

# **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
<b>Avg (Elected)</b>	—	<b>\$116,778</b>		<b>Avg (Appointed)</b>	—	<b>\$129,176</b>
Wellesley	Elected	\$113,625		<b>Avg (All)</b>	—	<b>\$122,977</b>

*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%)