

Management Salary Survey

Submitted to O & A on 10/4/2010, first iteration.

Position Title	Andover	Belmont	Beverly	Chelmsford	Chelsea	Danvers	Falmouth	Franklin	N. Andover	Peabody	Salem	Watertown	Woburn	Average	Gloucester			
															Gloucester	Actual	Variance	%
<b>Chief Assessor</b>																		
Minimum Annual Salary	\$70,991	\$69,711		\$52,644	\$55,658	\$74,397	\$66,872	\$58,318	\$53,449		\$49,955	\$72,335		\$62,433	\$72,732	\$10,299	16.50%	
Maximum Annual Salary	\$90,269	\$97,595	\$79,100	\$74,385	\$68,014	\$99,347	\$87,256	\$79,506	\$74,007	\$85,566	\$67,439	\$94,567		\$83,088	\$86,051	\$74,080	\$2,963	3.57%
<b>Building Commissioner</b>																		
Minimum Annual Salary	\$70,991			\$45,395		\$74,397	\$66,872	\$63,677	\$53,449		\$52,334	\$63,313		\$61,304	\$63,798	\$2,495	4.07%	
Maximum Annual Salary	\$90,269		\$85,500	\$64,142	\$85,730	\$99,347	\$87,256	\$86,818	\$74,007		\$71,400	\$79,052	\$78,186	\$81,973	\$75,473	\$65,654	(\$6,500)	-7.93%
<b>CAO/Town Manager</b>																		
Minimum Annual Salary																		
Maximum Annual Salary								\$131,328										
<b>City Clerk</b>																		
Minimum Annual Salary	\$66,243			\$52,644	\$59,517				\$48,152			\$64,439		\$58,199	\$63,798	\$5,599	9.62%	
Maximum Annual Salary	\$90,283	\$80,697	\$73,400	\$74,385	\$73,072		\$69,202	\$68,376	\$66,613	\$72,733	\$75,466	\$84,243	\$83,444	\$75,993	\$75,473	\$75,473	(\$520)	-0.68%
<b>City Engineer</b>																		
Minimum Annual Salary	\$70,991	\$59,283		\$52,644	\$63,653	\$78,490	\$71,885	\$75,940	\$61,703		\$61,823	\$63,175		\$65,959	\$72,732	\$6,773	10.27%	
Maximum Annual Salary	\$90,269	\$71,136	\$74,270	\$74,385	\$77,799	\$104,812	\$93,808	\$103,531	\$85,433	\$81,029	\$83,461	\$82,591	\$81,038	\$84,889	\$86,051	\$81,696	\$1,162	1.37%
<b>Econ Dev Dir/Comm Dev Dir</b>																		
Minimum Annual Salary			\$59,217						\$67,204					\$63,211	\$72,732	\$9,522	15.06%	
Maximum Annual Salary			\$63,760		\$76,698				\$92,405		\$59,823			\$73,172	\$86,051	\$78,360	\$12,880	17.60%
<b>Finance/Budget Director</b>																		
Minimum Annual Salary				\$88,478						\$96,261	\$58,815			\$81,185	\$98,329	\$17,144	21.12%	
Maximum Annual Salary	\$112,996		\$99,940	\$116,745						\$99,149	\$79,399	\$91,888	\$78,178	\$96,899	\$116,252	\$102,121	\$19,353	19.97%
<b>Fire Chief</b>																		
Minimum Annual Salary	\$81,618	\$81,074		\$88,478		\$87,908	\$82,659	\$82,926	\$75,070					\$82,819	\$81,465	(\$1,354)	-1.63%	
Maximum Annual Salary	\$112,239	\$113,504	\$125,997	\$116,745	\$125,000	\$117,390	\$107,869	\$113,051	\$103,942	\$96,261	\$101,701	\$115,976		\$112,473	\$96,374	\$87,072	(\$16,099)	-14.31%
<b>General Counsel</b>																		
Minimum Annual Salary															\$81,465			
Maximum Annual Salary					\$96,000		\$114,000	\$90,000			\$80,308			\$95,077	\$96,374	\$86,260	\$1,297	
<b>Health Director</b>																		
Minimum Annual Salary	\$70,991	\$69,711		\$61,051		\$61,232	\$66,872	\$58,318	\$48,152	\$72,937	\$42,644	\$73,782		\$62,569	\$63,798	\$1,229	1.96%	
Maximum Annual Salary	\$90,269	\$97,595	\$69,100	\$86,264		\$81,768	\$87,265	\$79,506	\$66,673	\$75,125	\$57,569	\$96,458	\$75,436	\$80,252	\$75,473	\$74,919	(\$4,779)	-5.96%
<b>Library Director</b>																		

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															Gloucester	Actual	Variance	
Minimum Annual Salary	\$73,530	\$69,711		\$69,765	\$52,031	\$63,434	\$71,885	\$63,677	\$59,330		\$45,234	\$73,782		\$64,238	\$63,798		(\$440)	-0.68%
Maximum Annual Salary	\$100,213	\$97,595	\$70,600	\$92,053	\$63,593	\$80,131	\$93,808	\$86,818	\$82,148	\$72,937	\$61,066	\$96,458	\$76,932	\$82,642	\$75,473	\$68,754	(\$7,169)	-8.68%
<b>MIS Director</b>																		
Minimum Annual Salary	\$70,991	\$61,196		\$52,644			\$71,885		\$64,508	\$69,775		\$63,175		\$64,882	\$63,798		(\$1,084)	-1.67%
Maximum Annual Salary	\$90,269	\$85,674	\$87,300	\$74,385	\$68,369		\$93,808		\$88,851	\$71,868	\$65,895	\$82,591		\$80,901	\$75,473	\$75,473	(\$5,428)	-6.71%
<b>Personnel Director</b>																		
Minimum Annual Salary		\$75,384		\$61,051		\$74,397	\$66,872	\$69,544	\$72,353		\$47,664	\$64,439		\$66,463	\$63,798		(\$2,665)	-4.01%
Maximum Annual Salary	\$100,339	\$105,569	\$72,800	\$86,264	\$71,726	\$99,347	\$87,256	\$94,808	\$99,946	\$77,664	\$64,346	\$84,243	\$77,408	\$86,286	\$75,473	\$75,387	(\$10,813)	-12.53%
<b>Police Chief</b>																		
Minimum Annual Salary	\$81,618	\$81,074		\$88,478		\$87,908	\$88,858	\$82,926	\$75,070					\$83,705	\$81,465		(\$2,240)	-2.68%
Maximum Annual Salary	\$111,239	\$113,504		\$116,745	\$135,000	\$117,390	\$115,393	\$113,051	\$103,942	\$94,410	\$116,832	\$111,158		\$113,515	\$96,374	\$80,177	(\$17,141)	-15.10%
<b>Public Works Director</b>																		
Minimum Annual Salary	\$81,618	\$81,074		\$85,990		\$98,898	\$82,659	\$82,926	\$75,070		\$61,823	\$83,186		\$81,472	\$98,329		\$16,857	20.69%
Maximum Annual Salary	\$111,239	\$113,504	\$96,900	\$113,461	\$88,764	\$132,064	\$107,869	\$113,051	\$103,942	\$96,261	\$83,461	\$108,752	\$103,520	\$105,599	\$116,252	\$116,252	\$10,653	10.09%
<b>Purchasing Agent</b>																		
Minimum Annual Salary	\$63,922			\$52,644	\$52,031			\$54,509	\$53,449	\$64,176	\$42,644	\$54,461		\$54,730	\$63,798		\$9,069	16.57%
Maximum Annual Salary	\$78,570		\$70,500	\$74,385	\$63,593			\$72,810	\$74,009	\$66,101	\$57,569	\$71,199	\$69,122	\$69,786	\$75,473	\$65,629	\$5,687	8.15%