

TOTAL COMPENSATION

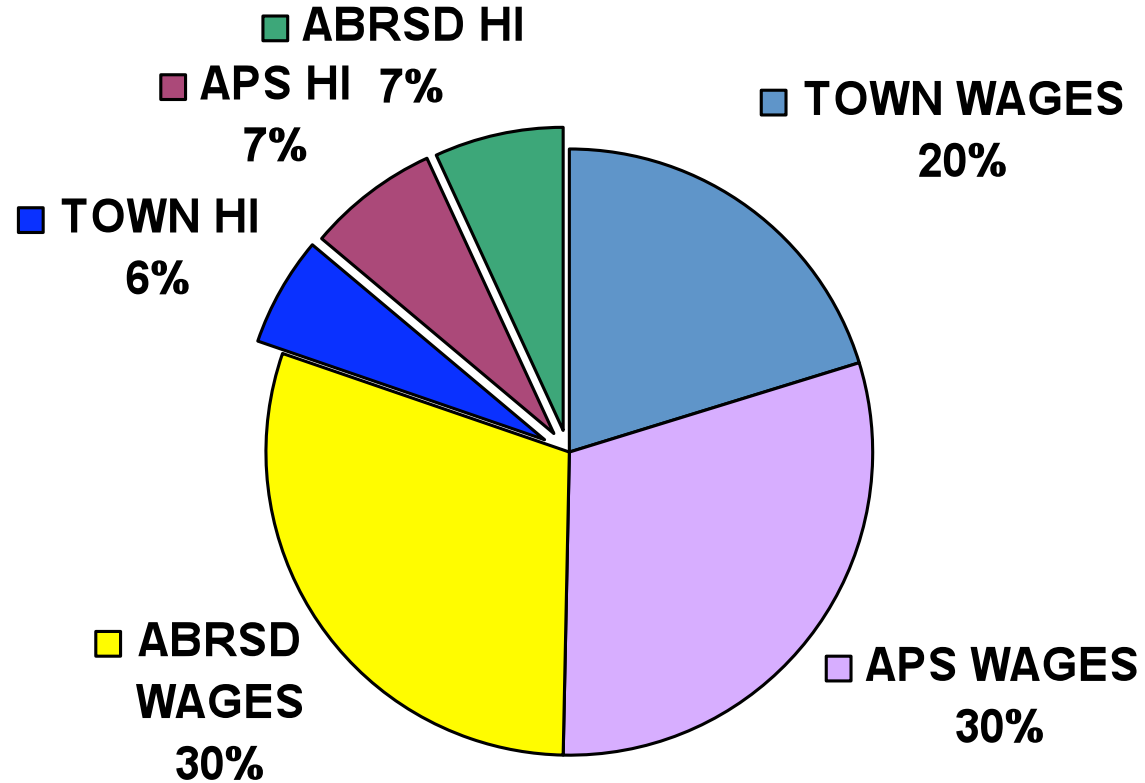
“The complete pay package for employees, including all forms of money, benefits, services and in-kind payments”

The Town of Acton and the Town Of Concord comparison

- They are neighboring Towns
- Both have a AAA bond rating
- Both have a similar population and demographics
 - Concord in an ALG Town
- Both have a Regional School system
 - Both have on Superintendent

TOTAL PIE

WAGES & HEALTH INSURANCE ~ TOWN ~ APS ~ ABRSD

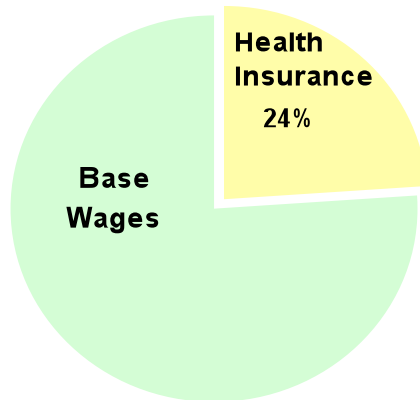


Wages equal 80% of "total wages and health insurance (HI)" and HI equals 20%

“How the Pie is Cut”

Average Firefighter Salary

ACTON
85/15% HI split

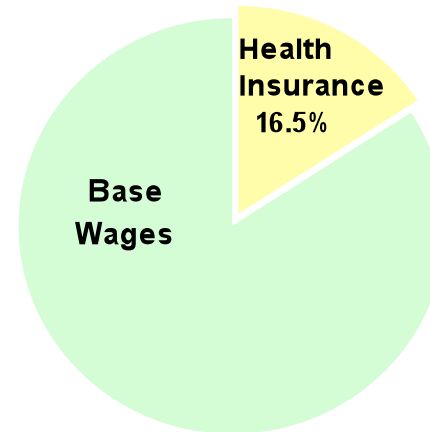


Base Wages = \$ 44,365

*Health Insurance = \$13,994

Total Town Cost \$ **58,359**

CONCORD
55/45% HI split



Base Wages = \$ 49,401

*Health Insurance = \$ 9,742

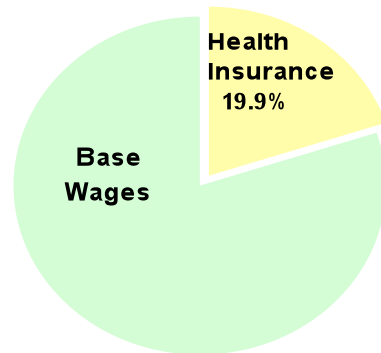
Total Town Cost \$ **59,143**

* HPHC Family Plan comparison. Acton – 24% of total Town cost goes towards Health Insurance. Concord – 16.5% of total Town cost goes towards Health Insurance.

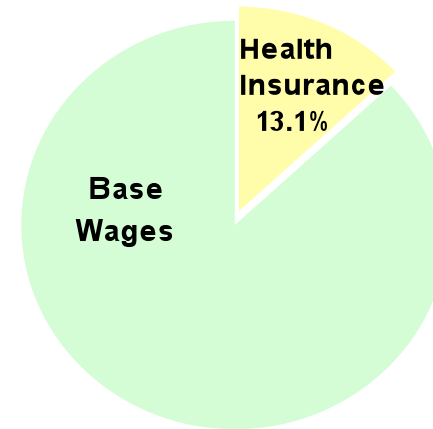
“How the Pie is Cut”

Maximum salary of Sergeant

ACTON
85/15% HI split



CONCORD
55/45% HI split



*Base Wages = \$ 55,996

**Health Insurance = \$13,994

Total Town Cost \$ **69,990**

*Base Wages = \$ 64,506

**Health Insurance = \$ 9,742

Total Town Cost \$ **74,248**

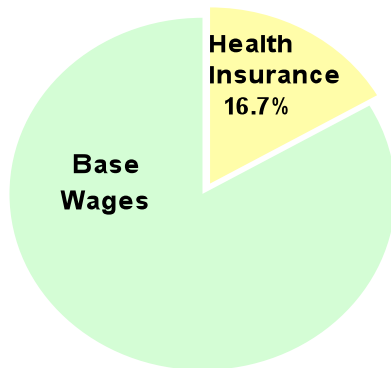
* HPHC Family Plan comparison. Acton – 19.9% of total Town cost goes towards Health Insurance.
Concord – 13.1% of total Town cost goes towards Health Insurance.

“How the Pie is Cut”

Teacher – Regional School District

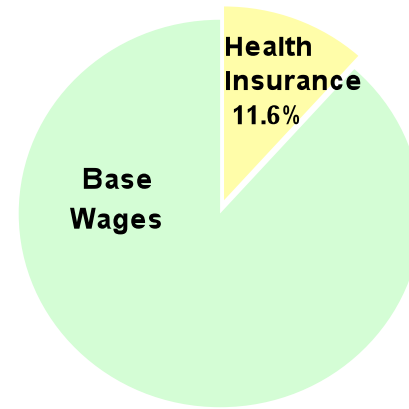
ACTON/BOXBOURGH

85/15% HI split



CONCORD/CARLISLE

55/45% HI split



*Base Wages = \$ 67,514

**Health Insurance = \$ 13,576

Total Town Cost \$ **81,090**

*Base Wages = \$ 74,296

**Health Insurance = \$ 9,742

Total Town Cost \$ **84,038**

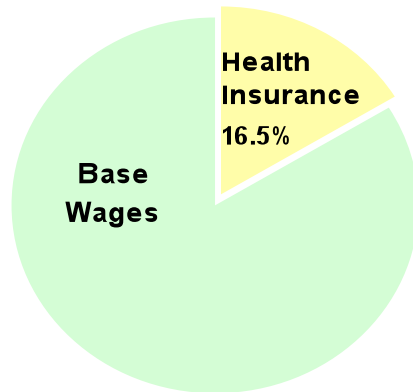
* HPHC Family Plan comparison. Acton – 16.7% of total Town cost goes towards Health Insurance.
Concord – 11.6% of total Town cost goes towards Health Insurance.

“How the Pie is Cut”

Teacher – Town Public Schools

ACTON

85/15% HI split



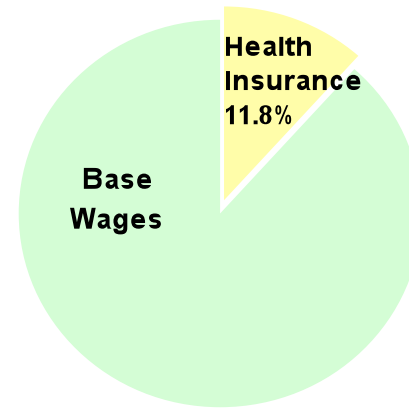
*Base Wages = \$ 68,880

**Health Insurance = \$13,576

Total Town Cost \$ **82,456**

CONCORD

55/45% HI split



*Base Wages = \$ 72,540

**Health Insurance = \$ 9,742

Total Town Cost \$ **82,282**

* HPHC Family Plan comparison. Acton – 16.5% of total Town cost goes towards Health Insurance.
Concord – 11.8% of total Town cost goes towards Health Insurance.