

CT - Small town Director Salary Survey - December 2022

| Municipality        | Mill Rate    | Population   | Parks and Recreation Director Salary | Median Household Income Rank |
|---------------------|--------------|--------------|--------------------------------------|------------------------------|
| Middlefield         | 27.56        | 4,274        | \$ 38,502.00                         | 96                           |
| <b>Bolton</b>       | <b>39.99</b> | <b>4,819</b> | <b>\$ 49,104.54</b>                  | <b>50</b>                    |
| East Granby         | 33.6         | 5,147        | \$ 48,745.00                         | 61                           |
| Bethany             | 36           | 5,288        | \$ 61,986.57                         | 31                           |
| Harwinton           | 28           | 5,484        | \$ 60,000.00                         | 84                           |
| New Hartford        | 30.61        | 7,000        | \$ 48,547.20                         | 55                           |
| Middlebury          | 34.83        | 7,700        | \$ 66,740.00                         | 37                           |
| Burlington          | 33.4         | 9,500        | \$ 53,000.00                         | 46                           |
| Somers              | 26.66        | 10,000       | \$ 76,500.00                         | 106                          |
| Canton              | 33.22        | 10,131       | \$ 65,000.00                         | 33                           |
| Haddam-Killingworth | 32.16, 26.72 | 14,697       | \$ 77,250.00                         | 88, 34                       |
|                     |              |              |                                      |                              |
|                     |              | total        | \$ 645,375.31                        |                              |
|                     |              | avg.         | \$ 58,670.48                         |                              |

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# Bolton Recreation Department Budget Summary 2022 - 2023 -

## Budget OPTION A

w/ RECOMMENDED Indian Notch fees

| Category                     | Expenditure            | Revenue              | Difference     |
|------------------------------|------------------------|----------------------|----------------|
| Payroll                      | \$ (64,590.00)         | \$ -                 | \$ (64,590.00) |
| Other Payroll                | \$ (72,320.34)         | \$ -                 | \$ (72,320.34) |
| Herrick Park Summer Camp     | \$ (18,500.00)         | \$ 72,800.00         | \$ 54,300.00   |
| Other Summer Camps           | \$ (2,505.00)          | \$ 5,730.00          | \$ 3,225.00    |
| Youth Basketball             | \$ (8,550.00)          | \$ 16,660.00         | \$ 8,110.00    |
| After-school Programs        | \$ (1,150.00)          | \$ 3,025.00          | \$ 1,875.00    |
| School Recess                | \$ (750.00)            | \$ 3,700.00          | \$ 2,950.00    |
| Bus Trips                    | \$ (2,825.00)          | \$ 3,070.00          | \$ 245.00      |
| Adult Programs               | \$ (500.00)            | \$ 2,772.00          | \$ 2,272.00    |
| Indian Notch Park            | \$ (2,850.00)          | \$ 53,025.00         | \$ 50,175.00   |
| Community Events             | \$ (7,100.00)          | \$ 9,110.00          | \$ 2,010.00    |
| Miscellaneous Youth Programs | \$ (1,370.00)          | \$ 3,500.00          | \$ 2,130.00    |
| Professional Training        | \$ (925.00)            | \$ -                 | \$ (925.00)    |
| Office Operations            | \$ (600.00)            | \$ -                 | \$ (600.00)    |
| Request Town Support         | \$ -                   | \$ 11,144.00         | \$ 32,000.00   |
| <b>Total</b>                 | <b>\$ (184,535.34)</b> | <b>\$ 184,536.00</b> | <b>\$ 0.66</b> |

# Bolton Recreation Department Budget Summary 2022 - 2023

## Budget OPTION B

w/ Indian Notch BREAK EVEN

| Category                     | Expenditure            | Revenue              | Difference     |
|------------------------------|------------------------|----------------------|----------------|
| Payroll                      | \$ (64,590.00)         | \$ -                 | \$ (64,590.00) |
| Other Payroll                | \$ (72,320.34)         | \$ -                 | \$ (72,320.34) |
| Herrick Park Summer Camp     | \$ (18,500.00)         | \$ 72,800.00         | \$ 54,300.00   |
| Other Summer Camps           | \$ (2,505.00)          | \$ 5,730.00          | \$ 3,225.00    |
| Youth Basketball             | \$ (8,550.00)          | \$ 16,660.00         | \$ 8,110.00    |
| After-school Programs        | \$ (1,150.00)          | \$ 3,025.00          | \$ 1,875.00    |
| School Recess                | \$ (750.00)            | \$ 3,700.00          | \$ 2,950.00    |
| Bus Trips                    | \$ (2,825.00)          | \$ 3,070.00          | \$ 245.00      |
| Adult Programs               | \$ (500.00)            | \$ 2,772.00          | \$ 2,272.00    |
| Indian Notch Park            | \$ (2,850.00)          | \$ 37,750.00         | \$ 34,900.00   |
| Community Events             | \$ (7,100.00)          | \$ 9,110.00          | \$ 2,010.00    |
| Miscellaneous Youth Programs | \$ (1,370.00)          | \$ 3,500.00          | \$ 2,130.00    |
| Professional Training        | \$ (925.00)            | \$ -                 | \$ (925.00)    |
| Office Operations            | \$ (600.00)            | \$ -                 | \$ (600.00)    |
| Request Town Support         | \$ -                   | \$ 26,419.00         | \$ 32,000.00   |
| <b>Total</b>                 | <b>\$ (184,535.34)</b> | <b>\$ 184,536.00</b> | <b>\$ 0.66</b> |

| Payroll      |             | Director          |                        |
|--------------|-------------|-------------------|------------------------|
| Yearly       | Weekly      | 37 hours per week | Total                  |
| \$ 60,000.00 | \$ 1,153.85 | \$ 60,000.00      | \$ 60,000.00           |
|              |             | \$ 4,590.00       | \$ 4,590.00            |
|              |             |                   | \$ 50,209.49** without |
|              |             |                   | 22.2% increase         |
|              |             |                   | Subtotal               |
|              |             |                   | \$ (64,590.00)         |
|              |             |                   | TOTAL                  |
|              |             |                   | \$ (64,590.00)         |

Right now my salary is \$49,104.64, with the normal 2.25% increase it would be \$50,209.49. The difference between \$50,209.49 and what I am asking for is \$10,895.36.

2 Proposed options:

1. All \$10,895.36 all at once
2. Break it up into two years:

- a. July 2023- \$54,552.32
- b. July 2024- \$60,000.00

# Tolland Country Towns with Friday off

| Town Name                              | Hours of Operations  | Lunch ?    | Breaks   | Hours Worked | Town Clerk Comments   |
|--|--|------------|----------|--------------|---|
| Andover                                | M 8:15 AM - 7 PM, Tues-Thurs 8:15 AM - 4 PM  | no         | no       | 34           | When we open on Friday, we were open to the public 32 hrs per wk. Rationale was that we would save heat/air costs because both could be turned down/off when we were leaving on Thurs. It would also give the public the option to come to the Town during their lunch hr or on their way home from work. |
| Bolton                                 | Not closed on Friday   |            |          |              |   |
| Columbia                               | Not closed on Friday   |            |          |              |   |
| Coventry                               | Not closed on Friday   |            |          |              |   |
| Ellington                              | M 7:45 AM - 6:30 PM, T-Thurs 7:45 AM - 4:30 PM - Open to public @ 8AM                        | 30 min     | no       | 35           |   |
| Hebron                                 | Not closed on Friday   |            |          |              |   |
| Mansfield                              | M - 8 AM - 5:15 PM, Thurs 8 AM - 6:30  | 30 min     | no       | 35           | 1.25 hr swing time per week for staff to figure out when to use in order to cover hrs that town hall is open and only work 35 hrs. Monday holiday time is given to staff at old # of hrs (7.25). The gap between old & new is made up by either using personal time or by working the additional time.    |
| Somers                                 | M - W 8 AM - 5 PM, Thurs. 8 AM - 6:30 PM   |            |          |              |   |
| Stafford                               | M-W 8 AM-4:45 PM, Thurs 8 AM -6:45 PM (close to public on 1/2 hr)                            | 30 mins    | 2/15 min | 35           | We have been close on Fridays for many yrs. The public likes that we are open late on Thurs.  |
| Tolland                                | M-W 8 AM - 4:30 PM, Thurs 8 AM - 7:30 PM   | 30/45 mins | no       | 35/40        | Asst works 35, Town Clerk works 40  |
| Union                                  | Tues 9 Am - Noon, Wed 9 AM - Noon, 1 PM - 3 PM, Thurs. 9 AM 0- Noon                          | 1hr/Wed    | no       | 12           |   |
| Vernon                                 | M-W 8 AM - 4:30 PM, Thurs 8 - 7 PM -on Tues, close to public @4:30 but staff works till 5 PM | 30 min     |          | 35           | As we always closed at 4:30, public doesn't realize we're here until 5 PM on Tuesdays.  |
| Willington                             | Not closed on Friday   |            |          |              |   |
| 8 out of 13 towns are closed on Friday |  |            |          |              |   |