

<u>#</u>	<u>POSITION</u>	<u>ANNUAL SALARY</u>	<u># POSITIONS</u>	<u>DEPARTMENT</u>
1	SUPERINTENDENT	195,000	1	EDUCATION
2	HIGH SCHOOL PRINCIPAL	164,941	1	EDUCATION
3	ASSISTANT SUPERINTENDENT	156,575	1	EDUCATION
4	MIDDLE SCHOOL PRINCIPAL	155,272	1	EDUCATION
5	SHS PRINCIPAL	155,084	1	EDUCATION
6	INTERMEDIATE SCHOOL PRINCIPAL	154,161	1	EDUCATION
7	DIRECTOR OF SPECIAL SERVICES	153,054	1	EDUCATION
8	ELEMENTARY SCHOOL PRINCIPAL	153,054	4	EDUCATION
9	DIRECTOR OF BUSINESS	149,752	1	EDUCATION
10	FINANCE DIRECTOR	141,638	1	FINANCE
11	HIGH SCHOOL ASSISTANT PRINCIPAL	139,221	4	EDUCATION
12	INTERMEDIATE SCHOOL ASSISTANT PRINCIPAL	137,851	1	EDUCATION
13	MIDDLE SCHOOL ASSISTANT PRINCIPAL	137,851	1	EDUCATION
14	TECHNOLOGY DIRECTOR	120,777	1	EDUCATION
15	SPECIAL EDUCATION SUPERVISOR	120,318	2	EDUCATION
16	ELEMENTARY ASSISTANT PRINCIPAL	120,318	2	EDUCATION
17	DIRECTOR OF FACILITIES	119,164	1	EDUCATION
18	TOWN ENGINEER	115,427	1	PUBLIC WORKS
19	CHIEF OF POLICE	113,850	1	POLICE
20	FIRST SELECTMAN	104,484	1	SELECTMANS OFF
21	DIRECTOR - PUBLIC WORKS	103,903	1	PUBLIC WORKS
22	CAPTAIN	101,030	1	POLICE
23	DIRECTOR OF PERSONNEL	93,032	1	EDUCATION
24	DIRECTOR LAND USE	90,314	1	LAND USE
25	IT DIRECTOR	90,000	1	TECHNOLOGY
26	TEACHER - STEP - 14+ - 20th Year	89,964	41	EDUCATION
27	LIEUTENANT	89,874	2	POLICE
28	TEACHER - STEP - 14 - 19th Year	88,988	3	EDUCATION
29	TEACHER - STEP - 14+ - Masters	86,507	95	EDUCATION
30	TEACHER - STEP - 14 - Masters	85,553	13	EDUCATION
31	ASSISTANT TOWN ENGINEER	83,489	1	PUBLIC WORKS
32	TEACHER - STEP - 13 - 18th Year	83,041	5	EDUCATION
33	ADMINISTRATIVE SERGEANT	82,290	1	POLICE
34	SERGEANT - STEP 3	81,540	4	POLICE
35	ASSISTANT FINANCE DIRECTOR	81,400	1	FINANCE
36	TEACHER - STEP - 12 - 17th Year	80,327	5	EDUCATION
37	DEPUTY DIRECTOR LAND USE	80,319	1	LAND USE
38	TEACHER - STEP - 13 - Masters	79,730	24	EDUCATION
39	OPERATIONS MANAGER	78,603	1	PUBLIC WORKS

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40	TAX COLLECTOR	77,831	1	COLLECTOR
41	TEACHER - STEP - 11 - 16th Year	77,555	6	EDUCATION
42	PARKS & RECREATION DIRECTOR	77,111	1	PARK & REC
43	TEACHER - STEP - 12 - Masters	77,018	14	EDUCATION
44	FIRE MARSHALL	76,649	1	FIRE MARSHALL'S OFFICE
45	CHIEF BUILDING OFFICIAL	75,317	1	BUILDING
46	SECURITY DIRECTOR	74,793	1	EDUCATION
47	TEACHER - STEP - 11 - Masters	74,243	42	EDUCATION
48	TEACHER - STEP - 10 - 15th Year	74,208	5	EDUCATION
49	SERGEANT - STEP 1	73,517	1	POLICE
50	FLEET FOREMAN	72,904	1	PUBLIC WORKS
51	ACCOUNTANT	72,580	1	EDUCATION
52	DETECTIVE - STEP 5 - WITH LONGEVITY & STIPEND	72,301	3	POLICE
53	OFFICER - STEP 5	71,801	3	POLICE
54	TEACHER - STEP - 10 - Masters	70,897	11	EDUCATION
55	TEACHER - STEP - 9 - 14th Year	70,750	3	EDUCATION
56	OFFICER - STEP 5	70,551	20	POLICE
57	CREW LEADER - MAINT	70,324	1	EDUCATION
58	TOWN CLERK	70,224	1	TOWN CLERK
59	ASSESSOR	70,000	1	ASSESSOR
60	ASST DIR. PARKS	69,975	1	PARK & REC
61	DIRECTOR COMMUNICATIONS	69,975	1	COMMUNICATION
62	TEACHER - STEP - 8 - 13th Year	67,863	4	EDUCATION
63	TEACHER - STEP - 9 - Masters	67,438	26	EDUCATION
64	LICENSED MECHANIC - MAINT	65,459	2	EDUCATION
65	TEACHER - STEP - 7 - 12th Year	65,398	2	EDUCATION
66	ACCOUNTANT / PAYROLL	64,913	1	FINANCE
67	NURSE - SUPER	64,911	1	EDUCATION
68	TEACHER - STEP - 8 - Masters	64,551	9	EDUCATION
69	SECRETARY	63,872	1	EDUCATION
70	MASTER MECHANIC	63,668	1	PUBLIC WORKS
71	EXECUTIVE SECRETARY	63,580	1	EDUCATION
72	ASST BUILDING OFFICIAL	63,474	1	BUILDING
73	TEACHER - STEP - 6 - 11th Year	63,051	4	EDUCATION
74	MAINTENANCE I - MAINT	62,118	1	EDUCATION
75	TEACHER - STEP - 7 - Masters	62,087	9	EDUCATION
76	ENFORCEMENT OFFICER	60,898	1	LAND USE
77	TEACHER - STEP - 5 - 10th Year	60,829	1	EDUCATION
78	HEAD CUSTODIAN - HS - HS	60,761	1	EDUCATION

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79	ADMINISTRATOR - HUMAN RESOURCES	60,542	1	HUMAN RESOURCES
80	SECRETARY	60,236	1	EDUCATION
81	TECHNOLOGY SUPPORT SPECIALIST	60,000	1	TECHNOLOGY
82	TEACHER - STEP - 6 - Masters	59,740	22	EDUCATION
83	TEACHER - STEP - 10 - 15th Year (0.8)	59,366	1	EDUCATION
84	TEACHER - STEP - 4 - 9th Year	58,769	4	EDUCATION
85	HEAD CUSTODIAN-INTERMEDIATE/MIDDLESCHOOL	58,527	2	EDUCATION
86	SECRETARY	58,409	1	EDUCATION
87	TEACHER - STEP - 7 - Masters (0.94)	58,362	1	EDUCATION
88	CREW CHIEF	58,302	5	PUBLIC WORKS
89	MAINTENANCE - MAINT	58,213	1	EDUCATION
90	ASST DIR. RECREATION	58,187	1	PARK & REC
91	MECHANIC	58,177	3	PUBLIC WORKS
92	ASST BUILDING INSPECTOR	58,124	1	BUILDING
93	OFFICER - STEP 2	57,741	3	POLICE
94	TEACHER - STEP - 5 - Masters	57,519	3	EDUCATION
95	LANDFILL ATTENDANT	57,137	1	PUBLIC WORKS
96	YARD MAN	57,137	1	PUBLIC WORKS
97	LEADMAN	57,137	4	PUBLIC WORKS
98	TEACHER - STEP - 3 - 8th Year	56,759	2	EDUCATION
99	TEACHER - STEP - 6 - Bachelors	56,674	8	EDUCATION
100	RECORDS MANAGER	56,452	1	POLICE
101	HUMAN RESOURCE ADMINISTRATOR -	56,363	1	EDUCATION
102	TEACHER - STEP - 5 - Bachelors	56,006	2	EDUCATION
103	HEAVY EQUIPMENT OPERATOR	55,972	3	PUBLIC WORKS
104	TEACHER - STEP - 4 - Masters	55,457	9	EDUCATION
105	DIRECTOR OF SOCIAL SERVICES	55,428	1	SOCIAL SERVICES
106	DIRECTOR, SENIOR CENTER	55,428	1	SENIOR CENTER
107	HEAD CUSTODIAN-ELEMENTARY	55,019	4	EDUCATION
108	ASSISTANT TAX COLLECTOR	55,000	1	COLLECTOR
109	DEPUTY ASSESSOR	55,000	1	ASSESSOR
110	NURSE - STEP - 6	54,806	4	EDUCATION
111	TEACHER - STEP - 2 - 7th Year	54,601	1	EDUCATION
112	TRANSFER STATION	54,163	1	PUBLIC WORKS
113	TRUCK DRIVER	54,163	17	PUBLIC WORKS
114	OPERATION SUPERVISOR	53,678	1	PARK & REC
115	TEACHER - STEP - 3 - Masters	53,448	9	EDUCATION
116	FINANCIAL ANALYST	52,526	1	EDUCATION
117	TEACHER - STEP - 1 - 6th Year	52,061	3	EDUCATION

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118	SECRETARY	51,970	1	EDUCATION
119	TEACHER - STEP - 4 - Bachelors	51,910	2	EDUCATION
120	TEACHER - STEP - 2 - Masters	51,304	14	EDUCATION
121	TEACHER - STEP - 6 - Bachelors (0.9)	51,007	1	EDUCATION
122	ACCOUNTING COORDINATOR	50,864	1	EDUCATION
123	CODE ENFORCEMENT OFFICER	50,798	1	LAND USE
124	OFFICER - STEP H	50,786	6	POLICE
125	SECRETARY	50,681	2	EDUCATION
126	NURSE - STEP - 4	50,673	1	EDUCATION
127	ACCOUNTING COORDINATOR	50,078	2	EDUCATION
128	MUNICIPAL ANIMAL CONTROL OFFICER	50,020	1	CANINE CONTROL
129	NIGHT SUPERVISOR/LEAD CUST. - RIS/MS/HS	49,987	4	EDUCATION
130	TEACHER - STEP - 3 - Bachelors	49,900	7	EDUCATION
131	NURSE - STEP - 3	49,007	3	EDUCATION
132	TEACHER - STEP - 1 - Masters	48,842	1	EDUCATION
133	TEACHER - STEP - 8 - Masters (0.75)	48,413	1	EDUCATION
134	EXECUTIVE ASST	48,000	1	SELECTMANS OFF
135	TEACHER - STEP - 2 - Bachelors	47,691	6	EDUCATION
136	NURSE - STEP - 2	47,502	1	EDUCATION
137	MECHANIC	47,486	1	PARK & REC
138	SE PROJECTS & REPORTS COORDINATOR - CO	47,392	1	EDUCATION
139	EXECUTIVE SECRETARIES	47,338	2	EDUCATION
140	EXEC ASST	47,166	1	POLICE
141	EDC COORDINATOR	47,000	1	LAND USE - ECON DEV
142	CUSTODIAN	46,980	40	EDUCATION
143	MAINTAINER	46,529	9	PARK & REC
144	DISPATCHER	46,500	9	COMMUNICATION
145	NURSE - STEP - 1	45,923	1	EDUCATION
146	EXECUTIVE SECRETARY	45,839	1	EDUCATION
147	ADMINISTRATIVE ASSISTANT	45,727	1	POLICE
148	ADMINISTRATIVE ASSISTANT	45,553	1	PARK & REC
149	CO PROJECTS - CO	45,456	1	EDUCATION
150	TEACHER - STEP - 10 - Masters (0.64)	45,374	1	EDUCATION
151	MAINTAINER	45,292	2	PUBLIC WORKS
152	EXECUTIVE SECRETARY	45,127	1	EDUCATION
153	GRANT COORDINATOR	45,000	1	LAND - ECON DEV / FHA
154	TEACHER - STEP - 1 - Bachelors	44,855	2	EDUCATION
155	ASST FIRE MARSHAL	44,433	1	FIRE MARSHALL'S OFFICE
156	NURSE - STEP - HR - FRW	44,398	1	EDUCATION

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157	CO BOOKKEEPER * - CO	44,031	1	EDUCATION
158	TEACHER - STEP - 4 - Masters (0.79)	43,811	1	EDUCATION
159	ADMINISTRATOR	43,239	1	PUBLIC WORKS
160	CO PROJECTS - HS	43,191	1	EDUCATION
161	EXECUTIVE SECRETARIES - SCHOOLS	43,008	6	EDUCATION
162	ADMINISTRATOR - LAND USE	42,925	1	LAND USE
163	BOOKKEEPER	42,705	1	POLICE
164	SECRETARY	40,947	1	FINANCE
165	EXECUTIVE SECRETARIES - MS/HS	40,882	2	EDUCATION
166	ADMINISTRATIVE ASSISTANT	40,106	1	BUILDING
167	SECRETARIES - RIS/MS/HS	39,262	6	EDUCATION
168	ADMINISTRATIVE ASSISTANT	39,192	1	FIRE MARSHALL'S OFFICE
169	BOOKKEEPERS - HS-CAFÉ	38,702	1	EDUCATION
170	ASST MACO	38,528	1	CANINE CONTROL
171	ADMINISTRATIVE ASSISTANT	37,599	1	ASSESSOR
172	ACCOUNTS PAYABLE	37,326	1	FINANCE
173	CAREER COORDINATOR - HS	37,323	1	EDUCATION
174	BOOKKEEPER/DATA ENTRY	36,925	2	COLLECTOR
175	SOCIAL SERVICES AIDE	36,331	1	SOCIAL SERVICES
176	ASST TOWN CLERK	36,181	1	TOWN CLERK
177	ASST. ADMINISTRATOR	36,162	1	PUBLIC WORKS
178	CLERK * - SH	36,028	1	EDUCATION
179	ASST TOWN CLERK	35,976	1	TOWN CLERK
180	TEACHER - STEP - 2 - Bachelors (0.75)	35,768	1	EDUCATION
181	LIBRARY MEDIA ASSOC I - MS	35,546	1	EDUCATION
182	ASST TOWN CLERK	34,831	1	TOWN CLERK
183	SECRETARY	34,154	1	PARK & REC
184	SECRETARY	33,847	1	LAND USE
185	SECRETARY	33,839	1	BUILDING
186	SECRETARY	33,831	1	PUBLIC WORKS
187	ADMIN ASST	33,578	1	SENIOR CENTER
188	LIBRARY MEDIA ASSOC II - HS	33,149	1	EDUCATION
189	SECRETARIES - RIS/HS/CO	31,590	3	EDUCATION
190	SECRETARIES - CO	30,288	1	EDUCATION
191	SECRETARIES - HS	30,086	1	EDUCATION
192	DATA CLERK - MS	29,547	1	EDUCATION
193	DATA CLERK - HOM/HS	28,140	2	EDUCATION
194	CLERK TYPIST - MG	28,136	1	EDUCATION
195	NURSE - STEP - 6 - MS	27,403	1	EDUCATION

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196	GUARD - ARMED - SCHOOLS	27,029	9	POLICE
197	TEACHER - STEP - 9 - Masters (0.4)	26,975	1	EDUCATION
198	CLERK TYPIST - RIS	26,796	1	EDUCATION
199	TEACHER - STEP - 3 - Masters (0.5)	26,724	1	EDUCATION
200	NURSE - STEP - 3 - FLTR	24,503	1	EDUCATION
201	CLERK TYPIST - HAW	24,116	1	EDUCATION
202	SECRETARIES - HS	23,424	1	EDUCATION
203	CLERK TYPIST - RIS	22,968	1	EDUCATION
204	BOOKKEEPERS - HS-CE	22,905	1	EDUCATION
205	DATA CLERK - MS	22,793	1	EDUCATION
206	TEACHER - STEP - 1 - Bachelors (0.5)	22,428	1	EDUCATION
207	GUARD - HIGH SCHOOL	22,353	1	EDUCATION
208	EDUCATIONAL ASSISTANT - 6 - SP ED - HOM	22,344	1	EDUCATION
209	NURSE - STEP - HR - FLTR	22,199	1	EDUCATION
210	EDUCATIONAL ASSISTANT - 6 - SP ED - HOM/MS	22,174	2	EDUCATION
211	GUARD - HAWLEY	22,123	1	EDUCATION
212	CLERK TYPIST - CO	21,705	1	EDUCATION
213	GUARD - SCHOOLS	21,008	7	EDUCATION
214	CLERK TYPIST - RIS	20,671	1	EDUCATION
215	PART-TIME FIELD TECH	20,219	1	ASSESSOR
216	PART-TIME SECRETARY	19,033	1	PARK & REC
217	EDUCATIONAL ASSISTANTS AVERAGE ANNUAL =	13,166	139	EDUCATION

2014 - 15

**OVERTIME BUDGET** (nearest 1,000's):

Board of Selectmen:

Emergency Communications	95,000	To cover open position, vacation, sick and training.
Police	140,000	To cover vacation, sick, injury and training time.
Highway	45,000	To cover public works assignments after work day.
Transfer Station	11,000	To cover vacation, sick, injury and training time.
Public Building Maintenance	11,000	To cover vacation, sick, injury and training time.
Parks & Recreation	53,000	To cover vacation, sick, injury and training time.

Board of Education:

Maintenance of Buildings & Grounds	78,000
Custodial	114,000

Avg. Annual Cost

Employee cost shares range from 9% to 25% depending on union contract and non union arrangement.

Medical Benefits:

Avg. Single	9,372
Avg. Two Person	22,500
Avg. Family	25,464

Pension Benefits:

The Town contributes around 5% of the eligible employees base salary for town pension benefits. The employee contributes 2%.

Teachers participate in the State of Connecticut Teachers Pension Plan. The Town does not make any contribution to this plan. The teacher contributes 7.25% of base pay. The State funds the remaining.