

**Town of Rockport, Maine**  
**2014 Municipal Salaried Wage Survey**

The Town of Rockport does not have an established wage plan. Annual increases are based on cost-of-living adjustments; no increases are given for longevity or merit. In FY 10-11 no wage adjustments were given to any municipal employee. A wage plan for municipal employees may be proposed in the future.

In late 2015 a number of municipalities were surveyed to compare the "market" for like positions. This included both salaried and hourly positions. The market area surveyed consisted of Boothbay, Boothbay Harbor, Camden, Ellsworth, Knox County, Rockland, Rockport, St. George, Waldoboro and Wiscasset. From these municipalities a mean salary was then determined for each salaried position.

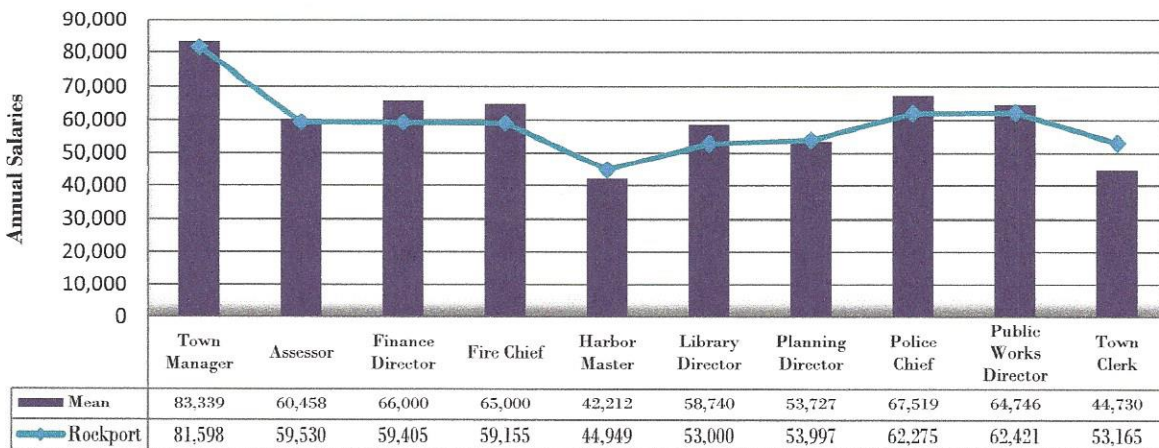
	Municipality						
	Population	3120	2,165	4,850	7,741	7,297	3,300
	2014 Valuation	\$944,200,000	\$751,750,000	\$1,162,150,000	\$1,036,000,000	\$751,700,000	\$943,150,000
	Boothbay	Boothbay Harbor	Camden	Ellsworth	Knox County	Rockland	Rockport
Town Manager	74,152	73,216	104,686	92,331	82,722	92,000	81,598
Assessor	46,010			70,200		66,090	59,530
Finance Director			74,318	75,005	72,342	72,562	59,405
Fire Chief			70,054	65,790			59,155
Harbormaster		33,322	47,403	32,115		52,159	44,949
Library Director				63,232		59,989	53,000
Planner				64,418			53,997
Police Chief		69,742	70,054	75,005	69,514	70,595	62,275
Public Works Director		65,790	57,168	78,021		70,219	62,421
Town Clerk	46,384	40,685	40,976			54,557	53,165

Mean = sum of all the numbers divided by the total number of numbers

	Municipality			Mean of Salaries	Mean Difference from Current Salaries		
	Population	2591	5,075		3,732	Percentage	Dollars
	2014 Valuation	\$808,100,000	\$472,950,000		\$421,950,000		
	St. George	Waldoboro	Wiscasset				
Town Manager	82,950	69,992	78,000	83,339	2.13%	1,741	
Assessor				60,458	1.56%	928	
Finance Director		53,893	54,475	66,000	11.10%	6,595	
Fire Chief				65,000	9.88%	5,845	
Harbormaster	43,326			42,212	-6.09%	(2,737)	
Library Director				58,740	10.83%	5,740	
Planner		49,920	46,571	53,727	-0.50%	(271)	
Police Chief		64,605	58,365	67,519	8.42%	5,244	
Public Works Director		64,522	55,078	64,746	3.72%	2,325	
Town Clerk	37,918	38,002	46,155	44,730	-15.87%	(8,435)	

Source: Surveys completed and provided by individual towns.

**Mean Salaries v. Rockport Salaries**





**Town of Rockport, Maine**  
**2014 Municipal Hourly Wage Survey**

The Town of Rockport does not have an established wage plan. Annual increases are based on cost-of-living adjustments; no increases are given for longevity or merit. In FY 10-11 no wage adjustments were given to any municipal employee. A wage plan for municipal employees may be proposed in the future.

In late 2015 a number of municipalities were surveyed to compare the "market" for like positions. This included both salaried and hourly positions. The market area surveyed consisted of Boothbay, Boothbay Harbor, Camden, Ellsworth, Knox County, Rockland, Rockport, St. George, Waldoboro and Wiscasset. From these municipalities an average hourly rate was then determined for each similar position.

	Municipality						
	Population	3120	2,165	4,850	7,741	7,297	3,300
	2014 Valuation	\$944,200,000	\$751,750,000	\$1,162,150,000	\$1,036,000,000	\$751,700,000	\$943,150,000
	Boothbay	Boothbay Harbor	Camden	Ellsworth	Knox County	Rockland	Rockport
Executive Secretary			\$20.67		\$16.33	\$17.85	\$22.24
Deputy Town Clerk	\$14.50			\$17.17			\$16.46
Assistant Town Clerk		\$13.84		\$14.00		\$20.57	\$14.37
Code Enforcement Officer	\$24.04	\$22.56	\$30.23	\$27.43		\$28.84	\$24.16
Administrative Assistant			\$21.94			\$17.24	\$17.06
Admin Asst/Payroll Clerk	\$24.73				\$26.08	\$20.65	\$15.00
Deputy Harbormaster		\$12.93	\$14.36	\$13.00		\$16.50	\$12.00
Asst Public Works Drctr	\$24.60	\$23.38					\$22.50
Asst Library Director				\$19.50		\$18.35	\$17.10
Children Services Librarian				\$16.07		\$18.87	\$16.10
Technical Services Librarian				\$14.79		\$17.24	\$16.26

Mean = sum of all the numbers divided by the total number of numbers

	Municipality			Average Hourly Rate	Average Difference from Current Hourly Rate		
	Population	2591	5,075		3,732	Percentage	Dollars
	2014 Valuation	\$808,100,000	\$472,950,000		\$421,950,000		
	St. George	Waldoboro	Wiscasset				
Executive Secretary		\$19.29	\$16.00	\$18.73	-15.78%	(4)	
Deputy Town Clerk	\$17.45			\$16.37	-0.53%	(0)	
Assistant Town Clerk	\$18.45			\$16.25	13.05%	2	
Code Enforcement Officer	\$17.85	\$20.00	\$25.55	\$24.52	1.48%	0	
Administrative Assistant	\$18.45			\$18.67	9.45%	2	
Admin Asst/Payroll Clerk				\$21.62	44.10%	7	
Deputy Harbormaster				\$13.43	11.92%	1	
Asst Public Works Drctr				\$23.49	4.41%	1	
Asst Library Director				\$18.32	7.12%	1	
Children Services Librarian				\$17.01	5.67%	1	
Technical Services Librarian				\$16.10	-1.00%	(0)	

Source: Surveys completed and provided by individuals towns.

**Average Hourly Wages v. Rockport Hourly Wages**

