

Arlington Comparable Salary Study Results for Teachers – April, 2014

Or How we came up with the “Baker’s Dozen”

The following criteria were decided upon by a diverse committee with representation from the following: Labor Leaders, Town Manager and Deputy Town Manager, School Committee, Human Resources for both Town and Schools, and Selectmen.

After a series of meetings that continued over several months, the group came to a collective agreement on the following criteria for determining a set of towns that are the most closely matched to Arlington. The criteria cover a range of important factors from population, to density, to revenue generating capacity, median income, and tax base. These were the final criteria selected:

1. Population
2. Municipal Growth Factor FY13
3. Municipal Growth Factor – 5 Year Average
4. GIC Health Insurance – Yes or No
5. Population Per Square Mile (density factor)
6. Median Income per Capita
7. Median Income per Household
8. Single Family Median Home Value
9. 2012 Average Single Family Tax Bill
10. Excess as Percentage of Maximum Levy (the amount of allowable 2.5% tax increase the town “leaves on the table”)
11. FY12 Total Tax Levy
12. Residential Base as Percentage of Total Tax Revenue
13. Commercial Base as Percentage of Total Tax Revenue
14. Residential Tax Rate
15. Commercial Tax Rate

Once the criteria were agreed to, reasonable ranges above and below each median for that factor were established by the group. Then towns with the greatest number of data matches were selected as Arlington’s most comparable communities. The following communities thus became, the “Baker’s Dozen”:

Arlington	Melrose	Needham	Stoneham
Belmont	Milton	North Andover	Watertown
Brookline	Natick	Reading	Winchester
Medford			

Full Report:

http://www.arlingtonma.gov/Public_Documents/ArlingtonMA_TownMgr/Notes/01C8CA4D-000F8513