



MEMORANDUM

Regarding Council Order 2025-067: *Amendment to the General Ordinances of the Town of Randolph To Add Chapter 70 Concerning Annual Salaries For Elected Town Officials*

Introduced on: September 8, 2025

BACKGROUND

In August, the Town Council adopted Council Order 2025-059: *Authorization By The Randolph Town Council To Petition The General Court To Enact Special Legislation To Amend The Charter Of The Town Of Randolph To Make Various Updates*. One of the proposed Charter updates would allow the Town Council and the School Committee to be paid in an amount to be set by Ordinance. This Memorandum provides background information and comparative research about that proposal, as requested by the Town Council, including elected official wage comparisons with other communities, information regarding participation in the State GIC health insurance program and information regarding participation in the Norfolk County Retirement System.

Wage Comparison with Other Communities

To gather information regarding the wage ranges for elected officials in comparable Massachusetts communities, staff gathered data from 44 different communities with populations between 25,000 and 50,000 using predominantly published annual budgets for either FY2025 or FY2026. These included multiple forms of government including town manager, select board, and mayor. Overall, it was found that wages of elected officials in communities with a mayoral form of government were the highest, ranging from \$4,000 (Melrose) to \$17,583 (Northampton) for councilors and from \$0 (multiple) to \$10,500 (Westfield) for school committee members. Wages for elected officials in communities with a select board form of government were the lowest of the three forms of government, ranging from \$0 (multiple) to \$9,255 (Milford) for select board members and from \$0 (multiple) to \$5,000 (North Andover) for school committee members.

Data for seven cities with the town manager (or town administrator in North Attleboro) form of government was gathered and is shown in the table below. In some instances, data for school committee wages was not readily available and is marked as "N/A" for not available. The range among the four communities that provide wages for elected officials is from \$9,300 (Watertown) to \$28,000 (Chelsea) for councilors and from \$5,000 (Watertown) to \$13,000 (Chelsea) for school committee members, with a modest increase for the school committee chair in Chelsea. Overall, the average wage for councilors among all seven (including communities with \$0 in annual wages in the calculations) is \$7,900, with \$8,757.14 for the chairs. The average for school committee members is \$2,571.43 and \$2,714.29 for school committee chairs.

<u>MUNICIPALITIES WITH TOWN MANAGER FORM OF GOVERNMENT</u>					
Municipality	Pop	Town Council		School Committee	
		President	Member	Chair	Member
Town of Amherst	40,277	\$12,000	\$10,000	N/A	N/A
Town of Barnstable	49,709	\$12,000	\$8,000	\$0	\$0
Town of Bridgewater	28,818	\$0	\$0	N/A	N/A
City of Chelsea	38,319	\$28,000	\$28,000	\$14,000	\$13,000
Town of Franklin	33,125	\$0	\$0	\$0	\$0
Town of North Attleborough	30,943	\$0	\$0	\$0	\$0
City of Watertown	35,256	\$9,300	\$9,300	\$5,000	\$5,000
AVERAGE SALARY		\$8,757.14	\$7,900.00	\$2,714.29	\$2,571.43
SALARIES PROPOSED FOR RANDOLPH IN COUNCIL ORDER 2025-067		\$7,500	\$5,000	\$1,500	\$1,500

As you can see, the salaries proposed in Council Order 2025-067 for elected officials in Randolph are below the averages provided.

Participation in the State GIC Health Insurance Program – Elected Officials Not Generally Eligible

In 2008, the Town of Randolph's Board of Selectmen voted to join the Commonwealth of Massachusetts public health insurance program known as the GIC (the "Group Insurance Commission"). The Board of Selectmen voted on October 20, 2008 to accept M.G.L. c. 32B, §19 for the purpose of transferring the Town's employee and retiree health insurance subscribers from their prior insurers to the GIC program and all Town Health Insurance has been handled through the GIC since the Town became part of that program.

At the time of Randolph's enrollment, the GIC determined that our elected officials were not eligible to participate in the GIC health insurance program. Our Human Resources staff have reached out to the GIC to confirm that that remains the case. The GIC does not cover employees unless they work a regular schedule of at least 18.75 hours per week. The GIC has confirmed its determination that, based on this criterion, our elected officials are not eligible.

Although there are ways to petition the GIC to change their determination based on local preferences, they alone make the eligibility decision and they make that decision based on whether or not the employee works a regular schedule of at least 18.75 hours per week. Because the Councilors do not, the GIC does not deem them eligible.

Participation in the Norfolk County Retirement System

For elected officials, the Norfolk County Retirement System will decide, on a case by case basis, whether an elected official qualifies to participate in the retirement system. Each Councilor who would like to participate in the retirement system must contact the Norfolk County Retirement Board and officially opt into the retirement system within 90 days of becoming eligible to participate. The Retirement Board considers elected officials to become eligible at the time that they are elected to an eligible position (meaning a paid, elected position). If you do not opt in during the permitted time period, you will not be part of the retirement system. Elected officials who are paid at a rate of at least \$5,000 per year will usually qualify for the Norfolk County Retirement System at the time of their election for the term in which the salary is to be paid. If the Council will start being paid in 2026 or 2027, then Councilors may be deemed to be qualified as soon as they are elected to the 2026-2027 Council Term, which would be as of the election date in November, 2025. Councilors who are elected at the November, 2025, election would need to reach out soon thereafter to consult with the Retirement Board about the process to petition to join the Retirement System.