

First Selectman Salary and Benefit Continuation 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 population less than 7,500 people.
2. Record data for each of these towns including: Population, median household income, town budget, system of government, whether or not they have a town manager/administrator, the First Selectperson salary, if their First Selectperson is a part-time or full-time position, and any benefits they receive as a result of their position.
3. 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.
4. Average all data to create a comparison metric (towns that do not have data are not included in any averages).
5. Create tables and graphs to visually demonstrate findings.

Findings:

- Of the 56 CT towns that have a population below 7,500 people, three use a town manager/administrator in conjunction with their First Selectman.
- Although data is limited, of the 28 towns with employment data, 10 are listed as part-time First Selectman and 18 are listed as full-time First Selectman (see tables 3, 4, and 5).
 - Of the 10 part-time First Selectman, 1 receives health and retirement benefits as a result of their position. 1 First Selectman receives retirement benefits, but not healthcare benefits. The remaining 8 do not receive either health or retirement benefits.
 - Of the 18 full-time First Selectman, all but 2 First Selectman receive both health and retirement benefits as a result of their position. The 2 that do not receive both receive health benefits but not retirement benefits.
 - 28 towns either did not respond or did not provide if a First Selectman was a full-time or part-time employee.
- Bolton is currently below average in per capita spent on compensating the First Selectman (see table 6).
 - \$18.87 dollars below average (average is 530.06% higher than current Bolton Per Capita).

- Bolton is currently below average when comparing the ratio of the First Selectperson's salary to the median household income of that town (see table 7).
 - \$0.50 dollars below average (average is 333.33% higher than current Bolton ratio).
- Bolton is currently below average for the percentage of their non-BOE budget spent on compensating their First Selectman (see table 8).
 - 1.28% of non-BOE budget below average expended to compensate the First Selectman (average is 673.68% higher than current Bolton percentage of non-BOE budget spent on compensating the First Selectman).

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.
- This data does not control for system of government. This means that most of these towns operate solely with a First Selectperson, rather than Bolton which operates with both a First Selectperson and a town administrator.
 - The lack of a town administrator (or manager) is likely to drive the salary of the First Selectperson upwards because they have a greater responsibility in running the town's operations, which likely increases the hours worked, and thus increases the average salary.

Town	Town Budget (Not BOE)			System of Gov.	Town Manager/Administrator
	Population	Median Household Income	BOE		
Andover	3,160	\$124,167.00	\$5,028,821.00	FS-Town Meeting	Town Administrator
Ashford	4,218	\$94,778.00	\$4,042,818.00	FS-Town Meeting	No
Barkhamsted	3,660	\$120,125.00	\$2,839,323.00	FS-Town Meeting	No
Beacon Falls	6,061	\$98,042.00	\$9,370,424.00	FS-Town Meeting	No
Bethany	5,295	\$141,000.00	\$9,908,910.00	FS-Town Meeting	No
Bethlehem	3,399	\$113,650.00	\$4,591,732.00	FS-Town Meeting	No
Bolton	4,851	\$114,948.00	\$9,326,942.00	FS-Town Meeting	Town Administrator
Bozrah	2,410	\$102,440.00	\$2,790,362.00	FS-Town Meeting	No
Bridgewater	1,701	\$149,643.00	\$3,041,592.00	FS-Town Meeting	No
Canaan	1,155	\$89,318.00	\$2,354,786.47	FS-Town Meeting	No
Canterbury	5,067	\$96,121.00	\$3,461,087.00	FS-Town Meeting	No
Chaplin	2,229	\$83,750.00	\$2,180,158.00	FS-Town Meeting	No
Chester	3,740	\$90,929.00	\$5,717,677.00	FS-Town Meeting	No
Colebrook	1,594	\$120,625.00	\$2,850,070.00	FS-Town Meeting	No
Columbia	5,280	\$124,311.00	\$5,431,137.00	FS-Town Meeting	Town Administrator
Cornwall	1,315	\$99,922.00	\$3,289,587.00	FS-Town Meeting	No
Deep River	4,445	\$85,859.00	\$6,184,395.00	FS-Town Meeting	No
Durham	7,197	\$148,095.00	\$7,761,316.00	FS-Town Meeting	No
East Granby	5,198	\$107,478.00	\$7,412,730.00	FS-Town Meeting	No
Eastford	1,618	\$100,673.00	\$1,875,498.00	FS-Town Meeting	No
Essex	6,754	\$96,734.00	\$3,960,968.00	FS-Town Meeting	No
Franklin	1,892	\$95,543.00	\$2,682,394.00	FS-Town Meeting	No
Goshen	3,144	\$138,299.00	\$4,646,469.00	FS-Town Meeting	No
Hampton	1,639	\$107,109.00	\$1,889,541.00	FS-Town Meeting	No
Hartland	1,806	\$111,429.00	\$2,432,008.00	FS-Town Meeting	No
Harwinton	5,509	\$102,078.00	\$7,246,090.00	FS-Town Meeting	No
Kent	3,015	\$93,281.00	\$8,051,411.00	FS-Town Meeting	No
Killingworth	6,216	\$124,620.00	\$5,988,512.00	FS-Town Meeting	No
Lebanon	7,145	\$107,050.00	\$8,016,422.00	FS-Town Meeting	No
Lisbon	4,202	\$86,932.00	\$3,780,278.00	FS-Town Meeting	No
Lyme	2,390	\$119,352.00	\$5,724,343.00	FS-Town Meeting	No
Marlborough	6,134	\$134,643.00	\$7,625,698.00	FS-Town Meeting	Town Manager
Middlefield	4,240	\$102,083.00	\$4,968,734.00	FS-Town Meeting	No

Table 1

Morris	2,059	\$101,638.00	\$4,081,847.00	FS-Town Meeting	No
New Hartford	6,680	\$102,552.00	\$7,922,185.42	FS-Town Meeting	No
Norfolk	1,856	\$92,500.00	\$4,279,153.29	FS-Town Meeting	No
North Canaan	3,212	\$60,962.00	\$4,536,112.70	FS-Town Meeting	No
North Stonington	5,160	\$91,932.00	\$7,816,416.00	FS-Town Meeting	No
Old Lyme	7,648	\$122,116.00	\$12,586,050.00	FS-Town Meeting	No
Pomfret	4,289	\$98,750.00	\$4,068,921.00	FS-Town Meeting	No
Preston	4,804	\$103,816.00	\$6,133,649.00	FS-Town Meeting	No
Roxbury	2,069	\$132,500.00	\$5,046,039.00	FS-Town Meeting	No
Salem	4,230	\$114,434.00	\$6,213,450.00	FS-Town Meeting	No
Salisbury	4,170	\$99,083.00	\$8,619,572.00	FS-Town Meeting	No
Scotland	1,542	\$90,317.00	\$2,025,549.63	FS-Town Meeting	No
Sharon	2,691	\$102,963.00	\$5,791,308.00	FS-Town Meeting	No
Sherman	3,499	\$113,490.00	\$5,581,761.00	FS-Town Meeting	No
Sprague	2,964	\$94,464.00	\$3,009,949.00	FS-Town Meeting	No
Sterling	3,610	\$82,703.00	\$3,324,300.00	FS-Town Meeting	No
Thomaston	7,487	\$91,967.00	\$12,705,210.00	FS-Town Meeting	No
Union	917	\$100,547.00	\$2,052,119.00	FS-Town Meeting	No
Voluntown	2,567	\$84,250.00	\$2,640,706.00	FS-Town Meeting	No
Warren	1,533	\$130,156.00	\$3,826,977.00	FS-Town Meeting	No
Washington	3,651	\$85,709.00	\$9,943,465.00	FS-Town Meeting	No
Westbrook	6,816	\$76,779.00	\$16,517,345.00	FS-Town Meeting	No
Willington	5,586	\$85,893.00	\$7,074,808.00	FS-Town Meeting	No
Averages	\$3,691.62	\$105,688.44	\$5,504,245.70	-	-

Table 1 is an overview of all the towns that have less than 7,500 people in the state. It also includes basic data about the town and what system of government they have.

No Salary Data From	Town
	Chaplin
	Essex
	Hartland
	Harwington
	Lebanon
	Norfolk
	North Canaan
	Old Lyme
	Preston
	Sherman

Table 2

Table 2 lists the towns that did not provide their First Selectperson salary data.

Full-Time First Selectperson	Benefits
Ashford	Health and Retirement
Chester	Health and Retirement
Durham	Health
East Granby	Health and Retirement
Kent	Health and Retirement
Killingworth	Health and Retirement
Lisbon	Health and Retirement
North Stonington	Health and Retirement
Roxbury	Health and Retirement
Salisbury	Health and Retirement
Sharon	Health and Retirement
Sprague	Health and Retirement
Sterling	Health and Retirement
Thomaston	Health and Retirement
Voluntown	Health
Warren	Health and Retirement
Washington	Health and Retirement
Westbrook	Health and Retirement

Table 3

Table 3 lists the towns that hold their First Selectperson as a full-time position. It also lists what benefits they receive as a result of their position.

	Part-Time First Selectperson	Benefits
	Andover	None
	Barkhamsted	No Data
	Beacon Falls	None
	Bethlehem	None
	Bolton	None
	Colebrook	None
	Columbia	Retirement
	Hartland	None
	Scotland	None
	Willington	Health and Retirement

Table 4

Table 4 lists the towns that hold their First Selectperson as a part-time position. It also lists if they receive any benefits from their position.

Towns with no Data	Benefits
Bethany	No data
Bozrah	No data
Bridgewater	No data
Canaan	No data
Canterbury	No data
Chaplin	No data
Cornwall	No data
Deep River	Health and Retirement
Eastford	No data
Essex	No data
Franklin	No data
Goshen	No data
Hampton	No data
Harwinton	No data
Lebanon	No data
Lyme	Health and Retirement
Marlborough	No data
Middlefield	No data
Morris	No data
New Hartford	No data
Norfolk	No data
North Canaan	No data
Old Lyme	No data
Pomfret	No data
Preston	No data
Salem	No data
Sherman	No data
Union	No data

Table 5

Table 5 lists the towns that did not provide a response on if their First Selectperson is a part-time or full-time position. Some of these towns provide information on their First Selectperson benefits package, but not if they were full- or part-time.

Table 6

Town	Population	First Selectman Salary	Per Capita Salary
Andover	3,160	\$1,200.00	\$0.38
Ashford	4,218	\$68,099.00	\$16.14
Barkhamsted	3,660	\$64,975.24	\$17.75
Beacon Falls	6,061	\$62,000.00	\$10.23
Bethany	5,295	\$97,247.00	\$18.37
Bethlehem	3,399	\$57,000.00	\$16.77
Bolton	4,851	\$17,292.08	\$3.56
Bozrah	2,410	\$68,546.00	\$28.44
Bridgewater	1,701	\$72,100.00	\$42.39
Canaan	1,155	\$40,540.00	\$35.10
Canterbury	5,067	\$33,000.00	\$6.51
Chaplin	2,229	No Data	No Data
Chester	3,740	\$84,421.00	\$22.57
Colebrook	1,594	\$50,000.00	\$31.37
Columbia	5,280	\$26,183.76	\$4.96
Cornwall	1,315	\$66,230.19	\$50.37
Deep River	4,445	\$82,516.00	\$18.56
Durham	7,197	\$95,941.00	\$13.33
East Granby	5,198	\$80,340.00	\$15.46
Eastford	1,618	\$60,000.00	\$37.08
Essex	6,754	No Data	No Data
Franklin	1,892	\$68,876.00	\$36.40
Goshen	3,144	\$83,957.00	\$26.70
Hampton	1,639	\$42,019.00	\$25.64
Hartland	1,806	No Data	No Data
Harwinton	5,509	No Data	No Data
Kent	3,015	\$81,369.00	\$26.99
Killingworth	6,216	\$81,902.00	\$13.18
Lebanon	7,145	No Data	No Data
Lisbon	4,202	\$57,001.00	\$13.57
Lyme	2,390	\$105,000.00	\$43.93
Marlborough	6,134	No Data	No Data
Middlefield	4,240	\$89,391.00	\$21.08

Morris	2,059	\$60,858.00	\$29.56
New Hartford	6,680	\$91,897.76	\$13.76
Norfolk	1,856	No Data	No Data
North Canaan	3,212	No Data	No Data
North Stonington	5,160	\$65,000.00	\$12.60
Old Lyme	7,648	No Data	No Data
Pomfret	4,289	\$63,776.00	\$14.87
Preston	4,804	No Data	No Data
Roxbury	2,069	\$94,811.00	\$45.82
Salem	4,230	\$78,554.00	\$18.57
Salisbury	4,170	\$101,835.00	\$24.42
Scotland	1,542	\$40,538.12	\$26.29
Sharon	2,691	\$81,559.00	\$30.31
Sherman	3,499	No Data	No Data
Sprague	2,964	\$42,452.48	\$14.32
Sterling	3,610	\$63,300.00	\$17.53
Thomaston	7,487	\$71,500.00	\$9.55
Union	917	\$25,203.00	\$27.48
Voluntown	2,567	\$69,848.33	\$27.21
Warren	1,533	\$74,049.00	\$48.30
Washington	3,651	\$95,797.00	\$26.24
Westbrook	6,816	\$84,429.00	\$12.39
Willington	5,586	\$74,430.96	\$13.32
Averages	\$3,691.62	\$67,044.11	\$22.43

Table 6 shows all towns with populations less than 7,500 as well as a per capita measurement which shows how much each resident "pays" their First Selectperson.

Town	Median Household Income	First Selectman Salary	First Selectman to Household Ratio
Andover	\$124,167.00	\$1,200.00	\$0.01
Ashford	\$94,778.00	\$68,099.00	\$0.72
Barkhamsted	\$120,125.00	\$64,975.24	\$0.54
Beacon Falls	\$98,042.00	\$62,000.00	\$0.63
Bethany	\$141,000.00	\$97,247.00	\$0.69
Bethlehem	\$113,650.00	\$57,000.00	\$0.50
Bolton	\$114,948.00	\$17,292.08	\$0.15
Bozrah	\$102,440.00	\$68,546.00	\$0.67
Bridgewater	\$149,643.00	\$72,100.00	\$0.48
Canaan	\$89,318.00	\$40,540.00	\$0.45
Canterbury	\$96,121.00	\$33,000.00	\$0.34
Chaplin	\$83,750.00	No Data	No Data
Chester	\$90,929.00	\$84,421.00	\$0.93
Colebrook	\$120,625.00	\$50,000.00	\$0.41
Columbia	\$124,311.00	\$26,183.76	\$0.21
Cornwall	\$99,922.00	\$66,230.19	\$0.66
Deep River	\$85,859.00	\$82,516.00	\$0.96
Durham	\$148,095.00	\$95,941.00	\$0.65
East Granby	\$107,478.00	\$80,340.00	\$0.75
Eastford	\$100,673.00	\$60,000.00	\$0.60
Essex	\$96,734.00	No Data	No Data
Franklin	\$95,543.00	\$68,876.00	\$0.72
Goshen	\$138,299.00	\$83,957.00	\$0.61
Hampton	\$107,109.00	\$42,019.00	\$0.39
Hartland	\$111,429.00	No Data	No Data
Harwinton	\$102,078.00	No Data	No Data
Kent	\$93,281.00	\$81,369.00	\$0.87
Killingworth	\$124,620.00	\$81,902.00	\$0.66
Lebanon	\$107,050.00	No Data	No Data
Lisbon	\$86,932.00	\$57,001.00	\$0.66
Lyme	\$119,352.00	\$105,000.00	\$0.88
Marlborough	\$134,643.00	No Data	No Data
Middlefield	\$102,083.00	\$89,391.00	\$0.88

Table 7

Morris	\$101,638.00	\$60,858.00	\$0.60
New Hartford	\$102,552.00	\$91,897.76	\$0.90
Norfolk	\$92,500.00	No Data	No Data
North Canaan	\$60,962.00	No Data	No Data
North Stonington	\$91,932.00	\$65,000.00	\$0.71
Old Lyme	\$122,116.00	No Data	No Data
Pomfret	\$98,750.00	\$63,776.00	\$0.65
Preston	\$103,816.00	No Data	No Data
Roxbury	\$132,500.00	\$94,811.00	\$0.72
Salem	\$114,434.00	\$78,554.00	\$0.69
Salisbury	\$99,083.00	\$101,835.00	\$1.03
Scotland	\$90,317.00	\$40,538.12	\$0.45
Sharon	\$102,963.00	\$81,559.00	\$0.79
Sherman	\$113,490.00	No Data	No Data
Sprague	\$94,464.00	\$42,452.48	\$0.45
Sterling	\$82,703.00	\$63,300.00	\$0.77
Thomaston	\$91,967.00	\$71,500.00	\$0.78
Union	\$100,547.00	\$25,203.00	\$0.25
Voluntown	\$84,250.00	\$69,848.33	\$0.83
Warren	\$130,156.00	\$74,049.00	\$0.57
Washington	\$85,709.00	\$95,797.00	\$1.12
Westbrook	\$76,779.00	\$84,429.00	\$1.10
Willington	\$85,893.00	\$74,430.96	\$0.87
Averages	\$105,688.44	\$67,044.11	\$0.65

Table 7 shows the ratio of median household income to the respective town's First Selectperson. This metric gives an idea of how much each First Selectperson makes in comparison to the average household in their town.

Town	Town Budget (Non-BOE)	First Selectman Salary	Percent of Budget
Andover	\$5,028,821.00	\$1,200.00	0.02%
Ashford	\$4,042,818.00	\$68,099.00	1.68%
Barkhamsted	\$2,839,323.00	\$64,975.24	2.29%
Beacon Falls	\$9,370,424.00	\$62,000.00	0.66%
Bethany	\$9,908,910.00	\$97,247.00	0.98%
Bethlehem	\$4,591,732.00	\$57,000.00	1.24%
Bolton	\$9,326,942.00	\$17,292.08	0.19%
Bozrah	\$2,790,362.00	\$68,546.00	2.46%
Bridgewater	\$3,041,592.00	\$72,100.00	2.37%
Canaan	\$2,354,786.47	\$40,540.00	1.72%
Canterbury	\$3,461,087.00	\$33,000.00	0.95%
Chaplin	\$2,180,158.00	No Data	No Data
Chester	\$5,717,677.00	\$84,421.00	1.48%
Colebrook	\$2,850,070.00	\$50,000.00	1.75%
Columbia	\$5,431,137.00	\$26,183.76	0.48%
Cornwall	\$3,289,587.00	\$66,230.19	2.01%
Deep River	\$6,184,395.00	\$82,516.00	1.33%
Durham	\$7,761,316.00	\$95,941.00	1.24%
East Granby	\$7,412,730.00	\$80,340.00	1.08%
Eastford	\$1,875,498.00	\$60,000.00	3.20%
Essex	\$3,960,968.00	No Data	No Data
Franklin	\$2,682,394.00	\$68,876.00	2.57%
Goshen	\$4,646,469.00	\$83,957.00	1.81%
Hampton	\$1,889,541.00	\$42,019.00	2.22%
Hartland	\$2,432,008.00	No Data	No Data
Harwinton	\$7,246,090.00	No Data	No Data
Kent	\$8,051,411.00	\$81,369.00	1.01%
Killingworth	\$5,988,512.00	\$81,902.00	1.37%
Lebanon	\$8,016,422.00	No Data	No Data
Lisbon	\$3,780,278.00	\$57,001.00	1.51%
Lyme	\$5,724,343.00	\$105,000.00	1.83%
Marlborough	\$7,625,698.00	No Data	No Data
Middlefield	\$4,968,734.00	\$89,391.00	1.80%

Table 8

Morris	\$4,081,847.00	\$60,858.00	1.49%
New Hartford	\$7,922,185.42	\$91,897.76	1.16%
Norfolk	\$4,279,153.29	No Data	No Data
North Canaan	\$4,536,112.70	No Data	No Data
North Stonington	\$7,816,416.00	\$65,000.00	0.83%
Old Lyme	\$12,586,050.00	No Data	No Data
Pomfret	\$4,068,921.00	\$63,776.00	1.57%
Preston	\$6,133,649.00	No Data	No Data
Roxbury	\$5,046,039.00	\$94,811.00	1.88%
Salem	\$6,213,450.00	\$78,554.00	1.26%
Salisbury	\$8,619,572.00	\$101,835.00	1.18%
Scotland	\$2,025,549.63	\$40,538.12	2.00%
Sharon	\$5,791,308.00	\$81,559.00	1.41%
Sherman	\$5,581,761.00	No Data	No Data
Sprague	\$3,009,949.00	\$42,452.48	1.41%
Sterling	\$3,324,300.00	\$63,300.00	1.90%
Thomaston	\$12,705,210.00	\$71,500.00	0.56%
Union	\$2,052,119.00	\$25,203.00	1.23%
Voluntown	\$2,640,706.00	\$69,848.33	2.65%
Warren	\$3,826,977.00	\$74,049.00	1.93%
Washington	\$9,943,465.00	\$95,797.00	0.96%
Westbrook	\$16,517,345.00	\$84,429.00	0.51%
Willington	\$7,074,808.00	\$74,430.96	1.05%
Averages	\$5,504,245.70	\$67,044.11	1.47%

Table 8 shows how much each town's (non-BOE) budget was spent on compensating their First Selectperson. It also includes the averages as a means of comparison.