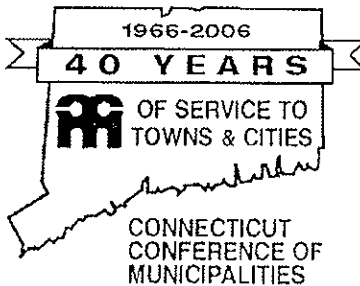


SALARY SURVEY

2007 EDITION

CCM SURVEY OF MUNICIPAL OFFICIALS' SALARIES FISCAL YEAR 2006 - 2007



CONNECTICUT CONFERENCE OF MUNICIPALITIES

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INTRODUCTION

The 2007 edition of the *CCM Survey of Municipal Officials' Salaries* contains salary information for 33 local government positions.

CCM distributed survey questionnaires to each of the 170 cities & towns in our state in August 2006. This year, 148 cities and towns responded to the survey questionnaire between August 2006 and November 2006. This publication includes cities and towns representing 87% of the population of Connecticut.

A verification report was sent to all municipalities responding to the survey. This report asked respondents to confirm that the salaries and other information we received were (1) entered correctly by CCM and (2) represented the most accurate data available. One Hundred Eight municipalities clarified their earlier responses and CCM made the appropriate changes. To the best of CCM's knowledge, all information contained in this edition of the salary survey is accurate as of November 2006.

The results are reported alphabetically by municipality within five population groups (based on the Connecticut Department of Health Population Estimates for 2004).

CCM made every effort to report consistent and comparable data and used the following guidelines:

- Reported salaries are actual Fiscal Year 2006-2007 salaries. Salary ranges, salary steps, and length of service for the positions are not included in this report.
- For reporting purposes, position categories are general (see page iii for *Position Definitions*). Actual job titles and responsibilities differ from municipality to municipality. For copies of job descriptions contact CCM's Research & Information Service Department.
- Where appropriate, information on other salary considerations (e.g., fees and retainers) is included in the report. Please see the *user guide to the salary survey* (page ii) for details.
- Salaries under negotiation at the time of publication are not included in this report.
- Salaries for regional positions, such as regional school superintendents, are not included in this report.
- A number of municipalities reported salaries for positions that combine more than one function (e.g. public works director is also the municipal engineer). Several of these combined positions are listed in the final section of this report. (See Tables A-G, pages 31-40.)
- Additional duties performed by chief executive officers are not treated as special cases. Their salaries appear in the context of the general survey.

Please Note: This survey summarizes the reported information received from responding cities and towns. Call or write these municipalities directly for complete information on such things as the length of employment of job incumbents, and on the fringe benefits, responsibilities, and specific activities of a position.

USER GUIDE TO THE SALARY SURVEY

The salary survey results are presented as follows:

Municipality ⁽¹⁾	2004 Health Dept. Pop. Est. ⁽²⁾	Position Title ⁽³⁾	Salary Information ⁽⁴⁾	:Status ⁽⁵⁾	:Other Comments ⁽⁶⁾	:Endnotes
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Key:

1. Municipality Municipality for which salary information was reported.
2. 2004 Population 2004 Connecticut Department of Health Population Estimates
3. Position Title Position for which salary was reported. Please see page iii for position definitions.
4. Salary Information Reported salary information that corresponds to the position title listed above. If a blank appears in this column then salary information is not available, was not reported, or no comparable position exists in the municipality.
5. Status "P" indicates part-time; a blank space indicates full-time. For the purposes of this survey, part-time positions require fewer than 20 hours of work per week and full-time positions require 20 hours of work or more per week.
6. Other Comments Other salary considerations:
 - "C" Indicates that the position (including salary) is combined with or performs the duties of other positions in the survey. Please see the tables beginning on page 31 for other functions.
 - "F" Indicates that fees are earned in addition to base salary or that salary is paid on a fee basis.
 - "H" Indicates an hourly salary figure (annual salary figure not available or not applicable).
 - "N" Indicates an endnote providing more information. Each endnote is assigned a number. Please see endnotes beginning on page 42.
 - "R" Indicates budgeted amount for retainer.
 - "V" Indicates that the position is volunteer.

Example 1:

Municipality	Population	Corporation Counsel/ Town (City) Attorney
Orange	13,587	60,000:P:R

The Town of Orange has a part-time town attorney with a budgeted retainer of \$60,000 for Fiscal Year 2006-2007.

Example 2:

Municipality	Population	Municipal Engineer	Public Works Director
Cheshire	29,303	95,837: :C	95,837: :C

In Cheshire the duties of the municipal engineer and the public works director are combined. (Blank indicates full-time status; "C" indicates combined position and refers to tables beginning on page 31.) The combined position earns \$95,837 for Fiscal Year 2006-2007.

POSITION DEFINITIONS

CHIEF ELECTED OFFICIAL (Mayor, First Selectman) may direct and supervise employees and activities of municipal departments. May supervise professional staff in planning and directing the functions of the municipal government.

CHIEF APPOINTED OFFICIAL (Town/City Manager, Chief Administrative Officer) is appointed by chief elected official or by municipal legislative body. Directs and supervises employees and activities of municipal departments. Supervises professional staff in planning and directing the functions of municipal government.

ASSISTANT TO CHIEF ELECTED OFFICIAL is responsible for administrative and professional work, and assists chief elected official.

ASSISTANT TO CHIEF APPOINTED OFFICIAL is responsible for administrative and professional work, and assists chief appointed official.

CHIEF FISCAL OFFICER supervises fiscal activities of the municipal government. Develops and administers financial control management programs.

TOWN/CITY CLERK keeps municipal seal, all legal records, and vital statistics. Collects certain fees. Publishes legal notices and resolutions.

ASSISTANT TOWN/CITY CLERK assists town/city clerk in managing records department.

CORPORATION COUNSEL/TOWN (CITY) ATTORNEY provides legal services and acts as general counsel for municipality.

DEPUTY CORPORATION COUNSEL/ASSISTANT TOWN (CITY) ATTORNEY assists corporation counsel or city/town attorney with legal work for municipality.

CHIEF BUILDING OFFICIAL enforces certain statutes, codes and ordinances to ensure compliance with specified safety standards.

DATA PROCESSING MANAGER manages municipal government central data processing system.

MUNICIPAL ENGINEER is responsible for technical and professional engineering; directs municipal utility and engineering activities.

FIRE CHIEF administers and supervises the operation of the municipal fire department.

FIRE MARSHAL regulates compliance with state fire safety code.

LIBRARY DIRECTOR directs and coordinates all municipal library activities and services.

HEALTH DIRECTOR administers public health programs with the goal of improving and protecting the local citizenry's health.

HUMAN SERVICES DIRECTOR oversees administration of human services programs.

PARKS AND RECREATION DIRECTOR administers and supervises municipal park system operations and all municipally sponsored recreational activities in the community.

PERSONNEL DIRECTOR administers municipal government personnel system and employee relations programs.

PLANNING OFFICIAL provides technical advice to planning/zoning commissions. Assists in directing municipal development plan in conjunction with public and private agencies.

POLICE CHIEF administers and supervises the operation of municipal police department.

PUBLIC WORKS DIRECTOR administers and supervises municipal public works, engineering, and utility operations.

PURCHASING AGENT oversees purchase of supplies, materials, and equipment of all municipal departments.

RISK MANAGER manages municipal insurance plans and oversees related safety and loss control activities.

SCHOOL SUPERINTENDENT administers and supervises the operation of the municipal school system.

TAX ASSESSOR directs integrated assessment program for real and personal property.

TAX COLLECTOR supervises and participates in the collection of real and personal taxes, special assessments, and user charges.

YOUTH SERVICES DIRECTOR coordinates and directs municipal youth service programs.

WELFARE DIRECTOR administers and supervises general assistance and workfare programs.

CHIEF ZONING ENFORCEMENT OFFICER ensures adherence to standards of zoning code and related regulations.

EMERGENCY MANAGEMENT/ CIVIL PREPAREDNESS DIRECTOR plans, develops, organizes, directs and coordinates the city's/town's emergency management program

INDEX BY MUNICIPALITY*

<u>Municipality</u>	<u>Pages</u>	<u>Municipality</u>	<u>Pages</u>	<u>Municipality</u>	<u>Pages</u>
Ansonia	13-18	Greenwich	1-6	Portland	19-24
Ashford	25-30	Griswold	13-18	Prospect	19-24
Avon	13-18	Groton (C)	13-18	Putnam	19-24
Barkhamsted	25-30	Groton (T)	1-6	Redding	19-24
Beacon Falls	19-24	Guilford	7-12	Ridgefield	7-12
Bethel	13-18	Haddam	19-24	Roxbury	25-30
Bethlehem	25-30	Hamden	1-6	Salem	25-30
Bolton	19-24	Hampton	25-30	Salisbury	25-30
Bozrah	25-30	Hartford	1-6	Scotland	25-30
Branford	7-12	Hartland	25-30	Seymour	13-18
Bridgeport	1-6	Harwinton	19-24	Sharon	25-30
Bridgewater	25-30	Hebron	19-24	Shelton	7-12
Bristol	1-6	Kent	25-30	Sherman	25-30
Brookfield	13-18	Killingly	13-18	Somers	13-18
Brooklyn	19-24	Killingworth	19-24	Southington	1-6
Burlington	19-24	Lebanon	19-24	South Windsor	7-12
Canaan	25-30	Ledyard	13-18	Southbury	13-18
Canterbury	19-24	Lisbon	25-30	Sprague	25-30
Chaplin	25-30	Madison	13-18	Stamford	1-6
Cheshire	7-12	Manchester	1-6	Sterling	25-30
Chester	25-30	Mansfield	7-12	Stonington	13-18
Clinton	13-18	Marlborough	19-24	Stratford	1-6
Colechester	13-18	Meriden	1-6	Suffield	13-18
Columbia	19-24	Middlebury	19-24	Thomaston	19-24
Cornwall	25-30	Middlefield	25-30	Thompson	19-24
Coventry	13-18	Middletown	1-6	Tolland	13-18
Cromwell	13-18	Millford	1-6	Torrington	7-12
Danbury	1-6	Monroe	13-18	Trumbull	7-12
Darien	7-12	Montville	13-18	Union	25-30
Deep River	25-30	Morris	25-30	Vernon	7-12
Derby	13-18	Naugatuck	7-12	Voluntown	25-30
Durham	19-24	New Britain	1-6	Wallingford	1-6
Eastford	25-30	New Canaan	13-18	Washington	25-30
East Granby	19-24	New Hartford	19-24	Waterbury	1-6
East Haddam	19-24	New Haven	1-6	Waterford	13-18
East Hampton	13-18	New Milford	7-12	Watertown	7-12
East Hartford	1-6	Newtown	7-12	Westbrook	19-24
East Haven	7-12	Norfolk	25-30	West Hartford	1-6
East Lyme	13-18	North Haven	7-12	Weston	13-18
Easton	19-24	North Stonington	19-24	Westport	7-12
East Windsor	13-18	Norwalk	1-6	Wethersfield	7-12
Ellington	13-18	Norwich	7-12	Wilton	13-18
Enfield	1-6	Old Lyme	19-24	Windham	7-12
Essex	19-24	Old Saybrook	13-18	Windsor	7-12
Fairfield	1-6	Orange	13-18	Windsor Locks	13-18
Farmington	7-12	Oxford	13-18	Woodbridge	19-24
Franklin	25-30	Plainfield	13-18	Woodbury	19-24
Glastonbury	7-12	Plainville	13-18	Woodstock	19-24
Goshen	25-30	Plymouth	13-18		
Granby	13-18	Pomfret	25-30		

*148 cities and towns out of 170 responded to the salary survey. Non-responding municipalities: Andover, Berlin, Bethany, Bloomfield, Canton, Colebrook, Litchfield, Lyme, New Fairfield, New London, Newington, North Branford, North Canaan, Preston, Rocky Hill, Simsbury, Stafford, Warren, West Haven, Willington, Winchester, Wolcott.

SECTION I

Municipalities with population of 40,000 and above

KEY

"C" Combined Job Function "R" Retainer
 "F" Fees "V" Volunteer
 "H" Hourly Rate "P" Part-Time
 "N#" Endnote -- See Section I of Endnotes

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	Mayor	First Selectman	Town / City Manager	Chief Administrative Officer	Assistant to Chief Elected Official	Assistant to Chief Appointed Official
Bridgeport	140,132	108,723			103,048	94,265	73,000
Bristol	60,994	94,052				20.90:H	
Danbury	78,221	98,044					77,316
East Hartford	49,416	76,430				68,796	
Enfield	45,567			119,500			92,546
Fairfield	57,861		111,408			80,000:N	
Greenwich	62,317		109,804	157,063			
Groton (T)	40,522			119,326			56,135
Hamden	58,412	87,550	60,000			18,835:P	18,835:P
Hartford	125,053	125,000		147,500		114,499	55,120
Manchester	55,563	3,000:P		139,536			113,366
Meriden	59,163	16,788:P		128,750			
Middletown	47,141	75,000			49,712	56,597	53,726
Milford	54,495	91,225				55,061	
New Britain	71,832	83,461				60,000	
New Haven	125,012	115,000			105,055	105,055	91,476
Norwalk	84,412	95,480					
Southington	41,723			108,150			130,000:C
Stamford	120,160	118,917					
Stratford	50,309	90,000					
Wallingford	44,607	73,140				64,079	
Waterbury	108,487	100,000			78,000	78,000	
West Hartford	61,392			145,002			

KEY

"C" Combined Job Function "R" Retainer.
 "F" Fees "V" Volunteer
 "H" Hourly Rate "P" Part-Time
 "N#" Endnote -- See Section I of Endnotes

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	Chief Fiscal Officer	Town / City Clerk	Assistant Town / City Clerk	Corporation Counsel / Town Attorney	Deputy Corporation Counsel / Assistant Town Attorney
Bridgeport	140,132	103,048	N	41,288	103,320	N
Bristol	60,994	112,517	84,603	32,54:H	30,528:P	102,310:N
Danbury	78,221	144,200:C	47,741	38,711	N	95,000:N
East Hartford	49,416	94,170	57,137	45,142	54,314:P	33,790:P:N
Enfield	45,567	98,234	73,589	45,677	50,562	85,288:N
Fairfield	57,861	115,357	78,440	56,549:N	195:H	80,000
Greenwich	62,317	140,215	79,054	69,723		114,308
Groton (T)	40,522	98,346	80,557	53,841	345,000:R	
Hamden	58,412	89,500	65,000	56,599	65,000	31,827:P
Hartford	125,053	119,999	101,920	50,830	156,000	140,000:N
Manchester	55,563	111,619:C	77,317	39,550:N	42,960:P:N	82,400
Meriden	59,163	105,875	68,760	30,815	29,000:P	88,100:N
Middletown	47,141	107,432	80,080	64,418	107,918	84,245:N
Milford	54,495	108,672	69,700	42,827	104,012	74,873:N
New Britain	71,832		64,803	52,950	31,855	104,143:N
New Haven	125,012	105,055	42,617	80,578	105,055	80,644:N
Norwalk	84,412	119,976	69,943	56,884	68,358	116,663:N
Southington	41,723	88,400	63,071	46,826	130,000:C	
Stamford	120,160	107,865	82,725		105,994	98,978:N
Stratford	50,309	90,000	78,916	53,919	150:H:P	
Wallingford	44,607	110,555	59,959	38,675	61,419:P:N	44,399:P
Waterbury	108,487	115,000	50,000	36,951	73,544	86,677:N:C
West Hartford	61,392	119,002	74,308	59,774	42,500:P:R	70,460:N

KEY

"C" Combined Job Function "R" Retainer
 "F" Fees "V" Volunteer
 "H" Hourly Rate "P" Part-Time
 "N#" Endnote -- See Section I of Endnotes

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	Chief Building Official	Data Processing Manager	Municipal Engineer	Fire Chief	Fire Marshal
Bridgeport	140,132	83,906	93,680	92,545	102,793	80,748
Bristol	60,994	59,542	96,787	80,327	107,165	67,138
Danbury	78,221		92,367	95,000	124,630:N	79,762
East Hartford	49,416	71,361	72,742	81,145	98,888	74,310
Enfield	45,567	73,656	97,675	88,389		
Fairfield	57,861	94,708		94,708	125,607	104,698
Greenwich	62,317	99,755	126,972	104,286	122,259	114,530
Groton (T)	40,522	69,551	77,512	77,586		
Hamden	58,412	68,000	63,773	96,520	89,505	75,808
Hartford	125,053	104,999			124,800	
Manchester	55,563	70,000	111,654	103,281:C	105,581	83,188
Meriden	59,163	91,416	92,050	91,416	96,875	72,051
Middletown	47,141	76,149		91,811	95,722	82,440
Milford	54,495	78,508	84,912		93,048	82,195
New Britain	71,832	85,629:C	105,445	94,489	93,894:N	75,348
New Haven	125,012	93,017:C	83,193	101,357	101,771	86,993
Norwalk	84,412	109,173	107,768	109,173	105,000	86,239
Southington	41,723	75,638	66,463	101,499	91,893	2,600:N
Stamford	120,160	90,401	114,528	126,437	120,932	
Stratford	50,309	70,205	69,750	91,506	97,193	84,135
Wallingford	44,607	94,669	81,831	99,406	115,074	90,162
Waterbury	108,487	66,829	93,000	81,293	101,000	
West Hartford	61,392	119,002	119,002	102,434	113,646	113,646

KEY

- "C" Combined Job Function
- "F" Fees
- "H" Hourly Rate
- "N#" Endnote -- See Section I of Endnotes
- "R" Retainer
- "V" Volunteer
- "P" Part-Time

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	Library Director	Health Director	Human Services Director	Parks and Recreation Director	Personnel Director
Bridgeport	140,132	88,314	95,000	75,058:C	94,265	81,110
Bristol	60,994	96,787	90,918	66,388	96,787	93,441
Danbury	78,221	87,615	89,244	76,450:C	59,740	144,200:C
East Hartford	49,416	81,726	85,609:C	85,609:N:C	73,461	84,860
Enfield	45,567	81,485		72,100	67,454	97,865
Fairfield	57,861	97,850	108,238	55,200	104,033	95,560
Greenwich	62,317	122,259	122,259	104,308	122,259	127,928
Groton (T)	40,522	84,049		84,348:C	79,188	98,346:C
Hamden	58,412	67,357		59,789	60,667	74,263
Hartford	125,053		119,999:C	119,999:C	68,289	109,500
Manchester	55,563	83,087	94,144	92,925	106,333	112,755
Meriden	59,163	8,100	95,995:C	95,995:C	105,430:C	98,875
Middletown	47,141	83,346	83,990		83,990	83,990
Milford	54,495	80,398	119,394	62,155	72,159	71,602
New Britain	71,832		88,708	75,875:C	102,557	83,240
New Haven	125,012	94,170	85,067	105,055	85,795:C	86,752
Norwalk	84,412	109,173	97,923		109,141	108,460
Southington	41,723	72,628	76,544		66,605:N	
Stamford	120,160		151,971	88,183	112,328	99,112
Stratford	50,309		79,000	79,340	70,205:N	76,000
Wallingford	44,607		107,766		81,779	109,595
Waterbury	108,487	83,404	97,000		63,550	86,677:N
West Hartford	61,392	90,012		106,600:C	106,600:C	97,084

KEY

"C" Combined Job Function "R" Retainer
 "F" Fees "V" Volunteer
 "H" Hourly Rate "P" Part-Time
 "N#" Endnote -- See Section I of Endnotes

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	Planning Official	Police Chief	Public Works Director	Purchasing Agent	Risk Manager
Bridgeport	140,132	103,048	102,793	98,680	83,322	69,092
Bristol	60,994	80,327	115,047	107,165	73,028	68,593
Danbury	78,221	97,192	105,505	117,000	79,508	86,057:N
East Hartford	49,416	77,827	102,843	88,887	67,554	77,396
Enfield	45,567	86,440	102,555	94,873	57,372	68,874
Fairfield	57,861	109,482	123,165	131,015	86,540	82,242
Greenwich	62,317	113,351	133,462	157,063	104,308	92,362
Groton (T)	40,522	86,685	88,000	97,924	70,030	98,346:C
Hamden	58,412	79,989	89,505	72,354	63,773	61,180
Hartford	125,053	107,000	134,999	133,875		73,499
Manchester	55,563	111,873	104,411	103,281:C	88,303	111,619:C
Meriden	59,163	99,100	103,225	105,430:C	83,907	83,907
Middletown	47,141	91,811	102,593	99,611	80,080	72,238
Milford	54,495	78,508	93,048	90,306	61,686	65,377
New Britain	71,832	104,143	98,176	108,266	76,546:C	76,546:C
New Haven	125,012	90,620	101,771	85,795:C	79,383	56,486
Norwalk	84,412	120,090	97,911	116,674	85,599	
Southington	41,723	74,216	103,740	82,202		
Stamford	120,160	119,110	110,452	103,576	112,328	84,605
Stratford	50,309	75,561	97,484	93,000	61,033	
Wallingford	44,607	94,669	115,145	115,074	70,649	77,886
Waterbury	108,487	76,485	109,000	98,000	82,500	61,500
West Hartford	61,392	96,330	113,646	113,646	65,572	80,912

KEY

"C" Combined Job Function "R" Retainer
 "F" Fees "V" Volunteer
 "H" Hourly Rate "P" Part-Time
 "N#" Endnote -- See Section I of Endnotes

POPULATION: 40,000 and over

Municipality	2004 Health Dept. Pop. Est.	School Superintendent	Tax Assessor	Tax Collector	Youth Services Director	Welfare Director	Chief Zoning Enforcement Officer
Bridgeport	140,132	205,725	93,465	81,795	73,594	75,058:C	58,311
Bristol	60,994	153,570	80,327	73,028	66,388	66,388	26.70:H
Danbury	78,221		87,615	82,848		76,450:C	72,451
East Hartford	49,416		73,601	60,552	69,263	85,609:C	72,486
Enfield	45,567	113,295	85,288	68,230	55,022		63,577
Fairfield	57,861	220,689:N	100,700	89,347			
Greenwich	62,317	210,000	112,506	79,059			89,533
Groton (T)	40,522		79,730	68,126	84,348:C		
Hamden	58,412	150,000	81,308	76,207	59,788		54,603
Hartford	125,053		105,000	76,037	81,000		
Manchester	55,563	138,806	85,443	65,206	56,650		65,206
Meriden	59,163		91,416	83,907	76,877		68,848
Middletown	47,141		83,990	76,149	62,000	80.080	51,378
Milford	54,495	140,652	85,408	57,020	50,317		54,866
New Britain	71,832	143,316	84,955	67,144	75,875:C	75,875:C	85,629:C
New Haven	125,012	184,045	84,146	83,193	65,664		93,017:C
Norwalk	84,412	187,525	109,173	94,147	90,229		69,598
Southington	41,723	171,630	73,700	60,782	61,999	53,905	46,829
Stamford	120,160	188,640	112,328	112,328	69,392		119,110
Stratford	50,309		80,100	71,963	68,537		
Wallingford	44,607	140,338	94,669	70,644	74,176		
Waterbury	108,487	136,896	85,000	73,906			
West Hartford	61,392	182,485	99,476	88,348	106,600:C	106,600:C	65,572