



Commonwealth of Massachusetts
Board of Library Commissioners

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MASSACHUSETTS PUBLIC LIBRARY DATA

Salaries Report 7-1-2009

Compiled: December 2009
Distributed: January 2010

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Introduction

This report - ***Salaries Report, 7-1-2009*** - displays salary information as of 7/1/2009 arranged within eight population groups. The companion report - *Education & Staffing, 7-1-2009* - provides educational level and staffing data.

Data for the *Salaries Report, 7-1-2009* was submitted by 365 (99%) of the Commonwealth's 370 independent public libraries

The report provides information that may be used to describe library services, support long-range and budget planning, strengthen service evaluation, and advance informed decision-making. Users will need to interpret this data in the context of the service roles adopted by the library and its mission statement.

This report reflects considerable time and effort expended by library directors and staff members who have carefully responded to the agency's written and telephone surveys. Their work contributes to planning library services and development at the local, state and national levels and is greatly appreciated.

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Salaries Report, 7-1-2009

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Public Library Salaries Report, 7-01-2009

Municipality/ Library	2008 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust

Population Group 1 (0 - 1,999)																				
Acton-W. Acton	1,248	M	36,481	24.95																
			MLS																	
Alford	392	W	600	Stip.																
Aquinnah	357	S	38,902	29.81										20.74	16.72					
Ashfield	1,822	W	19,148	16.01														9.71		15.60
Becket	1,801	W	15,200	16.00	13.00															
Blandford	1,270	W	12,480	12.00	8.00				8.00		8.00				8.00					
Buckland	1,989	W	13,577	13.50																
Charlemont	1,378	W	10,959	14.05										9.60						
Chatham-South	670	S	5,824	14.00																
Chester	1,287	W	15,387	13.45											9.00				8.00	8.00
Chesterfield	1,288	W	12,919	12.42															9.00	10.00
																			10.00	
Chilmark	971	S	59,240	27.77	21.45					19.85				15.27	14.86					
				35.33	27.28			25.27		19.43	17.06									
Clarksburg	1,619	W	20,634	15.87	12.97				11.89											

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Colrain	1,879	W	20,834	15.41						11.34										
Conway	1,896	W	13,730	17.60	14.17														14.94	
Cummington	964	W		Stip.																
Egremont	1,351	W	17,030	15.60																
Erving	1,552	W	17,510	19.00											9.00					
			MLS	20.00											10.00					
Florida	675	W	8,910	11.00	8.00															
Gill	1,388	W	8,585	13.50	11.64														11.85	
Goshen	974	W	1,100	11.00						8.00										
										8.50										
Gosnold	83	S	400	Stip.																
Granville	1,686	W	7,114	15.20										12.68	10.30				10.61	
															12.46					
Hancock	1,112	W																		
Hardwick- Gilbertville	1,325	W	10,140	10.00															10.00	
				13.00																
Hardwick-Paige Memorial	1,854	W	18,154	17.66		11.55									9.00					
Harwich-Chase	615	S	7,140	14.00																

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Harwich-Port	1,230	S	8,450	Stip.																
Heath	798	W	20,378	15.68												11.44				
Hinsdale	1,913	W	15,557	19.94	11.25										9.00					
															9.50					
Leverett	1,772	W	37,257	19.58				12.69												15.80
			MLS																	
Leyden	801	W	12,557	13.80																11.94
Middlefield	557	W	1,000	Stip.																
Monroe	96	W																		
Monterey	950	W	15,481	18.50	13.50										9.00					
				19.06											11.00					
Montgomery	720	W	11,680	16.22											8.24					
Mount Washington	136	W		Stip.																
New Braintree	1,116	C	5,200	Stip.	Stip.															
New Marlborough	1,508	W	34,757	16.71											10.18					15.38
New Salem	990	W	14,326	14.50						10.87					8.71					11.58
Northfield-Field	151	W	750	Stip.																

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrcl Stff	Other	Cust	
Oakham	1,914	C	13,500	15.00												10.00	8.00				
																		11.00			
Otis	1,396	W	8,678	11.00	8.00					8.00				8.00							
					8.50				9.00		8.50										
Pelham	1,386	W	22,840	21.50		10.00															
			MLS																		
Peru	832	W	3,000	Stip.																	
Petersham	1,288	C	21,370	20.55	13.64											9.55			15.91		15.81
Phillipston	1,787	C	12,240	23.54										11.00							11.00
Plainfield	591	W	10,202	13.47																	
Richmond	1,572	W	13,432	14.35	13.50					10.00							8.00				15.00
																		8.70			
Rowe	348	W	22,132	23.05											12.97						12.18
Royalston	1,376	C	19,464	19.70					10.00		9.75										8.50
									12.48		10.38										
Russell	1,719	W	9,678	15.00					13.50												11.00
Sandisfield	848	W	7,100	10.00		10.50									8.50						
Savoy	722	W		Stip.																	
Shelburne- Arms	1,018	W	22,425	18.00												10.00	6.75				

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Shelburne-Free	1,018	W	14,669	20.15															11.30	
			MLS																	
Shutesbury	1,847	W	24,542	15.73	11.95					11.95										
South Hadley- Gaylord	1,724	W	31,900	28.00					21.00											
			MLS																	
Tolland	457	W	5,275	12.63						9.75										
Tyringham	339	W	1,500	Stip.																
Wales	1,881	W	15,753	12.61						8.85									9.75	
									10.12											
Warren-West	963	C	14,560	14.00						10.00										
Warwick	749	W	17,995	15.73																
Wendell	1,000	W	21,481	15.30	11.47															
West Stockbridge	1,432	W	15,589	14.36											10.00					
			MLS																	
Westhampton	1,576	W	39,497	21.70					13.27										10.56	
Whately	1,566	W	17,756	17.07										9.69					12.56	
			MLS																	
Windsor	846	W		Vol.																
			MLS																	
Worthington	1,272	W	13,592	10.50																
				12.00																

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Population Group 2 (2,000 - 4,999)

Ashby	2,927	C	16,600	13.30											12.00					
Avon	4,300	S	47,712	23.29		19.66				14.98	16.24			10.59			10.65			12.73
				26.22		21.71				16.87	18.29			12.26			11.55			13.88
Barnstable- Cotuit	3,201	S	47,915	26.33					19.60	12.00	16.39									15.00
										15.00										
Barnstable- Osterville	3,104	S	65,000	35.70	21.00			20.00	20.50	18.75	17.75				18.80	12.00		14.65		
			MLS													12.75				
Barnstable- Sturgis	3,025	S	64,953	31.23	23.08				19.96	15.00	17.34					11.00		19.51		17.41
			MLS													12.24				
Barnstable- Whelden	3,034	S	31,827	22.10		15.00				10.85	11.94									
										11.53										
Berlin	2,853	C	41,709	21.65					15.28	15.28	17.06						7.96			15.28
				27.65					19.52	19.52	21.80						10.16			19.52
Bernardston	2,230	W	17,940	15.00	11.25											8.60			8.40	11.00
Bolton	4,530	C	67,877	28.99	19.74										15.69		13.45			
			MLS	37.83	25.74										20.47		17.55			
Boylston	4,264	C	40,012	20.87	15.32				13.12							11.25	8.34			9.27
				28.15	20.69				17.73							15.29	8.61			10.11
Brimfield	3,708	C	29,324	19.95					8.71	9.73				9.73		8.20				8.00
Brookfield	3,007	C	33,747	17.25											11.75					10.50
				20.34											14.14					12.73
Carlisle	4,874	N	69,475	37.37	29.38			18.27	18.27		18.27	18.27			18.27	16.77	8.00			16.77
			MLS	44.38	37.37			24.88	22.51		22.51				22.51	20.37	8.45			20.37

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Cheshire	3,314	W	10,079	13.75																
Deerfield	4,694	W	45,646	23.92					15.64						11.94	8.00				
			MLS	28.58																
Dennis-Memorial	3,070	S	24,000	9.23	Stip.			Stip.			Stip.									
Dennis-Sears	3,070	S	27,500	17.06										10.00						
														12.35						
Dennis-South	3,070	S	20,976	20.00										13.00						
Dennis-Town	3,070	S	59,000	32.46				18.60	18.60		18.60			17.49	17.49	9.00	16.13			
			MLS					19.16	19.34		19.34			18.20	17.84		16.48			
Dennis-West	3,070	S	22,800	17.50	15.00	12.50					16.00									
Dunstable	3,323	N	19,760	18.45					13.90	11.55	11.55				11.55	10.55				13.08
				19.00					14.40	11.90	11.90				11.90	10.90				13.50
East Brookfield	2,057	C	26,148	16.67	12.15				10.48	9.40						8.25				
Edgartown	3,932	S	62,325	27.09				19.70	22.10	17.10	17.18			15.02						15.02
			MLS	34.26				24.91	27.97	21.79	21.79			19.00						19.00
Essex	3,333	N	34,439	22.75	14.75															
					17.75															
Falmouth-West	3,644	S	28,600	25.00					13.25	11.50	15.00									21.00
									15.45	16.25										
Falmouth-Woods Hole	3,644	S	27,638	21.26						17.36	17.36		15.30		13.26				17.36	8.50
Hadley	4,732	W	50,535	27.66						13.75	15.47				13.75					
			MLS							15.78					15.78					

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Hatfield	3,227	W	27,456	22.00												11.12				9.69	
			MLS															11.30			
Holland	2,529	W	14,040	27.00						8.80											
									10.60												
Hubbardston	4,482	C	21,036	15.42										11.75							
				21.39											16.31						
Huntington	2,219	W	9,563	12.26	11.05														8.59		8.31
Lanesborough	2,866	W	14,539	13.98						8.00											
									9.00												
Millville	2,845	C	15,053	16.40	7.73																10.00
Nahant	3,498	N	64,384	25.48					11.54						11.65		8.00				
			MLS	34.62					14.62												
North Brookfield	4,833	C	23,036	14.58					11.26	9.48	10.14										9.55
Northfield- Dickinson	3,026	W	46,300	20.81						11.83				11.83	10.73						11.26
			MLS	24.88							16.17				16.17	12.81					
Oak Bluffs	3,735	S	66,081	29.07				22.66	19.42						17.99	16.65					
			MLS	35.75				28.82	23.89							22.12	20.48				
Paxton	4,632	C	40,703	22.36				17.83	17.83	12.00				12.00			8.00				15.45
																		8.24			
Plympton	2,785	S	34,861	18.42												13.29				10.90	
				20.95													15.11				12.62
Princeton	3,475	C	35,148	24.14					14.55	13.55	15.91										
									14.58	14.55											
Provincetown	3,376	S	59,372	23.82	22.69				16.63							13.78					
			MLS	29.40	28.00					20.72							16.78				

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Sheffield	3,309	W	53,409	25.68											11.70	11.53			10.00	16.00	
			MLS																		
Sherborn	4,204	M	79,186	38.07				22.89	22.89		22.89				16.36	13.82	10.70				
			MLS																		
Stockbridge	2,217	W	38,721	23.27	16.47					11.77				19.37		10.25					12.05
			MLS														14.99				
Sunderland	3,710	W	42,865	21.98											11.32	10.50					
			MLS														13.22	10.65			
Tisbury	3,811	S	67,808	31.16				19.45	19.45						16.89	11.27					
			MLS	40.59				23.81	23.81							20.69	14.28				
Truro	2,125	S	59,915	24.72				18.36							15.47						
			MLS	32.92				23.36								20.25					
Warren-Public	4,105	C	39,944	21.95	13.50											10.00			11.98		10.38
			MLS																		
Wellfleet	2,724	S	65,553	31.88				17.31	17.31	14.53	15.46					10.74					16.40
			MLS	38.07				26.18	26.18	21.33	22.05						15.42				
West Brookfield	3,806	C	36,874	18.21					14.87	14.87							10.19				11.57
			MLS	23.04					18.81	18.81								12.90			
West Newbury	4,269	N	71,910	34.44					26.10	18.08	18.08				13.43	11.96					
			MLS																		
West Tisbury	2,638	S	63,848	27.99					22.10	20.65		22.10		15.76							
			MLS	39.39					31.10	29.06		31.10		22.19							
Williamsburg	2,509	W	32,194	15.13	14.42					10.20	12.83										10.81
			MLS	17.39																	

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Population Group 3 (5,000 - 9,999)

Adams	8,295	W	56,000	23.36		13.93			12.78	12.78	12.78					9.87				12.78
			MLS	30.65		18.27			16.76	18.27	16.76						12.95			
Ashburnham	5,974	C	48,000	17.18	14.48	11.04														10.02
				24.05	17.68	13.17														
Ayer	7,399	C	65,562	31.52	25.81				24.39	19.88	15.00	15.65			10.00					
											17.87									
Barnstable- Centerville	9,740	S	62,520	34.35	22.28	21.22			15.76		17.21			16.07	8.00					
															14.98					
Barnstable- Marstons Mills	8,175	S	37,333	22.44					16.00	17.52			12.00		12.00					
															13.00					
Barre	5,431	C	38,985	20.49					13.67					13.67	10.25					11.44
				25.20					16.81					16.81	12.60					
Berkley	6,462	S	41,270	22.68										10.35	9.82					10.05
			MLS												13.41					
Blackstone	9,021	C	47,722	22.51					15.81					15.35	13.78	8.00				15.57
			MLS														9.29			
Boxborough	5,081	C	70,070	33.69					20.36	16.23	18.18			16.23	14.76					
			MLS						25.03	19.95	22.35			19.95	18.14					
Boxford	8,131	N	58,792	28.27	21.75				21.04					14.92	11.76		17.69	12.19		
			MLS												17.69					
Brewster	9,936	S	62,038	26.56				19.95	22.35	16.91	19.95		15.00	14.83	12.00			22.00		14.83
			MLS	34.53				25.94	29.06	21.99	25.94			19.28	18.35					
Chatham- Eldredge	6,366	S	67,562	27.96	24.33			23.03	23.03					15.28		9.50	20.12		15.28	26.59
			MLS	36.98	29.71			28.76	28.76					19.95				25.30		19.95
Cohasset	7,169	S	71,073	37.77				18.24	18.24					15.65	14.51	8.00	14.51			
			MLS					25.68	25.68					22.10	20.49		20.49			

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Dalton	6,593	W	53,474	25.61	17.85										10.57	8.38					
			MLS														12.37				
Dighton	6,724	S	41,423	22.76					13.61	15.13	14.83										11.15
			MLS																		
Douglas	7,955	C	60,178	31.39					18.95	12.48					12.48		8.00				
			MLS	38.35					23.16	15.25					15.25						
Dover	5,644	M	67,279	32.35	22.98	22.98		20.83	20.83		20.55				17.17	17.17	8.00				
			MLS	38.94	28.18	29.08		26.59	26.59		25.98				23.66	21.06					
Eastham	5,438	S	70,512	30.70				21.71	19.32						15.48						11.47
			MLS	36.51				25.80	22.97							18.42					
Freetown	9,027	S	24,710	23.28							15.09										
			MLS																		
Georgetown	8,629	N	50,160	27.45					17.50						15.07	14.00	8.08				14.14
			MLS																		
Granby	6,281	W	39,690	19.63					18.18		13.36										
			MLS	25.60					23.72		17.43										
Great Barrington	7,379	W	54,326	26.19	18.95				16.78						14.32	11.66					
			MLS														11.93				
Groveland	7,198	N	54,600	28.00	17.00				16.00						15.00		8.00				
			MLS	28.38	17.68				16.38							15.60		8.32			
Halifax	7,692	S	53,095	24.82				15.89	15.89	15.89	15.89			15.89		14.28					
			MLS	28.59				19.25	19.25	19.25	19.25			19.25		17.71					
Hampden	5,400	W	31,330	24.10							15.49			16.05			8.25				
			MLS																		
Harvard	6,006	C	78,043	31.40		22.02		19.28	19.28	16.88	16.88				13.23		7.50				
			MLS	38.36		26.91		23.55	23.55	20.62	20.62				16.17		8.32				
Hopedale	6,142	C	52,000	26.56					20.24						17.73	15.93	6.95				16.87
			MLS													16.06					

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Lancaster	7,015	C	63,360	30.34	15.13				15.13					13.54	11.64	9.12			12.60	11.64
			MLS		19.31				19.31						17.29	14.89	11.65			16.12
Lee	5,763	W	54,325	29.85									18.91	15.22	10.58	6.77				11.70
			MLS											15.59	11.70					
Lenox	5,095	W	52,925	29.39	20.74			17.40	14.15				25.00	9.37	8.34		15.00	13.00		13.39
			MLS											11.13	8.76					
Lincoln	8,078	M	80,172	30.31	26.97	24.09		22.75	21.46					17.01	16.05	10.00	19.12		9.00	17.01
			MLS	40.73	36.25	30.52		27.18	27.18					21.55	20.33	10.75	24.22		10.75	21.55
Littleton	8,711	N	67,626	32.51		23.46			23.46					18.28	14.13	8.25	19.87			
			MLS											20.26	15.15					
Lunenburg	9,946	C	51,500	24.04	17.68				17.68		11.84	17.68		11.84	7.96	7.96				
			MLS		21.74				21.74		17.31	21.74		17.31	11.64	11.64				
Manchester-by- the-Sea	5,260	N	63,111	31.00	22.07				22.07	22.07	18.94	18.94			13.69					15.55
			MLS	44.00	24.70				24.70	24.70	20.58	20.58			14.72					
Marion	5,148	S	57,600	31.00					19.49					15.75	11.44					14.07
			MLS																	
Mattapoisett	6,463	S	47,839	22.81				17.65	17.85		14.11				11.17	9.12				
				29.76				17.85	18.05		14.54				12.20	9.39				
Mendon	5,762	C	29,203	30.42				12.96	19.56					11.19	10.84					9.80
														12.85						
Merrimac	6,504	N	43,971	24.16					12.00	12.16	12.16					10.50				
									14.34											
Middleton	9,634	N	60,908	33.47	19.17			16.76	16.76		16.76		16.76			9.01				
			MLS		21.83			19.17	19.17		19.17		19.17			9.62				
Millis	7,957	M	64,883	31.19					18.54					15.89	12.39	8.00				
			MLS						22.65					22.65	15.12					
Monson	8,952	W	52,496	29.00						17.00	11.25		10.45	9.40		8.20	15.00			
										18.56										

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Montague	8,316	W	58,916	24.44					16.35						14.28	12.26					
			MLS	34.20													20.00	17.18			
Natick-Bacon	9,564	M	44,801	29.12					20.97						14.16						
			MLS	36.57													16.84				
Newbury	6,934	N	51,000	24.52	18.54				20.05	17.89					14.41	13.64					
			MLS																		
Northampton-Lilly	8,514	W	48,175	22.00	16.00	14.00		11.50	11.50	10.00							8.00				8.00
			MLS	24.00	18.00	16.00		14.00	15.00	11.50								9.50			
Orange	7,688	W	54,447	29.89					24.17							12.15	8.24				
			MLS														17.73				
Orleans	6,269	S	69,048	26.48	21.82			16.66	16.66						14.21	14.21	10.80	15.66			15.86
			MLS	33.07	27.25			20.52	20.25							17.38	17.29	13.14	19.08		
Plainville	8,204	S	47,560	26.13					17.71	11.41	17.79				8.50						
			MLS													10.11					
Rochester	5,268	S	54,935	26.32											13.80		8.40				
			MLS													18.00					
Rockport	7,612	N	64,932	31.22	17.69	18.14				17.29	17.69			17.29	17.29	11.18	8.00			17.29	15.76
			MLS		18.41	18.88					18.00	18.41			18.41	18.00					18.00
Rowley	5,738	N	46,260	20.40											14.84	11.92	9.36				13.02
			MLS	27.20												21.42	15.90	12.48			
Rutland	7,899	C	39,640	22.24	16.83				15.12						10.54	9.46	8.00				
				25.41	19.23				17.27							12.04	10.80	9.00			
Salisbury	8,417	N	38,089	22.89	19.50				17.06	12.00											14.00
Shirley	7,904	C	40,414	20.65	15.51				14.10						11.65		8.00				11.65
				28.20	21.20				19.25							15.90		8.16			
Southampton	5,970	W	28,135	19.63					11.49						11.49	8.00					8.69
			MLS	22.98					15.60							15.60	10.33				

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Southborough	9,583	C	59,488	28.31		20.59		17.64	17.64	17.64						9.02				9.90
			MLS	36.55		26.58		21.21	21.21	21.21						13.24				
Southwick	9,571	W	51,330	26.22	20.22			13.55	13.69			16.11			9.74	8.50				
								16.11						10.64						
Sterling	7,865	C	61,216	22.49					17.02					12.88	9.73					14.81
				34.03					25.74					19.48	14.72					22.41
Stow	6,446	M	59,224	26.03										20.03		11.13		12.28		
			MLS	32.54										25.02		14.61		16.53		
Sturbridge	9,103	C	61,904	21.96		18.79			14.71					15.08	14.71	8.00			14.71	
			MLS	31.87		22.46			17.58					18.02	17.58				17.58	
Sutton	9,028	C	47,270	24.39					17.42					11.62	9.81					11.47
			MLS	29.14					20.82					15.62	11.72					
Templeton	7,831	C	26,771	16.56						8.99										8.99
				22.65						13.54										
Topsfield	6,051	N	60,760	21.95		15.96		13.24	13.24	13.24	14.46		13.24					13.24		
				29.97		21.80		18.11	18.11	18.11	19.81		18.11						18.11	
Townsend	9,400	C	38,585	23.18					13.64					13.72	9.32					
			MLS																	
Upton	6,584	C	59,215	22.77					16.21	14.05				11.54						
			MLS	29.74					21.07	18.26				15.00						
Ware	9,824	W	55,332	31.76					17.13	19.79			14.04		10.67					19.65
			MLS																	
West Boylston	8,277	C	52,088	21.44		16.85			12.63	12.63	12.63	12.63								10.57
				30.86		23.58			17.72	17.72	17.72	17.72								
West Bridgewater	6,674	S	64,368	30.95	22.48			17.24	16.34		14.88		12.25	16.56	10.11		10.94			
			MLS																	
Westminster	7,391	C	58,040	27.57				15.07	18.30					13.69	10.88	8.00				
			MLS	33.88					18.55	22.49					16.88	14.45	10.82			

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Williamstown	7,968	W	58,026	29.75	17.80			18.16	20.34		14.00			10.30	9.58	8.75			8.33	
			MLS												14.42		9.00			

Population Group 4 (10,000 - 14,999)

Acushnet	10,368	S	50,812	27.81	16.93									14.03	13.55	8.75			13.55	
			MLS		18.81										15.59	15.06				15.06
Athol	11,570	C	60,214	28.47	20.91			16.60						15.37	12.19	8.00			8.00	11.29
			MLS	33.99	24.99			19.82							18.34	14.56				
Bedford	13,545	M	82,537	31.05	25.14	23.31		21.39	21.39					19.65	14.25	8.35	18.75		21.39	14.18
			MLS	42.69	33.94	30.89		28.34	28.34						23.23	17.99	9.58	23.90		28.34
Belchertown	14,233	W	63,930	30.74				25.69	25.69	25.69				18.69		7.81				16.71
			MLS												20.24					
Carver	11,574	S	62,820	24.48				20.88	20.88	15.38	13.92			13.20	9.29					
			MLS	29.26			24.95	24.95	18.38	16.63				15.77	11.59					
Charlton	12,585	C	56,241	30.77	18.74					15.26	14.20					8.00			13.44	
			MLS																	14.07
Clinton	13,965	C	57,972	31.85				22.19	14.86	7.12										18.40
			MLS						17.20	20.60										
Dudley	11,073	C	52,500	24.53				13.38							11.81					
			MLS	29.96					16.34							14.58				
Duxbury	14,496	S	72,500	28.85	20.23			21.53	21.53		21.53	21.53		15.78			16.48			16.49
			MLS	40.87	30.35		25.70	25.70		25.70	25.70		18.83				21.01			
East Bridgewater	13,996	S	58,127	32.06	26.23			23.29			23.29			16.56		8.85	20.37			14.58
			MLS														9.96			
Groton	10,632	C	73,142	35.16				22.33	22.33	19.52	22.33	20.13		16.10		8.81	19.52			16.10
			MLS				27.33	27.33	23.89	27.33	24.64		19.70		10.78	23.89				
Hamilton- Wenham	12,943	N	63,006	33.68				19.55	19.00	18.36	24.77	19.01	18.36		12.00	8.00	18.36			
			MLS													14.70	9.27			

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Hanover	13,995	S	66,235	20.00				15.75	15.75	17.81				16.45	15.01	8.29				13.76
			MLS	39.20				30.87	30.87	20.87				20.29	19.06					
Hanson	10,019	S	51,780	28.45				21.15	20.61		21.35			19.01						14.00
			MLS					24.00	24.00				24.00							
Harwich- Brooks	12,298	S	75,347	33.85				21.28	21.28	21.28				15.74	15.17				16.47	15.17
			MLS	42.27				26.71	26.71	26.71				19.62	18.71				20.51	18.71
Holbrook	10,644	S	52,765	15.68					19.66					15.87	12.59					12.10
			MLS	25.35					22.94					18.51	14.46					
Holliston	13,901	M	65,082	33.90	20.16			17.93	19.00					16.92	11.68	9.52				
			MLS		24.90			22.17	23.50					20.91	14.45					
Hopkinton	14,338	C	71,937	27.15				17.70	17.70					11.22	11.22			11.22		
			MLS	34.45				23.68	23.68					18.68	18.68			18.68		
Hull	11,041	S	42,302	27.87	22.40				19.70					16.42						
			MLS	32.54	25.61				21.76						18.04					
Ipswich	13,219	N	75,799	38.72	25.23			17.91	20.70		20.74			18.87	11.31	8.24			14.47	
			MLS					20.70						19.22	17.84	13.43				
Kingston	12,328	S	75,328	30.83				20.54	20.54					20.54	17.72	14.88	10.59			
			MLS	41.39				27.58	27.58					27.58	22.10	18.59				
Lakeville	10,515	S	54,289	22.53					17.66						14.30	8.00				
			MLS	26.10					20.88						16.06					
Leicester	10,990	C	45,000	24.72	17.37				13.79		10.95				9.38					
			MLS		20.74				16.47		13.08				11.21					
Lynnfield	11,412	N	69,287	38.07		21.24		16.71	16.71	16.71	16.71		18.67		13.29	8.00	17.29	15.14		
			MLS			23.89		18.45	18.45	18.45	18.45		20.45		14.69		19.09	16.70		
Mashpee	14,227	S	62,744	24.91					19.10		19.23								13.49	
			MLS	30.05					29.03		25.93									18.22
Maynard	10,182	M	63,995	21.55	23.64			20.49	17.83					15.78		8.50	17.83			
			MLS	30.77	30.25			26.17	22.78					22.78				22.78		

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Medfield	12,275	M	71,400	35.32				21.41	21.41	19.46	19.46	21.41			16.08	14.63	9.07			
			MLS	44.15					26.76	26.76	24.33	24.33	26.76			20.10	18.28	11.35		
Medway	12,785	M		Vol.	21.20						15.31	15.31				13.12				
					27.91						20.16	20.16					17.29			
Millbury	13,401	C	60,337	28.19											17.44		7.77		17.44	14.19
			MLS													18.13		8.00		18.13
Nantucket	11,215	S	135,000	69.23		30.42					15.45				27.72	15.00	10.00	35.09		
			MLS			34.78										29.85	25.00	11.00		
Norfolk	11,029	S	71,281	26.12	23.35				22.47			17.14		25.17	14.08	13.84	7.88			
			MLS	34.27	30.64				31.75		24.24		35.56	19.91	18.17	10.35				
North Adams	13,711	W	47,445	24.33	17.95			10.29	8.25	8.25	16.54									8.00
			MLS					21.79	17.55	12.85										
Northborough	14,646	C	83,800	30.99				20.63	20.63				20.63		18.64	16.84	8.00	16.84		
			MLS	40.29				26.82	26.82				26.82		24.23	21.89	8.24	21.89		
Northbridge	14,383	C	23,762	19.04										15.08	12.80	10.88				
Norwell	10,293	S	80,702	32.82				21.06	21.06		21.06		21.06		14.16	10.48				15.34
			MLS	41.10				26.30	26.30		26.30		26.30		17.71	13.10				
Oxford	13,615	C	58,968	21.70	18.99				17.25	13.01	17.07						8.00			
			MLS	32.44	28.70				26.85	19.69	25.11									
Palmer	12,933	W	58,000	31.87				22.65	17.44	15.97	19.90	17.49	16.28		15.12	8.46	21.36			
			MLS						24.06	19.59			23.61							
Pepperell	11,382	C	57,921	24.24	21.65				19.33	17.25					17.25	15.70	9.25			13.44
			MLS	29.50	26.34				23.52	20.98					20.98	19.10	10.61			
Raynham	13,566	S	58,720	30.52		19.68			15.05	15.27	13.57				10.63		9.45			16.77
			MLS																	
Rehoboth	11,474	S	40,517	34.85	16.48	23.68					14.43				8.31					10.47
			MLS									15.18								

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Seekonk	13,575	S	84,587	45.44	42.48	32.52		20.94	20.94					25.51	13.35	8.00	13.93		15.97	
			MLS	49.86	43.33	36.58		23.32	23.32					27.08	15.20	10.79	15.85		17.99	
Spencer	11,922	C	51,329	22.93					15.45				13.94	12.36	10.77	8.25				
			MLS	26.68					19.08					15.45	13.85					
Swampscott	13,944	N	65,683	36.97	24.26			20.05	20.05	20.05	20.05			13.31	11.37	8.49	20.05			
			MLS	44.36	29.10			23.96	23.96	23.96	23.96			16.60	15.15		23.96			
Tyngsborough	12,019	N	49,231	31.56					17.19					14.37	13.69					
			MLS						20.91					17.48	16.65					
Uxbridge	12,672	C	50,000	23.48	20.63									14.69	8.00					14.69
			MLS	23.95											15.79					
Wayland	12,996	M	86,998	38.56	29.98			22.40	22.04	23.80	23.80		22.40	18.90	14.22	8.43	23.80			
			MLS	50.31	39.12			31.06	33.54	31.06	31.06		31.06	26.63	18.55	9.44	31.06			
Weston	11,711	M	91,590	38.18		28.47		23.51	23.51					20.43	17.95	8.00	22.26			15.00
			MLS	52.04		31.88		26.42	26.42					23.20	20.53	11.00	24.09			24.00
Westwood	14,189	M	88,725	36.43		24.41	20.93	20.93	20.93					20.93	16.62		17.95			15.39
			MLS	48.84		32.78	28.10	28.10	28.10					28.10	22.31		20.04			26.02
Whitman	14,447	S	55,900	26.88				20.21	20.21	19.63				16.74	16.32					12.62
			MLS					22.08	22.08	21.37				18.25	17.81					
Wilbraham	13,970	W	71,273	26.01	19.82	19.13		17.38	17.38	11.46	19.13	17.38		17.38		8.32	12.58			
			MLS	39.01	29.10	26.07		26.07	26.07	17.16	26.07	23.69		23.69			17.16			
Winchendon	10,164	C	51,584	23.97										14.37	10.86					10.86
			MLS	31.71										19.00	14.37					
Wrentham	11,133	S	56,237	26.94				18.89	18.89					17.50	8.50	7.50				
								22.90	22.90					21.37	14.00	10.00				

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Population Group 5 (15,000 - 24,999)

Abington	16,689	S	63,445	34.86				19.77	18.30					12.15	13.64	8.00					
									23.29					18.44							
Acton-Memorial	20,797	M	86,074	31.72	26.09	24.85		21.47	21.47		21.47	21.47		16.87	16.07	8.00	19.53			20.51	
			MLS	41.38	34.04	32.42		28.09	28.09		28.01	28.01		22.01	20.96	8.50	25.48			26.75	
Amesbury	16,584	N	66,139	36.01	29.36			23.86	23.86					25.62	14.00	8.00					
			MLS	37.33	30.38			29.33	24.82					27.67	17.86						
Ashland	15,807	M	72,300	34.76		22.72			13.21	13.21	14.18	19.92				8.48					
			MLS						18.03	18.03	18.96										
Auburn	16,222	C	62,092	26.84	17.43				15.71					15.84	11.83	7.50					9.28
			MLS	37.89	24.60				22.18					18.90	17.32	10.43					13.81
Barnstable-Hyannis	15,906	S	63,472	27.00	20.00				17.00	11.25	11.25									11.00	11.00
			MLS	35.00	26.00				19.00	13.50	14.00									11.67	11.75
Bellingham	15,900	C	58,500	32.14		23.31		25.05	11.20	18.33	16.40	17.00		8.80			15.60				18.33
			MLS											10.20							
Belmont	23,291	M	90,943	34.69	29.96	28.50	25.58	24.11	24.11			24.11	28.50	21.20	15.37	6.25	21.20				13.90
			MLS	48.56	35.98	34.22	30.71	28.96	28.96			28.96	34.22	25.45	20.20	7.25	25.45				23.72
Bourne	19,392	S	79,690	40.71	32.04				20.38		19.40			16.36						10.30	14.87
			MLS		38.28				27.47		26.15			22.04							20.04
Burlington	24,985	N	78,286	36.03	28.23	26.04		24.32		24.32				19.41	13.30	8.97			19.41	13.75	
			MLS	46.88	37.17	34.25		32.02		32.02				29.34	25.61	9.61			25.61	17.35	
Canton	22,048	S	86,555	41.61		24.81		23.41	23.41	23.41			23.41	19.13	16.50	11.00					16.50
			MLS			33.16		31.30	31.30	31.30			31.30	26.29	22.08	12.38					22.08
Concord	17,450	M	104,103	36.76	29.13	25.33	25.33	20.00	21.47	25.33	21.47		19.02	21.38	16.33	8.00	21.38			9.00	14.43
			MLS	54.90	43.51	40.45	37.84	32.06	32.06	37.84	32.06		32.06	29.73	25.75	10.00	29.73			13.00	25.00
Dedham	24,630	M	81,000	32.46		23.03	23.03	23.03	23.03	23.03	23.03				16.87	9.00	19.65				18.30
			MLS	41.37		29.05	29.05	29.05	29.05	29.05	29.05				20.75		24.16				24.16

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East Longmeadow	15,332	W	67,984	34.73	21.03				21.03		19.38			17.86	13.98	8.24	16.46	15.17		
			MLS		27.41				27.41		25.26			23.23	18.24	8.75	21.46	19.77		
Easthampton	16,195	W	44,000	20.43		11.07			15.90	10.10	11.00	10.05	9.25		8.10	8.10		8.10		9.00
			MLS	24.75		11.35			16.30	10.20	11.30	11.30	10.05		9.15	8.30		8.20		11.05
Easton	23,209	S	75,000	41.21	33.79			25.27	30.22	22.24				20.74	15.00	8.00	21.43			
			MLS					28.02												
Fairhaven	16,112	S	66,325	34.47	28.67				20.07				21.03	15.80	12.25	8.25		13.00		14.07
			MLS											17.13		8.50				
Foxborough	16,347	S	91,120	32.61		27.08		25.30			25.30			16.86	14.73	8.88	16.61			13.76
			MLS	43.64		33.74		31.53		31.53			21.01	18.35	11.89	22.23				17.15
Gardner	20,682	C	65,000	33.33				18.85	18.85				18.85	16.19	11.55				17.17	17.57
			MLS																	
Grafton	17,553	C	64,163	29.86				18.21	18.21	14.89	13.50			14.86	13.50			12.28		12.28
			MLS	35.25				21.50	21.50	17.54	15.95			17.54	15.95			14.49		14.49
Greenfield	17,828	W	53,200	27.28	24.23	18.80		18.84		17.27	17.83		15.00		12.41	8.00	18.93			16.19
			MLS			23.15		19.41		17.79	18.38					15.70				
Hingham	22,561	S	87,787	38.29		29.21		24.12	18.37	24.12	24.12		24.12	17.64	16.39	9.58	20.22	16.39		15.89
			MLS	48.23		34.81		29.03	29.03	29.03	29.03		29.03	23.49	20.59	9.83	25.47	20.59		25.39
Holden	16,608	C	75,150	32.32	29.00	23.97		16.60	16.60	16.60	13.79			20.11	13.79	8.00				
			MLS	41.29	35.46	29.16		20.19	20.19	20.19	16.78			24.20	16.78	9.00				
Hudson	19,597	C	73,765	28.08				15.79	17.05	15.79	15.79			12.53	13.54	8.29	17.05			
			MLS	36.95				20.78	21.57	19.98	28.27			15.86	17.82	10.91	21.57			
Longmeadow	15,329	W	78,384	27.33				21.00	21.00					15.59	13.70	7.21		15.59		
			MLS	37.06				28.48	28.48					19.02	16.75			19.02		
Ludlow	22,410	W	60,101	21.01					15.76					13.50	12.12					
			MLS	28.90					23.64					16.47	15.74					
Mansfield	23,969	S	77,913	34.83	24.86	21.50		21.50						16.36	13.46	8.00				
			MLS	44.54	33.40	33.22		33.22						23.44	19.15	9.55				

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Marblehead	19,951	N	82,394	29.72	24.09			19.01	19.01		19.01	19.01		13.94	11.02	8.00	16.81		14.82	13.95
			MLS	39.62	32.04			23.25	23.25		23.25	23.25		20.56	14.80		20.56		18.18	17.07
Marshfield	24,735	S	84,059	38.18				23.56	23.56	23.56	23.56		20.72	15.98			21.45			
			MLS	42.94				26.51	26.51	26.51	26.51		23.31	17.98		24.13				
Middleborough	21,117	S	70,622	33.95	22.13			20.12	20.12				20.12		13.69			13.69		12.45
			MLS	35.49	32.94			29.95	29.95				29.95		20.11			20.11		18.25
Newburyport	17,542	N	77,000	42.31	29.84	21.13		18.02	18.02	18.02	18.02	18.02			13.39	8.00	19.52			17.31
			MLS			23.44		20.03	20.03	20.03	20.03	20.03			17.80	10.25	21.66			19.26
North Reading	17,272	N	61,039	33.21	27.17			18.12	18.12					13.37	12.74	9.18				
			MLS					23.84	23.84					18.16	17.30					
Norton	19,186	S	62,131	34.14	29.64			25.74			16.30				10.00	8.32				Stip.
			MLS											13.43						
Pembroke	18,714	S	66,640	28.92									20.75	15.99	12.12	9.30				15.98
			MLS	34.17									24.79	19.79	14.20	10.27				19.26
Reading	23,052	N	82,700	39.18	29.43	26.76		22.11	22.11			22.11		18.27	15.10	8.49	18.27	16.62		
			MLS	48.71	36.60	33.27		27.50	27.50			27.50		22.72	18.78	9.75	22.72	20.66		
Rockland	17,883	S	61,067	33.42				20.53	19.16					14.58	14.25	8.00				14.25
			MLS											20.28	19.39					19.39
Sandwich	20,129	S	80,659	36.94	21.95			21.95	19.80		21.95	19.80		19.80	15.02				11.25	12.49
			MLS	45.14	29.12			29.12	26.97		29.12	26.97		26.97	22.67					
Scituate	17,926	S	82,767	38.11	28.27			25.44	25.44			25.44		18.68	16.98	8.00	16.98		10.00	
			MLS	45.31	33.61			30.24	30.24			30.24		22.07	20.10	17.54	20.10			
Sharon	17,373	S	74,816	38.37	25.65	23.07		20.98	23.07	19.91	18.86			17.88	17.88	9.33	17.88			
			MLS		32.04	28.19		25.64	28.19	23.79	22.55			21.36	21.36		21.36			
Somerset	18,055	S	60,350	28.94				22.37	22.37					17.28	15.84	8.00		14.54		15.12
			MLS	36.66				28.29	28.29					23.82	20.05			18.37		19.12
South Hadley- Public	15,517	W	57,846	25.41				19.47	19.47	17.51	19.47			13.42	11.30	9.00	11.30			11.30
			MLS	38.12				29.20	29.20	26.27	29.20			20.13	16.95		16.95			16.95

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Southbridge	16,852	C	62,930	32.02				27.58	24.12	20.29	18.43				18.43	8.00			9.25		
			MLS																		
Stoneham	21,471	N	76,017	32.67	25.52			23.12	23.12		23.12				17.29	14.55	8.53			14.12	
			MLS	38.83	30.34			27.48	27.48		27.48				21.60	17.29					
Sudbury	17,207	M	87,542	38.10	24.69	22.65		19.24	20.78						15.27	8.54	19.24			15.27	
			MLS	48.10	31.10	28.35		24.24	26.17							19.24	9.23	24.24			
Swansea	16,155	S	61,164	33.48					13.73	13.83	13.73						9.40				13.56
			MLS							15.27	14.54										
Wakefield	24,717	N	89,972	43.26	21.88	22.48		19.15	20.68	19.15		20.68		15.32	14.38	8.00	15.87			12.08	
			MLS		29.08	27.18		25.01	25.01	23.05		25.01		18.17	16.85	8.50	20.30				21.20
Walpole	23,133	S	89,216	37.04	29.49			25.28	25.28					19.63	14.77		8.53	18.01			
			MLS	49.02	38.90			33.36	33.36					25.90	19.49		10.82	23.76			
Wareham	21,221	S	76,081	26.97				17.27	17.27	17.27	17.27					12.49					
				35.69				26.55	26.55	26.55	26.55					16.94					
Webster	16,655	C	50,000	27.47				23.38	21.25						8.18				20.30		23.50
			MLS																		
Westborough	18,467	C	83,460	29.95				23.45	22.33	20.10	22.33	22.33	23.00	16.60	15.80	8.25			16.66		15.09
			MLS	40.13				33.75	32.20	29.38	32.20	32.20	24.00	29.38	22.99	8.75			24.06		
Westford	22,066	N	88,493	32.32	24.29	21.69		20.86		20.86		20.86		16.97	14.28	8.12	20.43				16.74
			MLS	46.23	34.74	31.02		27.55		27.55		27.55		20.50	18.72	8.90	26.10				
Westport	15,417	S	57,627	27.60	24.01					18.30	18.30				13.00	9.84					16.99
			MLS																		
Wilmington	21,649	N	69,874	30.34	26.01	23.75		19.43	20.36	20.36	20.36				10.50	8.00	18.86				
			MLS	38.39	32.91	30.06		21.01	25.77	25.77	25.77					23.86	8.50	23.86			
Winchester	21,090	M	82,765	34.46	31.62	26.73		23.09	23.09			23.09		15.87	14.56	11.09	21.99				18.62
			MLS	48.84	44.80	36.42		31.46	31.46			31.46		25.76	19.84	13.10	29.97				
Winthrop	21,880	N	66,990	32.57	22.34				20.57	14.32	16.57				13.21	11.30	8.96	14.32			14.78
			MLS	39.00	30.42				22.34	16.51	19.30				15.46	13.77	9.27	16.51			

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Yarmouth	23,778	S	81,452	29.82				20.35	20.35	20.35	20.35		20.35	16.69	15.65	9.00	19.04			
			MLS	40.11				24.93	24.93	24.93	24.93		24.93	20.45	19.15		23.33			

Population Group 6 (25,000 - 49,999)

Agawam	28,091	W	82,059	36.66	30.55			26.89	26.89					19.33		14.74	20.75	16.37		
			MLS	45.09	37.57			33.06	33.06					22.78		17.38	24.38	19.31		
Amherst	35,565	W	85,600	28.26			18.56	16.03	20.17	20.17	20.17		20.17	14.91	10.16	8.00	14.92	11.57		10.67
			MLS	43.95			28.72	28.72	31.24	31.24	31.24		31.24	26.11	18.39	8.35	23.69	18.39		23.38
Andover	33,418	N	Vac.	38.90	33.82	31.30		26.85	26.85		26.85	26.85	26.85	21.30	19.74	8.00	23.02		31.30	
				53.02	43.91	43.91		34.86	34.86		34.86	34.86	34.86	27.67	32.26	10.25	29.88		43.91	
Arlington	40,993	M	95,402	42.70	31.11	27.53	24.58	22.25	22.25		24.58		27.53	23.03	14.68	8.00		14.68		15.84
			MLS	61.70	38.81	34.34	30.66	27.75	27.75		30.66		34.34	29.79	22.64				23.74	
Attleboro	42,833	S	82,493	36.97	28.26	20.49		20.49	18.30	21.74	17.15			15.26	11.37	8.00	18.30			14.32
			MLS	49.53	36.88	28.61		26.95	24.08	28.61	22.57			20.04	16.45	8.50	24.08			17.48
Beverly	39,343	N	70,600	38.79	34.18	26.19	23.23	16.48	23.23	23.23				14.19	11.09	8.00	14.19			17.35
			MLS			33.07	33.07	29.89	29.89	29.89				20.77	16.37	8.90	20.77			19.37
Billerica	41,844	N	84,208	32.37	29.13	25.42		19.99	19.99		19.99			18.40	13.28	8.68	16.74			17.82
			MLS	43.02	38.72	34.79		27.36	27.36		27.36			25.19	18.17		22.91			24.27
Braintree	35,294	S	76,041	35.98	29.99			23.26	23.26	23.26	23.26	23.26		15.36		8.50	20.37			
			MLS	41.78	34.67			26.96	26.96	26.96	26.96	26.96		20.35		9.50	22.99			
Bridgewater	25,774	S	41,215	39.48	25.94					24.79				17.55	14.67		21.28			
			MLS		29.15					27.74				19.42	15.93		24.23			
Chelmsford	34,409	N	90,248	35.64	26.89			21.15	21.15	21.15	21.15	21.15		16.54	13.82	6.55	20.00	12.82		12.82
			MLS	47.03	38.00			33.64	33.64	33.64	33.64	33.64		21.85	17.92	8.55	28.26	18.12		21.01
Chelsea	41,577	B	64,228	35.29				16.27	20.44	16.92			11.25							10.30
			MLS																	
Danvers	26,762	N	80,131	30.49	26.12	22.38		18.95	18.95	18.95	18.95	18.95		13.91	9.00			18.40		
			MLS	38.52	33.54	28.39		24.16	24.16	24.16	24.16	24.16			17.51	9.57		23.46		

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Dartmouth	33,899	S	35,235	19.29			30.17							26.16	22.85	15.62	8.00	24.65			13.64
			MLS														21.36				
Dracut	29,501	N	64,392	35.36		32.61		20.06	20.06	16.45	17.58	13.00		13.00		8.00	17.58				15.70
			MLS				28.55	28.55	25.02	25.02						9.00	25.02				
Everett	37,353	N	65,464	31.23	27.29	25.24	25.24	23.27	23.27	19.76	23.27	23.27		11.83	10.25	8.00	15.81	18.46			
			MLS	35.83	31.89	29.55	29.55	27.34	27.34	23.12	27.34	27.34		13.26	11.58	8.75	17.24	21.61			
Falmouth-Public	33,123	S	92,706	34.56	29.22	22.35	20.89	20.89	20.89	20.89	22.35		20.89	17.05	15.94	13.01	19.52				
			MLS	46.00	38.89	28.84	26.95	26.95	26.95	26.95	28.84		26.95	23.54	20.56	16.79	25.19				
Fitchburg	40,239	C	36,437	31.89	23.04			19.09	23.04		16.77			12.83							14.91
				55.25	30.67			30.67	30.67		30.67				17.31						
Franklin	32,148	M	79,000	34.99		20.21			19.24	19.24		19.24		17.49	14.57	7.79					
			MLS	47.70		25.56			24.35	24.35		24.35		22.13	18.43	10.64					
Gloucester	30,243	N	68,001	31.94				19.60	15.72	15.72	19.60	14.75	14.75	15.72		8.00	19.60				14.75
				41.31				24.89	24.89	20.33	24.89	18.83	18.83	20.33			24.89				
Holyoke	39,947	W	49,750	27.23	18.41			19.26	17.71		14.23		13.57	19.26	11.26		19.75	14.17	19.26	14.97	
			MLS		20.91				20.51					16.39		11.83					
Leominster	41,055	C	86,295	37.74	30.14	24.03			24.03		24.03		21.46	18.00	10.00	8.00	17.10				21.46
			MLS	48.80	38.91	31.01			31.03		31.03		27.69	24.72	22.07		22.07				
Lexington	30,272	M	96,856	42.06	26.00	25.97		22.04	22.04	17.23	22.04		22.04	16.34	14.56	7.58	19.15				
			MLS	53.22	40.85	35.43		28.06	28.06	25.77	28.06		28.06	24.52	20.24	13.33	30.08				
Marlborough	37,932	C	66,282	33.67		21.26		18.35			21.26	21.26		13.09	10.73	8.13	21.26				
			MLS	37.88		26.91		20.66			23.92	23.92		20.49	12.07	9.15	23.92				
Melrose	26,708	N	84,731	36.59	27.98			21.08	21.08	21.08				17.84		8.15	17.84				13.25
			MLS	46.55	35.59			25.93	25.93	25.93				21.94		9.60	21.93				
Methuen	44,055	N	72,000	39.56		24.88		19.50	19.50	19.50	19.50		19.50	11.50		8.00	23.74				11.50
			MLS			30.21		24.50	24.50	24.50	24.50		24.50	18.00		10.50					
Milford	27,246	C	71,000	32.96	30.27	25.47		21.02	19.82	19.82		19.82		16.99	16.20	8.53		15.87			15.25
			MLS	40.00	34.74	29.27		24.10	22.81	22.81		22.81		18.83	18.58	9.71		18.48			

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Municipality/ Library	2008 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Milton	26,187	S	90,802	37.25	30.53			25.79	22.55	20.05	22.55	22.55	20.05	18.84	16.41	8.00	20.05			
			MLS	46.57	36.45			30.70	26.93	23.63	26.93	26.93	23.63	22.58	19.79	10.50	23.63			
Natick-Morse	30,286	M	71,989	34.61	25.72	29.25		18.80	22.37				22.28	17.39	14.44	8.24	14.02	11.05	13.61	
				45.83	34.09	33.60		30.58	30.58				26.63	20.67	17.28	9.86	25.73	13.18	16.28	
Needham	28,560	M	90,557	37.06	26.99	23.15		19.85	19.85	21.46	23.15		23.15	17.53	15.32	8.41	19.63			15.83
			MLS	46.44	35.27	30.24		27.58	30.24	27.19	30.24		30.24	24.87	20.65	8.93	24.87			
North Andover	27,522	N	71,070	36.45	26.41	19.74		17.27	19.74	18.86				14.98	13.77	8.00				15.55
			MLS			23.58		22.52	23.58	22.52				18.77	17.27					
North Attleborough	27,794	S	69,895	31.49		22.45		18.33	18.33					16.28	9.99	8.36	16.33	15.39		8.78
			MLS	38.73		27.62		22.54	22.54					18.86	16.48	9.59	21.86	20.36		10.06
Northampton-Forbes	25,541	W	76,500	39.23	27.00	21.70		12.40	12.25	15.03	12.40	14.33	16.49	12.25	13.28		17.27		19.81	10.95
			MLS			25.97		16.70		19.00	17.83		19.05	16.49						
Norwood	28,211	M	76,517	40.82		26.98		21.00	21.00	26.98	21.58		26.98	21.58	19.62	8.00	21.58	10.10	21.58	16.28
			MLS	47.32		34.40		31.27	31.27	31.27	25.02		31.27	25.02	22.75	9.25	25.02	15.70	25.02	22.83
Pittsfield	42,652	W	72,418	38.52		17.99		15.89					15.89	12.18	9.19	8.41	16.60	10.80		11.92
			MLS	39.79		23.34		20.62					20.62	16.72	11.92	10.37	21.54	14.02		13.61
Randolph	30,082	S	78,097	32.81	25.03			21.86		20.24				21.52	17.91			17.21		17.70
			MLS	43.17	32.94			28.77		22.53				23.99	19.90			19.90		19.72
Salem	41,256	N	70,704	24.85	19.94	16.60		11.75	11.75	11.75			16.60			8.00	14.41			10.44
			MLS	38.70	29.79	22.58		18.49	19.63	18.26			23.89			12.59	20.01			19.65
Saugus	27,478	N																		
Shrewsbury	33,435	C	90,616	38.82	25.48	22.90		18.48	18.48	19.50		18.48	18.48	15.74	14.14	8.00		16.61	18.77	18.81
			MLS	46.29	30.39	27.31		22.04	22.04	23.25		22.04	22.04	18.77	16.86	9.00		19.80		
Stoughton	26,927	S	87,688	37.00				22.95	22.95			22.95	17.35	17.35	15.92	8.00	17.35	12.98		14.52
			MLS	48.18				34.70	34.70			34.70	25.03	25.03	22.95	9.14	25.03	19.10		27.23
Tewksbury	29,543	N	67,543	32.47				20.16	20.16		20.16			15.67	13.85		20.16			16.39
			MLS					27.79	27.79		27.79			21.80	19.27		27.79			22.81

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Municipality/ Library	2008 Pop	Reg	Actual Director Annual Salary/ MLS	Salary Ranges for Positions																
				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Watertown	32,365	M	89,539	45.74	29.62	27.25		22.71	22.71			22.71	22.71	22.71	17.20	8.00	19.93		27.25	18.68
			MLS		36.98	32.57		27.14	27.14			27.14	27.14	27.14	20.56	8.50	24.88		32.57	23.33
Wellesley	27,244	M	97,940	38.00	30.96	26.68		22.63	22.63		24.96			16.73	15.53	8.00	19.65	20.04	17.41	16.41
			MLS	57.01	46.44	33.76		28.63	28.63		31.56			28.35	20.58		24.47	25.35	20.00	20.41
West Springfield	27,459	W	75,917	30.82	25.36	23.79		20.85	20.13		22.97			16.06	14.64	7.65				
			MLS	37.62	34.12	25.60		22.44	22.22		25.60			17.28	15.72	7.88				
Westfield	40,608	W	74,704	38.86	27.57	20.40		13.00	12.73	12.31	12.35	13.26	12.56		11.73	8.59	20.81		9.00	14.21
			MLS			22.35		21.05	17.75	15.90	17.85		18.60		12.48					10.00
Woburn	36,871	M	82,842	42.37	32.64	23.88					21.11	21.11	23.88	16.00	16.00	9.65			19.55	15.37
			MLS			29.44					26.17	26.17	29.44	19.43	17.85	10.55				

Population Group 7 (50,000 - 99,999)																				
Brockton	93,007	S	84,092	44.41	30.15	22.44	22.44	19.80	18.32	18.32	18.32	20.20	18.32	17.63	15.15	8.10	20.87	11.51	18.32	15.15
			MLS	46.20	35.83	30.18	30.18	26.68	24.65	24.65	24.65	27.50	24.65	22.32	19.29	8.70	27.11	14.63	24.65	19.29
Brookline	54,896	M	110,629	48.62	35.89	28.44	22.55	22.55	22.55		25.29	22.55		18.17	15.51	9.34		21.99		15.22
			MLS	57.27	40.61	32.64	32.64	29.11	25.91		29.11	25.91		19.20	19.20	12.07		23.22		23.75
Chicopee	54,941	W	65,826	26.95	25.92	21.24		19.25			19.25	19.25	25.21	17.26	12.31	8.00	21.24		12.31	13.02
			MLS	36.02	29.12	25.29		21.46			20.75	20.75	28.21	18.77	16.76		24.25		14.76	17.42
Fall River	90,931	S	73,260	40.10	30.18	19.29	13.44		13.44					13.29			13.44			
			MLS			22.11	18.85		18.85						17.81			18.85		
Framingham	64,885	M	90,974	46.65	33.02	24.46	17.41	16.51	15.76	24.46	21.13		22.45	17.41	14.18	8.00	19.79	17.99	12.84	16.36
			MLS		39.47	30.34	31.86	25.00	26.21	30.34	26.21		34.62	21.59	19.54	9.96	23.64	21.49	15.93	23.64
Haverhill	61,275	N	74,500	32.08	22.60	19.92		14.91	13.34		14.91	16.73	16.73		12.16	8.25	14.91	16.73		14.91
			MLS	37.44	25.48	23.36		19.80	17.78		17.78	19.80	25.25		14.91		17.78	19.80		17.78
Lawrence	70,014	N	71,000	38.46	27.47			15.97	16.57	15.97	17.23				9.03		19.23			14.47
			MLS	43.95	35.71			18.25	18.98	18.25	19.74				17.81		24.73			18.19
Lynn	86,957	N	88,080	48.39		28.12		25.30	25.02					16.97	17.95	8.00				
			MLS			29.46									23.12	21.46				

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust
Malden	55,597	B	90,673	49.82	32.27	29.92	25.79	25.79	25.79		25.79	24.47	24.91	19.44		8.00	26.56			21.90
			MLS										24.91	25.35	19.72		10.00			
Medford	55,573	M	89,590	40.95	31.00	23.52		21.75	21.75	23.52	20.50	23.52			18.58	8.00	23.52	18.58		17.55
			MLS	49.04	37.73	28.62		25.44	25.44	28.62	24.96	28.62			22.62		28.62	22.62		
New Bedford	91,365	S	77,451	30.41		25.69	24.51	22.58					24.51	14.49	10.68	8.00		12.95	12.59	
			MLS	37.09		31.33	31.33	27.54						29.89	21.62	17.97			18.71	17.97
Newton	82,139	M	104,371	45.43	37.79	25.64		20.40	20.40	23.44		23.44	20.40	19.61	11.94	8.00	19.61			16.40
			MLS	56.81	47.26	39.01		29.86	29.86	29.86		29.86	35.00	27.32	20.92	8.50	24.99			
Peabody	51,331	N	75,124	41.28	30.41	24.58	22.52	22.52	22.52			22.52	22.72	20.13	8.50	8.00		20.13		16.70
			MLS			25.07	22.97	22.97	22.97			22.97		20.53	11.50	8.50		20.53		
Plymouth	55,705	S	96,586	40.20	25.32		19.83	19.83	19.83	19.83	19.83		19.83	17.47	14.01	9.42	21.05		22.94	16.17
			MLS	49.34	31.08		22.80	22.80	22.80	22.80	22.80		22.80	19.83	15.54		25.84		28.16	18.29
Quincy	92,339	S	90,839	49.31	41.11	28.19	21.84	19.88	19.88	18.46	18.46		21.84	19.81	18.46	9.34	23.26		17.06	17.06
			MLS			36.65	30.46	30.46	28.19	23.48	33.21		26.91	28.28	24.83	11.66	31.38		18.15	24.33
Revere	60,204	N	58,554	28.88					23.10	16.58	17.00		28.88	9.00			17.08			
										17.07										
Somerville	75,662	M	90,000	49.45		20.19	20.55	19.18			19.18			18.50	15.07	10.18	23.65			
			MLS			21.51	22.06	20.67			20.67			19.80	17.61		26.66			
Taunton	55,702	S	64,893	38.31	25.27	19.30		18.43		17.18	17.18	14.96	18.43	13.23	10.00	8.50				14.28
			MLS											14.96						
Waltham	60,236	M	92,777	43.62	35.60	32.39		30.36						24.23	19.37	8.00	25.06			17.24
			MLS	52.86	43.13	39.27		36.80						29.34	23.50	12.62	30.42			24.26
Weymouth	53,261	S	90,680	38.10		20.73	14.23	15.52		15.52	18.74	16.98			12.02	8.56	11.54			11.44
			MLS	49.82		34.28	23.16	25.48		25.48	30.99	28.08			19.24	9.44	16.45			28.08

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				Lib Dir	Assis Direc	Senr Lib	Brnch Lib	Adult Lib	Child Lib	Circ Lib	Tech Lib	YA Lib	Other Lib	Senr Tech	Lib Tech	Pages	Admin Assis	Clrc Stff	Other	Cust

Population Group 8 (100,000 +)																				
Boston	609,023	B	169,903	93.35	40.42	30.12	27.34	22.51	22.51		22.51	22.51	22.51	16.42	13.74	8.00	21.55	15.00	18.00	13.65
			MLS		70.68	54.56	40.64	36.87	33.46		36.87	33.46	44.90	30.67	19.48	10.00	36.87	36.87	60.15	72.01
Cambridge	105,596	M	117,235	60.12	41.25	32.68	21.02	21.02	21.02	21.02	21.02	21.02	21.02	16.61	12.65	8.00	23.52			14.47
			MLS		49.18	44.40	29.23	26.07	26.07	26.07	26.07	26.07	26.07	22.58	16.16		29.44			21.96
Lowell	103,615	N	66,205	36.38	24.94	21.13		18.36	18.36	18.36		18.36	18.36	15.58	7.50	6.55				9.64
				42.80	28.08	25.33		20.77	20.77	20.77		20.77	20.77	18.24	8.50					
Springfield	150,640	W	94,415	45.27	39.31	25.48	23.11	19.64	20.95			23.11		16.31	12.62	8.00	21.22	14.84	20.95	21.57
			MLS			30.24	26.83	23.11						20.95	14.84	11.04			24.85	
Worcester	175,011	C	108,200	36.07		22.44	19.51	19.51	19.51			19.51		15.42	11.77	8.00	18.76	13.48		13.48
			MLS	54.78		36.40	32.78	29.45	28.46			28.46		31.44	18.02		23.21	18.02		21.42

Appendix A - Definitions for Salaries Data as of 7-1-2009

Column Heading	Definition
Municipality/Library	Name of municipality in which the library is located, followed by a shortened library name when the library is located in a municipality with more than one main independent library or, in the case of Hamilton-Wenham, the name of the library serving both municipalities. The library data includes branch and bookmobile data.
2008 Pop (Library Service Population)	For libraries in municipalities with one independent public library this is the population of the municipality from the 2008 population estimate for the municipality in which the library is located. For multiple independent public libraries in the following municipalities, this is a percentage of the municipality's 2008 population estimate (these percentages may add up to more than 100% of the municipality's total population, due to overlapping populations served): Acton, Barnstable, Chatham, Dennis, Falmouth, Hardwick, Harwich, Natick, Northampton, Northfield, Shelburne, South Hadley, Warren. For the Hamilton-Wenham Public Library, a joint library, this is the total of the 2008 population estimate for Hamilton and Wenham.
Reg	Regional Library System of which the library is a member. B = Boston, C = Central, M = Metrowest, N = Northeast, S = Southeastern, W = Western.
Actual Director Annual Salary/MLS	Actual <u>annual</u> salary for the library director, as of 7/1/2009. MLS is shown when the library director has a master's degree from an ALA accredited program.
<u>Salary Ranges for Positions</u>	Top row of data indicates minimum <u>hourly</u> compensation in the range reported by the library. Bottom row indicates maximum hourly rate in the range reported. When the top row contains a value and the bottom row is blank, only one hourly figure was reported for the position classification. This report shows a single salary range of the lowest minimum and highest maximum salaries extracted from the ranges reported for all the positions when more than one position title is reported in a classification. Stip. = stipend Vol. = volunteer
Lib Dir	Director is the head of a library or library system.
Assis Direc	Assistant Director is the librarian ranking next to the Library Director and having responsibility for the library in the absence of the Library Director.
Senr Lib	Senior Librarians are typically at the department head level and may have supervisory responsibility for other professional librarians.
Brnch Lib	Branch Librarians may be either Senior or Staff Librarians, but are reported separately because of their unique position as Branch Librarians. Branch Librarians spend at least half of their work week in a branch library setting.

Column Heading	Definition
Staff Librarians: Adult Lib	Staff Librarians are both experienced and entry-level librarians with no supervisory responsibility for other professional staff. Staff Librarian - Adult/Reference Services.
Child Lib	Staff Librarian - Children's.
Circ Lib	Staff Librarian - Circulation Services.
Tech Lib	Staff Librarian - Technical Services (Cataloging and related).
YA Lib	Staff Librarian - Young Adult Services.
Other Lib	Staff Librarian - Other. Unique positions which respondents thought did not fit into the existing classifications. (See Appendix B for a list of job titles supplied by libraries reporting this position classification.)
Senr Tech	Library Associate/Senior Library Technicians perform more complex circulation, processing, or public service duties (not general clerical work) under professional supervision. Often has supervisory responsibility for subordinate staff.
Lib Tech	Library Technicians perform circulation, processing, or public service duties (not general clerical work) under supervision. Typically does not have supervisory responsibilities.
Pages	Shelve books and other materials. Typically a part-time position with no supervisory responsibilities.
Admin Assis	Administrative Assistant may include a variety of job titles such as Director's Secretary or Assistant to the Director. May have more administrative responsibility than typical clerical positions but not the professional or managerial responsibilities associated with the Assistant Director, Senior Librarian, or Staff Librarian classifications.
ClrcL Stff	Clerical Staff includes job titles such as clerical assistant, library aide, clerk-typist and secretary.
Other	Other support positions which respondents thought did not fit into position classifications used elsewhere in the report. (See Appendix B for a list of job titles supplied by libraries reporting this position classification.)
Cust	Custodial Staff or Custodian.

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Library	Titles	
	Other Librarian	Other Staff

Amherst	Curator	
Andover	Community Serv.	Network Admin.
Arlington	Technology Lib	
Athol		Computer aide
Attleboro	Comm. Serv.,Tech. Coord.	
Avon	Circ. Asst.	
Barnstable - Hyannis		Security Guard
Barnstable - Osterville		Story Hour
Bedford		Bldg and Systems Sup
Belchertown	Automated Services	
Belmont	Tech. Lib.	
Boston	Systems/Digital	
Brewster	Volunteer Coord.	Bookkeeper
Brimfield	Historian	
Brockton	Asst. Branch Supervisor	Lib. Asst./Driver
Burlington		Recording Clerk
Cambridge	Sr Svcs,Graphics,Lit ,Fin	Delivery Driver
Canton	Info Tech Lib	
Chicopee	Systems Librarian	Guard
Concord	Author Cat,Spec Coll Asst	End Processor
Eastham		Seasonal Asst.
Easthampton	Prog. Asst.;Storyteller	
Fairhaven	Archivist/Facility Mgr.	

Library	Titles	
	Other Librarian	Other Staff

Falmouth - Woods Hole		Summer Interns
Framingham	Asst. Branch Lib.	Driver, Circ/Ref Subs
Gardner	Local History Librarian	Lib Clerk III
Greenfield		Vol. Coord.
Haverhill	Beh Spec,GHALP Coord;Syst	
Hingham	AV	
Holyoke	Archivist	Computer Coord.
Hubbardston	Library Asst.	
Kingston	Archivist	
Lancaster		Special Coll. Clerk
Lenox	Development Director	
Leominster	Historical	
Lowell	Community Planning	
Lynnfield	Circ. Manager	
Marblehead		Prog./Vol. Coord.
Methuen	Lit. Coord.	Facilities Mgr.
Middleborough	Info. Systems	
Middleton	Program Coord.	
Milton	Technology	
Natick - Morse	Comm. Relations,Bkmb Lib.	Security
Needham	Tech./Archivist	
New Bedford	Art Curator	Bookmobile Driver

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Library	Titles	
	Other Librarian	Other Staff

Newton	PR, Webmaster, Vol. Coord.	
Norfolk	Info. Systems	
Northampton - Forbes	Outreach, Local History	Lib. Tech
Northfield - Dickinson	Programming	
Norton	Tech. Coord.	Storyteller
Norwell	Systems Manager	
Norwood	Technology Specialist	Literacy Asst.
Palmer	Van Outreach, IS Lib.	
Peabody	Archivist	
Pittsfield	Local History	
Plymouth	Outreach	Literacy Director
Plympton		Circulation Clerk
Quincy	Literacy Project Mgr	Security
Rehoboth		Story Hour
Rockport	IS/Webmaster, Outreach	
Salem	Computer Services	
Sandwich		Archivist
Saugus	Part-time reference	
Seekonk		Tech. Services Assoc.
Shelburne - Free		substitute librarian
Southbridge		Library Aide
Spencer	Children's Lit. Coord.	
Springfield		It Mgr, IT Spec, Vol Coord

Library	Titles	
	Other Librarian	Other Staff

Stockbridge	Archivist	
Stoughton	Literacy Coord.	
Sudbury		Temp Clerk
Taunton	Info. Tech. Specialist	
Watertown	Webmaster	Literacy Director
Wellfleet		Video Coord.
West Bridgewater	Asst. Ref. Lib.	
Westborough	Sunday Reference	
Westfield	Outreach	
Westford	Bkmobile Coord.	
Williamstown		Errand Person
Woburn	Archivist	Bookkeeper
Yarmouth	Adult Services	

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Library	Page	Library	Page	Library	Page	Library	Page
Abington	19	Braintree	23	Duxbury	15	Harwich-Chase	2
Acton	19	Brewster	10	East Bridgewater	15	Harwich-Port	3
Acton-W. Acton	1	Bridgewater	23	East Brookfield	7	Hatfield	8
Acushnet	15	Brimfield	6	East Longmeadow	20	Haverhill	26
Adams	10	Brockton	26	Eastham	11	Heath	3
Agawam	23	Brookfield	6	Easthampton	20	Hingham	20
Alford	1	Brookline	26	Easton	20	Hinsdale	3
Amesbury	19	Buckland	1	Edgartown	7	Holbrook	16
Amherst	23	Burlington	19	Egremont	2	Holden	20
Andover	23	Cambridge	28	Erving	2	Holland	8
Aquinnah	1	Canton	19	Essex	7	Holliston	16
Arlington	23	Carlisle	6	Everett	24	Holyoke	24
Ashburnham	10	Carver	15	Fairhaven	20	Hopedale	11
Ashby	6	Charlemont	1	Fall River	26	Hopkinton	16
Ashfield	1	Charlton	15	Falmouth-Public	24	Hubbardston	8
Ashland	19	Chatham-Eldredge	10	Falmouth-West	7	Hudson	20
Athol	15	Chatham-South	1	Falmouth-Woods Hole	7	Hull	16
Attleboro	23	Chelmsford	23	Fitchburg	24	Huntington	8
Auburn	19	Chelsea	23	Florida	2	Ipswich	16
Avon	6	Cheshire	7	Foxborough	20	Kingston	16
Ayer	10	Chester	1	Framingham	26	Lakeville	16
Barnstable-Centerville	10	Chesterfield	1	Franklin	24	Lancaster	12
Barnstable-Cotuit	6	Chicopee	26	Freetown	11	Lanesborough	8
Barnstable-Hyannis	19	Chilmark	1	Gardner	20	Lawrence	26
Barnstable-Marstons Mills	10	Clarksburg	1	Georgetown	11	Lee	12
Barnstable-Osterville	6	Clinton	15	Gill	2	Leicester	16
Barnstable-Sturgis	6	Cohasset	10	Gloucester	24	Lenox	12
Barnstable-Whelden	6	Colrain	2	Goshen	2	Leominster	24
Barre	10	Concord	19	Gosnold	2	Leverett	3
Becket	1	Conway	2	Grafton	20	Lexington	24
Bedford	15	Cummington	2	Granby	11	Leyden	3
Belchertown	15	Dalton	11	Granville	2	Lincoln	12
Bellingham	19	Danvers	23	Great Barrington	11	Littleton	12
Belmont	19	Dartmouth	24	Greenfield	20	Longmeadow	20
Berkley	10	Dedham	19	Groton	15	Lowell	28
Berlin	6	Deerfield	7	Groveland	11	Ludlow	20
Bernardston	6	Dennis-Memorial	7	Hadley	7	Lunenburg	12
Beverly	23	Dennis-Sears	7	Halifax	11	Lynn	26
Billerica	23	Dennis-South	7	Hamilton-Wenham	15	Lynnfield	16
Blackstone	10	Dennis-Town	7	Hampden	11	Malden	27
Blandford	1	Dennis-West	7	Hancock	2	Manchester-by-the-Sea	12
Bolton	6	Dighton	11	Hanover	16	Mansfield	20
Boston	28	Douglas	11	Hanson	16	Marblehead	21
Bourne	19	Dover	11	Hardwick-Gilbertville	2	Marion	12
Boxborough	10	Dracut	24	Hardwick-Paige Memorial	2	Marlborough	24
Boxford	10	Dudley	15	Harvard	11	Marshfield	21
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Needham	25	Raynham	17	Sutton	14	Whitman	18
New Bedford	27	Reading	21	Swampscott	18	Wilbraham	18
New Braintree	3	Rehoboth	17	Swansea	22	Williamsburg	9
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New Salem	3	Richmond	4	Templeton	14	Wilmington	22
Newbury	13	Rochester	13	Tewksbury	25	Winchendon	18
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