

First Selectman Salary and Benefit Data, Tim White, Intern, UConn

Purpose:

To provide information and data regarding the Town of Bolton's First Selectman's salary, healthcare benefits, and retirement benefits.

Methodology:

This set of data was selected through a multi-step approach. Each step will be listed below.

1. Determine which Connecticut towns have a First Selectman – Town Meeting form of government.
2. Determine which of these towns have a town manager or town administrator for a better comparison to Bolton.
3. List towns that share both pieces of information and research salaries, healthcare benefits, and retirement benefits for each town's First Selectperson.
4. Calculate Per Capita, First Selectperson Salary divided by town non-BOE budget, and ratio of First Selectperson salary compared to median household income of each town to create quantitative measurements for comparison.
5. Create tables and graphs to visually demonstrate findings.

Findings:

- Bolton is one of 9/169 towns to operate on a First Selectperson – Town Meeting in conjunction with a town manager/administrator.
- Most similarly governed towns do not offer healthcare benefits or retirement plans as a benefit of their position as First Selectperson (see table 4).
- Bolton is currently above the average per capita spent on compensating the First Selectman of similarly governed towns (see table 5).
- Bolton is currently just above the average of similarly governed towns when comparing the ratio of the First Selectperson's salary to the median household income of that town (see table 6).
- Bolton is currently average of similarly governed towns for the percentage of their non-BOE budget spent on compensating their First Selectman (see table 7).

Important Notes

- Could not collect data on how many hours a week each First Selectperson works, nor what they are expected to accomplish each week, both typically impact salary.
- Other qualitative data should be measured in addition to quantitative to create a better picture of fair compensation for the First Selectman's efforts.

Data:

Town	Population	Median Home Income	Salary of First Selectman/Mayor	Healthcare Benefits?	Retirement Plan?
Andover	3,160	\$ 124,167.00	\$ 1,200.00	No	No
Bolton	4,851	\$ 114,948.00	\$ 17,292.08	No	No
Canton	10,125	\$ 108,059.00	\$ 15,000.00	No	No
Columbia	5,280	\$ 124,311.00	\$ 26,183.76	No	No*
Granby	10,972	\$ 116,023.00	\$ -	No	No
Hebron	9,127	\$ 136,397.00	\$ -	No	No
Putnam	9,270	\$ 63,721.00	\$ 52,000.00	No	No
Simsbury	24,617	\$ 143,874.00	\$ 5,000.00	No	No
Weston	10,336	\$ 220,754.00	\$ 56,162.00	Yes	Yes
Averages	9,749	\$ 128,028.22	\$ 19,204.20	-	-

* Denotes changing soon

Table 1 gives an overview of similarly governed towns including their population, median home income, First Selectman Salary, Healthcare benefits, and retirement plan access.

Table 1 Written

Andover- The Town of Andover pays each of their Selectmen a stipend of \$1200. The First Selectman typically gets this as well, however, the current First Selectman has refused this salary, so it is no longer budgeted for. Five years ago, the First Selectman typically earned a salary twice that of the rest of the Board of Selectmen, however, this is no longer the case. The First Selectman is not expected to work any hours at town hall and is seen as a “first of equals.” The First Selectman also does not receive any healthcare or retirement benefits.

Bolton- The Town of Bolton pays their First Selectman \$17,292.08 per year. The First Selectman does not receive access to health benefits or a town pension plan from this role.

Canton- The Town of Canton pays their First Selectman \$15,000 per year. As a part-time employee, he does not qualify for any town pension plans or health benefits.

Columbia- The Town of Columbia pays their First Selectman a salary of \$26,183.76. Starting on January 1st, 2025, \$4,000 will be taken away from the First Selectman’s salary each year and put into the town pension fund. The Town of Columbia First Selectman does not receive health benefits from the town.

Granby- The Town of Granby holds their First Selectman as a voluntary position. They do not receive any form of compensation or benefits.

Hebron- The Town of Hebron holds their First Selectman as a voluntary elected position. The First Selectman does not receive any compensation or health/retirement benefits.

Putnam- The Town of Putnam pays their Mayor \$52,000 (rounded to the nearest thousand dollars). The Mayor is listed as a part-time position, however, per the town administrator, the current Mayor likely works more than any other town employee. The Mayor does not receive any healthcare or retirement benefits.

Simsbury- The Town of Simsbury holds the First Selectman position as a voluntary position that is elected by the residents of the Town of Simsbury. As a result, the First Selectman does not receive access to a salary or town healthcare and retirement plans. However, the selectman does receive a stipend of \$10,000 for their two-year term (\$5,000 per year).

Weston- The Town of Weston pays their First Selectwoman \$56,162 and does not have a requirement for the number of hours worked, however, the current selectwoman is working on a full-time basis. Additionally, the First Selectwoman is given healthcare through the same healthcare plan that is given to non-bargaining unit employees with the same premium share. The First Selectwoman is also able to be enrolled in the town pension program (CMERS).

Table 2	Town	Town Administration Titles
	Andover	First Selectman, Town Administrator
	Bolton	First Selectman, Town Administrator
	Canton	First Selectman, Chief Administrative Officer
	Columbia	First Selectman, Town Manager
	Granby	First Selectman, Town Manager
	Hebron	Chairman Borad of Selectman, Director of Administration, and Town Manager
	Putnam	Mayor, Town Administrator
	Simsbury	First Selectman, Town Manager
	Weston	First Selectwoman, Town Administrator

Table 2 lists each towns' administration titles.

Table 3	Employment Type		
	Volunteer	Part-Time	Full-Time
	Granby	Andover	Weston*
	Hebron	Bolton	
	Simsbury (Stipend)	Canton (Stipend)	
		Columbia	
		Putnam*	

Table 3 shows what type of employment position each town holds their First Selectperson to be.

*Weston's current First Selectwoman works full-time, however, it is not typically a full-time position

*Per Putnam's town administrator, the current Mayor works nearly the most hours of any town employee, but is listed as a part-time position

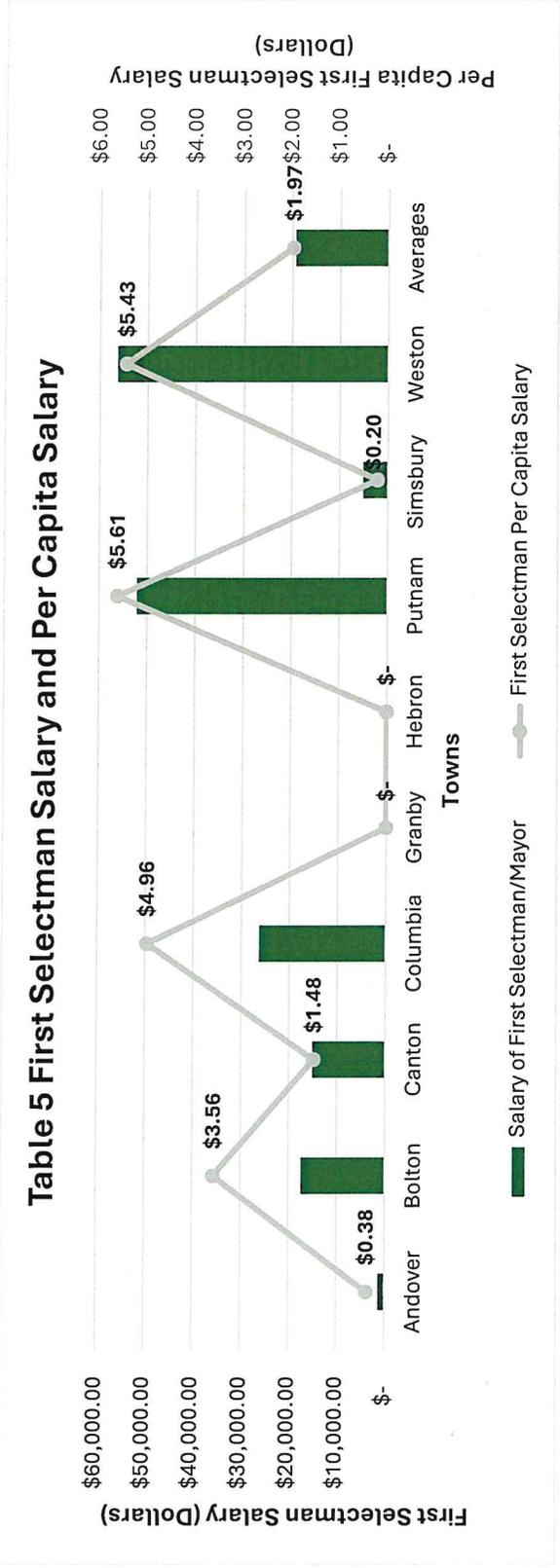
Table 4	Towns	Healthcare Benefits?	Retirement Plan?
	Andover	No	No
Bolton	No	No	
Canton	No	No	
Columbia	No	No*	
Granby	No	No	
Hebron	No	No	
Putnam	No	No	
Simsbury	No	No	
Weston	Yes	Yes	

*Denotes Changing Soon

Table 4 shows which other similarly governed towns offer healthcare benefits or retirement plans because of the First Selectperson's position.

Town	Population	Salary of First Selectman/Mayor		First Selectman Per Capita Salary	
		Population	Salary of First Selectman/Mayor		
Andover	3,160	\$	1,200.00	\$	0.38
Bolton	4,851	\$	17,292.08	\$	3.56
Canton	10,125	\$	15,000.00	\$	1.48
Columbia	5,280	\$	26,183.76	\$	4.96
Granby	10,972	\$	-	\$	-
Hebron	9,127	\$	-	\$	-
Putnam	9,270	\$	52,000.00	\$	5.61
Simsbury	24,617	\$	5,000.00	\$	0.20
Weston	10,336	\$	56,162.00	\$	5.43
Averages	9,749	\$	19,204.20	\$	1.97

Table 5 shows each town's population and how much their First Selectperson makes. The per capita section shows how much each resident of each town "pays" their First Selectperson.

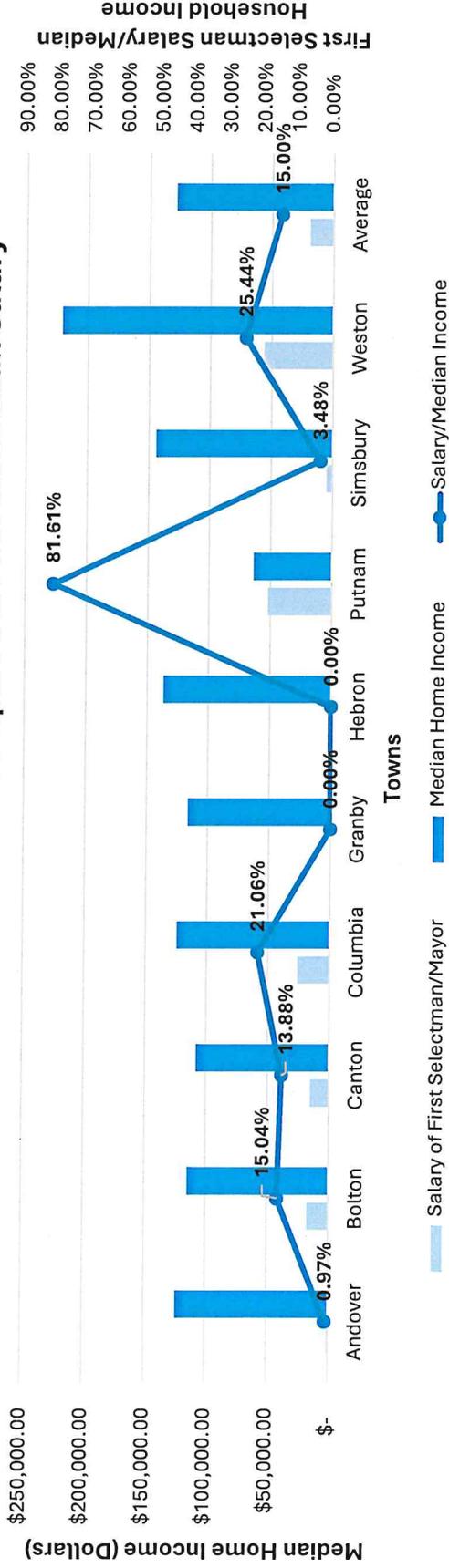


Visual Representation of Table 5.

Town	Salary of First Selectman/Mayor	Median Home Income	Salary/Median Income
Andover	\$ 1,200.00	\$ 124,167.00	0.97%
Bolton	\$ 17,292.08	\$ 114,948.00	15.04%
Canton	\$ 15,000.00	\$ 108,059.00	13.88%
Columbia	\$ 26,183.76	\$ 124,311.00	21.06%
Granby	\$ -	\$ 116,023.00	0.00%
Hebron	\$ -	\$ 136,397.00	0.00%
Putnam	\$ 52,000.00	\$ 63,721.00	81.61%
Simsbury	\$ 5,000.00	\$ 143,874.00	3.48%
Weston	\$ 56,162.00	\$ 220,754.00	25.44%
Average	\$ 19,204.20	\$ 128,028.22	15.00%

Table 6 shows the ratio of the First Selectperson's salary to the median household income of each town. A higher percentage indicates the First Selectperson makes more compared to their residents than another First Selectperson makes to theirs.

Table 6 Median Household Income Compared to First Selectman Salary

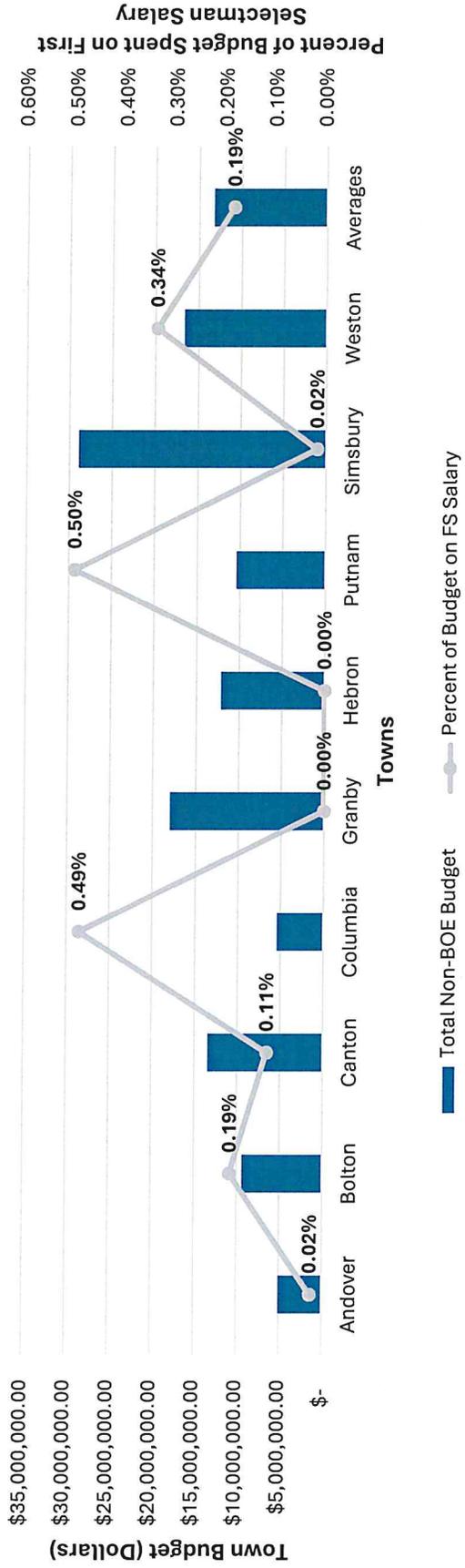


Visual Representation of Table 6.

Town	Salary of FS/Mayor	Total Non-BOE Budget	Percent of Budget on FS Salary
Andover	\$ 1,200.00	\$ 5,028,821.00	0.02%
Bolton	\$ 17,292.08	\$ 9,326,942.00	0.19%
Canton	\$ 15,000.00	\$ 13,375,674.00	0.11%
Columbia	\$ 26,183.76	\$ 5,353,137.00	0.49%
Granby	\$ -	\$ 17,925,369.00	0.00%
Hebron	\$ -	\$ 12,074,174.00	0.00%
Putnam	\$ 52,000.00	\$ 10,360,090.00	0.50%
Simsbury	\$ 5,000.00	\$ 28,884,809.00	0.02%
Weston	\$ 56,162.00	\$ 16,603,078.00	0.34%
Averages	\$ 19,204.20	\$ 13,214,677.11	0.19%

Table 7 shows the percentage of the non-BOE budget that is spent on compensating the First Selectperson of each town.

Table 7 Percent of non-BOE Town Budget Spent on First Selectman Salary



Visual Representation of Table 7.