

Town	Average Income	Population	Building and Grounds Director	Chief Building Official	Finance Director	Highway Director	Library Director	Recreation Director	Town Clerk	Tax Collector	Assessor		Exec. Admin. Assistant	Emerg. Mgmt. Dir.	HR Coordinator
Andover	\$102,759	3248		Part Time With US	\$103,802.16		\$83,059	\$76,228.36	\$73,313				\$	\$543.00	
Pomfret	\$93,467	4167		\$17,441*			\$44,243	\$47,150.00	\$45,046	\$53,449	\$15,491		\$54,028.00	volunteer	
Ashford	\$90,441	4244		\$28,622		\$62,306	\$44,000	\$47,453.00	\$53,228	\$53,069	\$52,269.00		\$50,756.00	\$3,000.00	
Deep River	\$79,090	4494		\$30,780*	\$68,634	\$93,850	\$61,409	\$30,675.00	\$54,167	\$47,100*	\$82,251.00		\$45,981.52	volunteer	
Columbia	\$113,983	5318	\$42,084*	\$42,084*	\$104,842	\$92,379		\$55,173.00	\$64,396	\$58,858	\$84,698.00		\$54,050.00	\$3,076.00	
Wilmington	\$78,351	5921			\$81,151.02	\$78,491.55	\$41,418*	\$41,493.28	\$54,815.48	\$46,071.52	\$30,576.00		\$50,232.00	\$6,000.00	\$51,313.60
Marlborough	\$126,850	6397	\$68,286	\$49,795*	\$90,000		\$83,333	\$51,087	\$57,492	\$67,316			\$52,678.08	\$6,050.00	
Durham	\$133,652	7240		\$46,768*	\$90,000	\$89,382	\$78,605	\$64,979	\$68,556	\$68,556	\$24,210.00		\$63,669.00	\$10,000.00	
Woodstock	\$94,451	7809		\$56,806				\$23,389.6*	\$65,376	\$68,436			\$30,888*	\$1,000.00	\$58,500.00
Putnam	\$67,070	9357	\$59,147.01	\$86,478.85	\$91,890.61	\$107,328.46	\$87,588.38	\$76,228.36	\$71,000	\$75,119.74	\$68,823.00		\$70,992.00	\$10,000.00	\$65,826.00
Hebron	\$131,895	9507		\$75,840	\$115,400	\$114,000	\$86,326	\$72,100	\$71,848	\$73,566	\$86,692.00		\$86,422.00	\$13,500.00	
Somers	\$107,139	11106		\$72,000	\$111,773	\$107,012	\$77,250	\$76,500.00	\$67,000	\$78,000	\$77,359.00		\$74,095.00	\$0.00	
Stafford	\$85,684	11687	\$85,021.28	\$108,826	\$110,000	\$106,000	\$71,577.26		\$69,080	\$69,080			\$107,056.92	\$75,043.00	\$44,970.00
Coventry	\$94,058	12439		\$92,500	\$137,180	\$115,015	\$74,000	\$81,690	\$70,920	\$73,575	\$88,926.00		\$71,250.00	\$89,145.00	
Average			\$70,818.10	\$82,075.14	\$100,424.80	\$96,576.40	\$71,944.60	\$60,063.08	\$63,302.70	\$65,424.69	\$77,288.29		\$65,100.88	\$19,759.73	\$55,152.40
Bolton	\$116,393	4858	\$102,068	\$95,000.00	\$103,802.16	\$86,450	\$83,059	\$50,500.00	\$73,313.25	\$73,233.50	\$97,850.00		\$60,000.00	\$6,000.00	\$0.00

Highway Personal Vehicles	
Town	Personal Use Vehicle
Columbia	Yes
Marlborough	No
Hebron	Yes
Somers	Yes
Durham	Yes
Wilmington	Yes
Deep River	No Response

Senior and Social Services Budget 2024-2025

Line-Item Narrative

Line Item 51610 – Payroll

SENIOR AND SOCIAL SERVICE PAYROLL			
TRANSPORTATION	HOURS	RATE	TOTAL
Vans	20/month	\$20.00	\$4,800
Minivans	25/week	\$20.00	\$26,000
TOTAL TRANSPORTATION			\$30,800
OFFICE STAFF	HOURS	RATE	TOTAL
Program Coordinator/Admin	28/week	\$23.00	\$33,488
Extra Payroll Day (Monday)	7 hours	\$23.00	\$161
Administrative Assistant	17/week	\$21.00	\$18,564
Additional Admin Coverage	100 hours	\$21.00	\$2,100
TOTAL OFFICE STAFF			\$54,313
SUMMARY			
Commission Clerk			\$375
Transportation			\$30,800
Office Staff			\$54,313
Director		3% placeholder	\$79,908
TOTAL REQUEST			\$165,396
REVENUE – CT DOT GRANT			\$11,825

POSITION	CURRENT FY 2024	FY 2025 WITH 2.75%	PROPOSED FY 2025
Van Drivers	\$17.28	\$17.75	\$20.00
Admin. Assistant	\$17.72	\$18.20	\$21.00
Program Coordinator	\$19.86	\$20.40	\$23.00
TOTAL FY COST	\$72,747	\$75,090	\$85,113
DIFFERENCE IN TOTAL COST			\$10,023 INCREASE
AMOUNT OVER CT \$15.69 MINIMUM WAGE (1/1/24)			
POSITION	CURRENT FY 2024	FY 2025 WITH 2.75%	PROPOSED FY 2025
Van Drivers	\$1.59	\$2.06	\$4.31
Admin. Assistant	\$2.03	\$2.51	\$5.31
Program Coordinator	\$4.17	\$4.71	\$7.31

Line Item 51610 - Explanation of Increase

The payroll line item includes all staff members of the Bolton Senior and Social Services Department: Director (full time, Supervisor’s union, 37 hours per week), one Program Coordinator/Administrative Assistant (part time, non-union, 28 hours per week), one Administrative Assistant (part time, non-union, 17 hours per week), and five per diem Van Drivers (non-union).

An evaluation of staff pay rates has been conducted. Add packages were suggested in budget sessions for FY 2023 (December 2021) and FY 2024 (December 2022). Another evaluation was conducted in August 2023 with review of FY 2024 rates. Comparisons were made with other Tolland County towns (Coventry, Stafford, Tolland) and similar sized towns (East Granby, Lebanon). Additional data was requested from the Connecticut Conference of Municipalities (CCM), however, there was no information available for these specific job titles.

The Administrative Assistant and Program Coordinator positions both require extensive training, computer skills across multiple programs, exceptional customer services skills, and confidentiality regarding sensitive social service information. Similar positions in other Bolton town departments currently receive a higher rate of pay.

The Van Driver positions are per diem and receive no other benefits such as paid time off or holiday pay. They have responsibilities that include the safety and wellbeing of transporting seniors to critical health services across a wide coverage area. All Van Drivers have either CDL or passenger-service classifications which require yearly physicals at an expense to them.

During the budgeting process there have never been any adjustments to the pay scales other than the same percentage increase as other non-union employees. This continues to keep these positions at a lower level than comparable positions. As minimum wage increased in the State of Connecticut, this further eroded the current compensation. There is potential that another mid-year minimum wage increase could occur in 2025.

To better reflect the essential value of these positions to Bolton residents, in August 2023 I proposed a modest increase for these positions over two years. The increase was not acted on for FY 2024. I have included a proposed FY 2025 rate that better matches neighboring towns. This would involve a \$10,023 increase over the original rates for FY 2025 if staff were to remain stagnant in their current pay scale.

Comparison of Tolland County and Similar Size Towns

Note: Current FY 2024 Rates

Town	Position	Rate
<i>Bolton</i>	<i>Program Coordinator/Adminin.</i>	<i>\$19.86</i>
Coventry	Senior Center Coordinator	\$33.57
East Granby	NA	NA
Lebanon	NA	NA
Stafford	NA	NA
Tolland	NA	NA