Tax Collector Salary Comparisons

Tim White, Intern, UConn

Purpose:

This document serves as a write-up to compare the wages of the Town's Tax Collector to other supervisory positions as well as other town tax collectors.

Methodology:

1. Receive assignment including the towns that require comparison.
2. Outline Excel tables to display data.
3. Research and record Bolton supervisory salaries for comparison.
4. Reach out to selected towns to determine the data required for comparisons.
5. Summarize data and findings.

Findings:

- Compared to town supervisory positions, the Tax Collector is paid 16.08% below the average salary for FY25. If the proposed FY26 raise is enacted, the Tax Collector will be paid 12.40% below the average.
- The raise request is a 7.20% request while the average request is 2.80%.

Important Notes:

- Some towns have part-time tax collectors (Sprague) and have been noted as such. Scotland was excluded from this data even though it was requested because Scotland uses the Town of Windham's Tax Collector.
- This information is merely informative of the information requested by the Town administration, it is not a policy recommendation.
- The additional information section of this write-up is from the emails written to me by each respective town.

	Town of Bolton Supervisors				
Table 1	**Position**	**Salary (As of 7/1/24)**	**Salary (Effective 7/1/25)**	**Percent Change FY25-FY26**	**Percent Relative to Average**
	Tax Collector	$79,289.00	$85,000.00**	7.20%	-12.49%
	Senior and Social Services Director	$79,908.00	$82,105.00	2.75%	-15.47%
	Highway Supervisor	$93,096.00	$95,656.00	2.75%	-1.52%
	Library Director	$89,444.00	$91,904.00	2.75%	-5.38%
	Town Wide Facilities Director	$109,914.00	$112,937.00	2.75%	16.27%
	Chief Building Official/Land Use Department Head	$100,052.00	$103,054.00	3.00%	6.10%
	Average	**$94,482.80**	**$97,131.20**	**2.80%**	**0.00%**

Table 1 shows Town supervisor salaries. It includes a percentage change calculation as well as a comparison of how the salary compares to the average. Negative percentages indicate a position is paid below the average, while positive percentages indicate that the position is paid above the average. **Indicates proposed amount.

	Town	**Population**	**FY25 Salary**	**Notes**
Table 2	Ashford	4,218	$70,524.00	
	Bolton	**4,851**	**$79,289.00**	
	Columbia	5,280	$71,928.00	
	Hebron	9,127	$77,673.00	
	Sprague	2,964	$20,366.00	11.5 hrs/week, new employee
	Willington	5,586	No Response	
	Average	**5,338**	**$63,956.00**	

Table 2 lists the requested towns and their populations' as well as their tax collectors' salary.

Additional Information

Scotland: Does not have its own tax collector. They utilize Windham's.

Sprague: This fiscal year has started with a new tax collector. Average hours weekly are 11.5, his salary is $20358.26. The former tax collector who had been here since 1997 was making $28158.26 a year, same hours.

Registrar of Voters Wage Comparisons

Tim White, Intern, UConn

Purpose:

This document serves as a write-up to compare the wages of various employees of the Registrar of Voters across nearby towns in Connecticut.

Methodology:

1. Receive assignment including the towns that require comparison.
2. Outline Excel tables to display data.
3. Reach out to selected towns to determine the data required for comparisons.
4. Summarize data and findings.

Findings:

- The Town is currently above average in terms of its pay of Assistant Registrar and Data Entry Clerk.
- The Town is currently below average in terms of its pay of its Registrar, Deputy Registrar, Moderators, and Election Workers.
- The Proposed Bolton line would put the town above average in pay for all positions except for Election Workers and Moderators.
- See Table 1 for general pay information. See Table 2 for percent above/below average pay for the current rates of pay and the proposed rates of pay.
- Please see the additional information sheet for further details on pay in the requested towns.

Important Notes:

- Data used in averages and Tables 2 and 3 include only the hourly paid positions. Salaried employees are not included in these calculations.
- This information is merely informative of the information requested by the Town administration, it is not a policy recommendation on whether wage increases should be enacted for the Town of Bolton Registrar of Voters.
- Some towns pay their workers on a salaried basis as opposed to an hourly one. These towns have been listed separately in Table 1.1 to avoid skewing the average hourly data.
- The additional information section of this write-up is from the emails written to me by each respective town.

	Town	Population	Median Household Income	Registrar	Deputy Registrar	Assistant Registrar	Data Entry Clerk	Moderator	Election Workers
Table 1	Ashford	4,218	$94,778.00	$30.00	$30.00	N/A	$19.12	$24.00	$19.12
	Current Bolton	*4,851*	*$114,948.00*	*$23.30*	*$17.48*	*$17.48*	*$17.48*	*$16.60*	*$16.39*
	Columbia	5,280	$124,311.00	$24.20	$18.00	$16.36	$16.36	$22.85	$16.36
	Scotland	1,542	$90,317.00	No Response	No Response	No Response	No Response	No Response	No Response
	Sprague	2,964	$94,464.00	$19.00	$16.35	$16.35	$16.35	$17.00	$16.35
	Proposed Bolton	*4,851*	*$114,948.00*	*$25.00*	*$22.00*	*$18.00*	*$18.00*	*$19.00*	*$17.00*
	Average	**3,771**	**$103,763.60**	**$24.13**	**$20.46**	**$16.73**	**$17.33**	**$20.11**	**$17.06**

Table 1 is an overview table that demonstrates the requested towns and information regarding their Registrar of Voters employees. Salaried employees are listed separately.

	Town	Population	Median Household Income	Registrar	Deputy Registrar	Assistant Registrar	Data Entry Clerk	Moderator	Election Workers
Table 1.1	Hebron	9,127	$136,397.00	$11,000.00	$6,000.00	$16.35-$25.00	$16.35-$25.00	$16.35-$25.00	$16.35-$25.00
	Willington	5,586	$85,893.00	$15,735.00	$18/hr	See Additional Info	See Additional Info	See Additional Info	See Additional Info

Salaried Employee Information.

		Percent Above/Below Average					
Table 2	Town	Registrar	Deputy Registrar	Assistant Registrar	Data Entry Clerk	Moderator	Election Workers
	Current Bolton	-3.54%	-17.03%	4.29%	0.87%	-21.16%	-4.06%
	Proposed Bolton	3.50%	7.01%	7.06%	3.74%	-5.86%	-0.32%

Table 2 displays what percentage above/below (denoted as negative) the Towns' current and proposed rates of pay are as compared to the averages of the requested towns.

	Town	Population	Registrar	Deputy Registrar	Assistant Registrar	Data Entry Clerk	Moderator	Election Worker
Table 3	Current Bolton	4,851	$23.30	$17.48	$17.48	$17.48	$16.60	$16.39
	Proposed Bolton	4,851	$25.00	$22.00	$18.00	$18.00	$19.00	$17.00
	Percent Difference	**0.00%**	**7.30%**	**25.86%**	**2.97%**	**2.97%**	**14.46%**	**3.72%**

Table 3 shows the current Bolton Registrar of Voters wages in comparison to the proposed Bolton Registrar of Voters. Table 3 has a percentage change calculation as well.
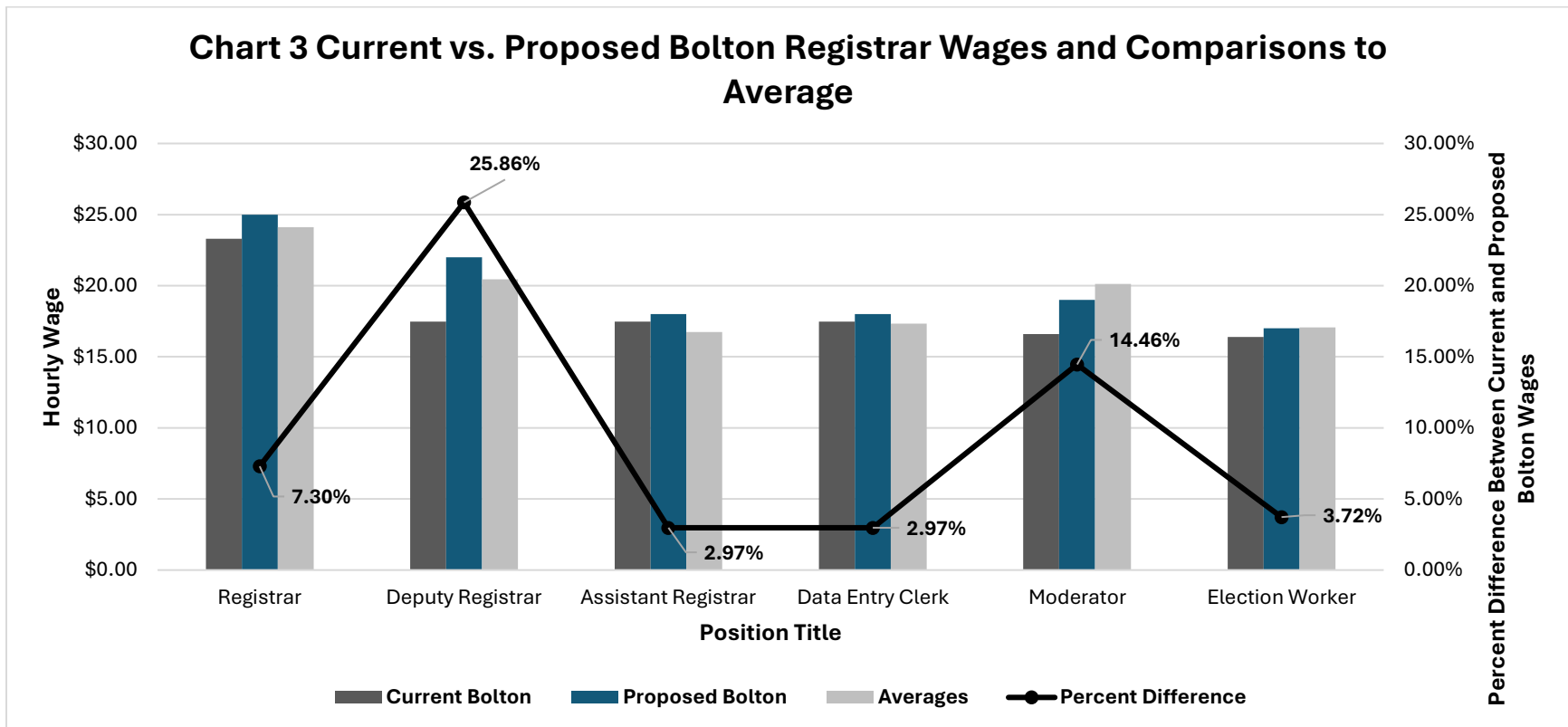

Chart 3 is a visual representation of Table 3 with the addition of the averages so that it is easy to compare to the current and proposed Bolton wages.

Additional Information:

Ashford: Registrars of Voters and Deputy Registrars of Voters are paid $30 for all activities they do. That includes the days that they are at Conference, from the time that they leave the town hall until they return to the town hall. If they stay overnight, which we do, they get paid from the time the classes start until they end. They get paid to go to county meetings which are required as part of their training. They also get paid for participating in the various committees that ROVAC has. They only need to go to one so they can report back to their county on what the committee is working on. Most committees do not meet monthly.

Moderators get paid $24 an hour no matter which position they serve in. We do that so we don't lose good, qualified Moderators, which are hard to come by.

All other poll workers are paid $19.12 an hour which includes mandatory training sessions for every election. Primary and Budget Referenda. In addition, they are provided with coffee and water throughout the day and lunch. We usually have them order a full grinder, so they have food for dinner. They are granted paid time for lunch but there is no guarantee that they will have time for dinner.

Columbia: Here is what the Town of Columbia has for Registrar and Election worker positions for this fiscal year:

Deputy Registrar-Republican		18.00	
Deputy Registrar-Democrat		18.00	
Registrar of Voters-Republican		24.20	
Registrar of Voters-Democrat		24.20	
Ballot Clerk		16.36	
Official Checker		16.36	
Moderator - Election	$22.85 Per hour	365.58	Max per day
Moderator - Referendum	$22.85 Per hour	365.58	Max per day
Moderator - Early Voting 10am to 6pm	$22.85 Per hour	365.58	Max per day
Moderator - Early Voting 8am to 8pm	$22.85 Per hour	365.58	Max per day
Assistant Moderator		16.36	
Tabulator Tender		16.36	
Absentee Ballot Counter		16.36	
Challenger		16.36	
Greeter		16.36	

Election Day Registrar (EDR) Position		16.36	
Election Day Worker Early Voter		16.36	

Hebron: Registrars earn $11,000 annually. Deputy registrar 6,900 annually
Poll workers, checkers and election workers can make between minimum wage to $25 per hour.

Scotland: No Response

Sprague: Registrar of Voters - $19.00
Moderators - $17.00
The rest $16.35

Willington: Willington's Election Officials pay rates. Registrars are salaried: $15,375 annually, Early Voting Stipends: Primary $2,000, Election $4,000. Deputy Registrars are hourly: $18. Election Officials are paid a per diem rate for voting events: Assistant Registrars: $335 per diem, $18.50 for audits, recounts, etc. Moderator: $450 per diem, $22.00 for audits, recounts, etc. Checkers, Ballot Clerks, Tabulator Tenders: $306 per diem, $17.50 for audits, recounts, etc.