	\$ 19.63	\$ 20.12	\$ 20.62	\$ 21.14
5	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.39	\$ 20.90	\$ 21.42	\$ 21.96	\$ 22.51	\$ 23.07
6	\$ 18.69	\$ 19.16	\$ 19.64	\$ 20.13	\$ 20.63	\$ 21.15	\$ 21.68	\$ 22.22	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.53	\$ 25.14
7	\$ 20.37	\$ 20.88	\$ 21.40	\$ 21.94	\$ 22.49	\$ 23.05	\$ 23.63	\$ 24.22	\$ 24.83	\$ 25.45	\$ 26.09	\$ 26.74	\$ 27.41
8	\$ 22.20	\$ 22.76	\$ 23.33	\$ 23.91	\$ 24.51	\$ 25.12	\$ 25.75	\$ 26.39	\$ 27.05	\$ 27.73	\$ 28.42	\$ 29.13	\$ 29.86
9	\$ 24.20	\$ 24.81	\$ 25.43	\$ 26.07	\$ 26.72	\$ 27.39	\$ 28.07	\$ 28.77	\$ 29.49	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.55
10	\$ 26.38	\$ 27.04	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.85	\$ 30.60	\$ 31.37	\$ 32.15	\$ 32.95	\$ 33.77	\$ 34.61	\$ 35.48
11	\$ 28.75	\$ 29.47	\$ 30.21	\$ 30.97	\$ 31.74	\$ 32.53	\$ 33.34	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.80	\$ 37.72	\$ 38.66
12	\$ 31.34	\$ 32.12	\$ 32.92	\$ 33.74	\$ 34.58	\$ 35.44	\$ 36.33	\$ 37.24	\$ 38.17	\$ 39.12	\$ 40.10	\$ 41.10	\$ 42.13
13	\$ 34.16	\$ 35.01	\$ 35.89	\$ 36.79	\$ 37.71	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.63	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.95
14	\$ 37.23	\$ 38.16	\$ 39.11	\$ 40.09	\$ 41.09	\$ 42.12	\$ 43.17	\$ 44.25	\$ 45.36	\$ 46.49	\$ 47.65	\$ 48.84	\$ 50.06
15	\$ 40.58	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.79	\$ 45.91	\$ 47.06	\$ 48.24	\$ 49.45	\$ 50.69	\$ 51.96	\$ 53.26	\$ 54.59

Notes: Updated pay plan from 2022 MRI Wage Study; 9% between grades and 2.5% between steps

Updated: 9/22/2022

Board Approval:

Town Meeting Approval:

Proposed Barrington Union Wage Scale April 2023 Through March 2024

Grade\Step	1	2	3	4	5	6	7	8	9
7	\$ 20.37	\$ 21.08	\$ 21.82	\$ 22.58	\$ 23.37	\$ 24.19	\$ 25.04	\$ 25.92	\$ 26.83
9	\$ 24.20	\$ 25.05	\$ 25.93	\$ 26.84	\$ 27.78	\$ 28.75	\$ 29.76	\$ 30.80	\$ 31.88
11	\$ 28.75	\$ 29.76	\$ 30.80	\$ 31.88	\$ 33.00	\$ 34.16	\$ 35.36	\$ 36.60	\$ 37.88
12	\$ 31.34	\$ 32.44	\$ 33.58	\$ 34.76	\$ 35.98	\$ 37.24	\$ 38.54	\$ 39.89	\$ 41.29

Notes: Updated pay plan from 2022 MRI Wage Study.
 First step matches first step of same grade in Town Pay Plan.
 3.5% increase between steps.

Updated: 9/22/2022

Board Approval:

Town Meeting Approval: