

Tue, Apr 5,  
2:02 PM

**Steve Levinsky**

to me, James, Dorothy, Diane

Hi Linda,

Unfortunately I cannot attend tonight's Finance Committee meeting. I see Article 3 is on the agenda.

I wanted to share a couple pieces of information that might be helpful in your consideration:

— **Market data** - A salary survey from the International Institute of Municipal Clerks was conducted in 2020. Below is a graph of Massachusetts' Town Clerks with populations from 20,000-50,000.

Understandably, the data set is small (19 in total) - 10 elected and 9 appointed. Because there are many variables - appointed/elected, length of time in job, form of government, education level, certifications, responsibilities, etc.- a direct match was not possible and correlations were not statistically valid. My conclusion, though, is that Natick's Town Clerk is paid competitively in the marketplace. I have attached the full survey and my analysis.

— **Internal Data** - If the Town Clerk were appointed, the position would comfortably be a grade 4 (Min- \$75,000 and Max \$137,500). Below is a graph of the incumbents in grade 4.

Given the Town Clerk's experience, tenure, certifications, responsibilities and performance, I would expect that her salary would fall between "point 2" and "max" (\$105 - \$137,500). The salary recommendation from the Town Administrator of \$115,000 is reasonable and creates internal equity between the elected and appointed town employees.

I will be available this afternoon if you have any questions. Please don't hesitate to call.

Thanks,

Steve Levinsky  
Chair - Natick Personnel Board