

Annual Town Meeting

Select Board Article 6

SET SALARY OF ELECTED OFFICIAL

Overview of Article – Town Clerk Salary

- SB requests Town Meeting approval of FY26 salary: \$118,738 (effective July 1, 2025)
- Town Clerk is Wellesley's only salaried elected official
- Town Meeting approval is required for any compensation changes
- Town Clerk does not receive:
 - Cost-of-Living Adjustments (COLA)
 - Salary steps
 - Merit Pay Plan
- SB reviews and recommends an annual merit-based increase

Comparative Context

Exempt Employees (Managers, Supervisors, and Advance Technical Level Employee):

- Proposed increases:
 - 2.0% COLA
 - 1–3% Merit Pay
- Total projected increase: 3.0%–5.0%

Benchmarking:

- SB compares Town Clerk salary to peer communities for alignment
- Ensures compensation remains fair and competitive

Peer Town Benchmarking (FY25)

Town	Status	FY25 Salary		Town	Status	FY25 Salary
Arlington	Elected	\$108,193		Braintree	Appointed	\$126,200
Belmont	Elected	\$108,687		Concord	Appointed	\$123,945
Brookline	Elected	\$111,717		Framingham	Appointed	\$138,454
Dedham	Elected	\$123,867		Natick	Appointed	\$115,000
Foxborough	Elected	\$114,500		Newton	Appointed	\$139,310
Franklin	Elected	\$111,366		Norwood	Appointed	\$127,446
Needham	Elected	\$129,130		Wayland	Appointed	\$129,855
Westwood	Elected	\$126,765		Winchester	Appointed	\$133,200
Avg (Elected)	—	\$116,778		Avg (Appointed)	—	\$129,176
Wellesley	Elected	\$113,625		Avg (All)	—	\$122,977

Note: Appointed Clerks often earn more due to professional qualifications and broader administrative responsibilities.

Select Board Recommendation

- 4.5% increase to Town Clerk salary
- New salary: \$118,738 (FY26)
- Likely in line with peer towns (elected positions) in FY2026
- Within range of increases for Exempt staff (3.0–5.0%)