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April 1, 2016

Re: RESULTS – Town of New London, NH Total Compensation Survey

Dear Survey Participant:

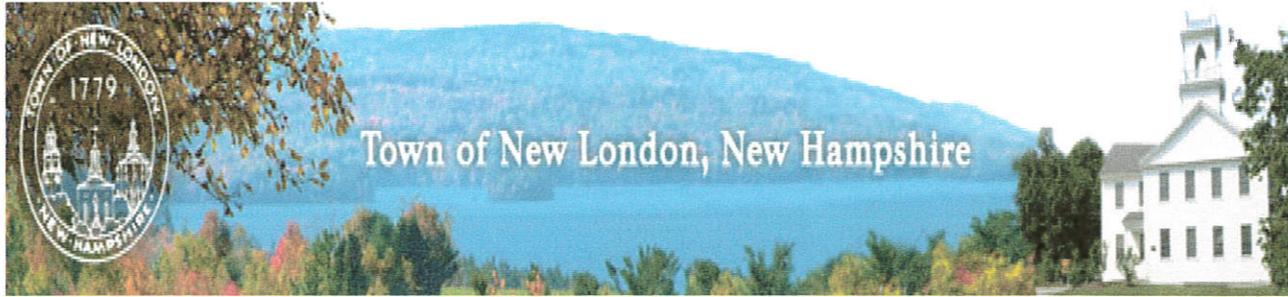
We are pleased to present your copy of the 2016 Town of New London, NH Total Compensation Survey. The survey report provides information on base pay data and administrative practices for select positions as reported by nineteen of the Granite State's finest employers.

The analysis of the data collected is displayed for each of the survey jobs where sufficient data was reported. To ensure confidentiality of all data, a minimum number of five cases are required for the information about the position to be provided.

On behalf of our client, thank you for participating in this survey. If you have questions or need assistance in the interpretation of the data contained therein, please call our offices at 207-885-9333 or contact us via our website at www.ThorntonAndAssociates.net

Sincerely,

Gary R. Thornton
Survey Administrator



RESULTS

Total Compensation Survey

April 2016

Survey Administered by:



Thornton & Associates

PO Box 1207

Scarborough, ME 04070

207-885-9333

Email gthorn@ThorntonAndAssociates.net

SURVEY PARTICIPANTS

Town of Alton
Town of Belmont
Town of Bristol
Town of Conway
Town of Gilford
Town of Hanover
Town of Henniker
Town of Hopkinton
Town of Meredith
Town of Moultonborough
Town of New London
Town of New Market
Town of Newbury
Town of Ossipee
Town of Plymouth
Town of Sunapee
Town of Tilton
Town of Tuftonboro
Town of Wolfeboro

SURVEY DEFINITIONS

REPORT TABLE DEFINITIONS:

		1	2	3	4	5	6	7	8	9	10	
				25th	Avg Pd	Wtd	50th	75th	Highest Pd	Lowest Pd	Pay	Range
		Org	EE	%tile	Rate	Avg	%tile	%tile	Rate	Rate	Avg Min	Avg Max
Job Title	Count	Count		\$	\$	\$	\$	\$	\$	\$	\$	\$
Secretary I	xxx	x,xxx		xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx
Secretary II	xxx	x,xxx		xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx
Secretary III	xxx	x,xxx		xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx
Admin Asst 1	xxx	x,xxx		xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx	xx.xx

- 1. Organization Count** - The number of organizations that reported data for the variable.
- 2. Employee Count** - The number of employees for which the data are reported for the variable.
- 3. 25th Percentile** - That data point that is higher than 25% of all other data in the sample when ranked from low to high. Also known as the first quartile.
- 4. Average Paid Rate** - The sum of all data reported divided by the number of cases in the sample. Also called the mean.
- 5. Weighted Average** - Base salary statistics calculated using individual rates reported for each employee across all organizations.
- 6. 50th Percentile** - That data point that is higher than 50% of all other data in the sample when ranked from low to high. Also known as the median.
- 7. 75th Percentile** - That data point that is higher than 75% of all other data in the sample when ranked from low to high. Also known as the third quartile.
- 8. Highest Paid** - Highest paid rate reported for the position.
- 9. Lowest Paid** - Lowest paid rate reported for the position.
- 10. Pay Range** - The minimum and maximum of the formal salary range reported by firms with a formal salary structure for the job. Data for firms that reported a broadband for the job are excluded from range calculations.

RESULTS ALL PARTICIPANTS

All rates displayed based on 2080 hours

Not all Organizations reported pay ranges

Job Title	# of Organizations	# of Employees	25th %ile	Average Paid Rate	Weighted Average	50th %ile	75th %ile	Highest Paid	Lowest Paid	Pay Range Minimum	Pay Range Maximum
ADMINISTRATION											
Town Administrator	18	18	\$37.86	\$44.65	\$44.65	\$43.81	\$46.39	\$73.03	\$30.29	\$36.91	\$48.47
Finance Officer	17	17	\$26.95	\$34.37	\$34.37	\$30.21	\$39.65	\$62.07	\$22.12	\$28.87	\$38.53
Zoning Administrator	11	11	\$25.47	\$29.57	\$29.57	\$28.85	\$33.59	\$40.59	\$23.28	\$24.81	\$34.13
Land Use and Assessing Coordinator	11	11	\$19.00	\$22.80	\$22.80	\$20.97	\$25.28	\$36.42	\$16.81	\$17.74	\$23.14
Office Assistant	14	16	\$16.06	\$19.80	\$19.16	\$19.34	\$20.95	\$36.41	\$11.00	\$13.24	\$22.72
FIRE DEPARTMENT											
Fire Chief	14	14	\$30.74	\$36.32	\$36.32	\$37.04	\$40.37	\$53.26	\$24.66	\$32.93	\$43.33
Firefighter/EMT	13	62	\$18.50	\$19.96	\$19.31	\$19.75	\$20.66	\$28.58	\$12.40	\$18.35	\$24.52
Firefighter	10	92	\$11.07	\$14.47	\$15.15	\$14.90	\$15.86	\$24.69	\$10.00	\$14.46	\$19.86
PUBLIC WORKS											
Road Agent/Public Works Director	18	18	\$30.90	\$39.00	\$39.00	\$37.89	\$42.95	\$64.90	\$27.71	\$30.40	\$41.49
Highway Foreman	17	17	\$23.63	\$25.95	\$25.95	\$25.13	\$27.62	\$35.28	\$18.26	\$21.09	\$28.32
Maintenance Worker I	17	60	\$16.28	\$17.98	\$17.85	\$17.13	\$20.24	\$24.92	\$11.50	\$15.50	\$20.76
Maintenance Worker II	14	34	\$18.04	\$20.63	\$20.76	\$20.32	\$23.08	\$33.42	\$16.06	\$17.20	\$23.16
Administrative Assistant	9	9	\$17.63	\$19.06	\$19.06	\$19.44	\$20.10	\$23.56	\$16.06	\$16.74	\$22.95
Transfer Station Supervisor	13	14	\$20.98	\$22.69	\$22.20	\$23.00	\$24.74	\$27.71	\$15.82	\$19.02	\$24.45
Transfer Station Attendant	15	32	\$15.63	\$17.04	\$17.08	\$16.49	\$17.96	\$24.24	\$9.50	\$14.22	\$19.25
Wastewater Attendant	8	13	\$20.21	\$21.65	\$21.49	\$21.42	\$22.38	\$30.02	\$10.00	\$16.19	\$22.95
Building Maintenance Worker	10	12	\$16.82	\$18.65	\$18.59	\$18.36	\$19.76	\$21.35	\$11.50	\$13.72	\$20.29

RESULTS ALL PARTICIPANTS

All rates displayed based on 2080 hours

Not all Organizations reported pay ranges

Job Title	# of Organizations	# of Employees	25th %ile	Average Paid Rate	Weighted Average	50th %ile	75th %ile	Highest Paid	Lowest Paid	Pay Range		
										Minimum	Maximum	
POLICE DEPARTMENT												
Public Safety Dispatcher	11	37	\$19.55	\$20.39	\$19.62	\$20.28	\$21.21	\$22.90	\$13.44	\$18.24	\$22.42	
Dispatch Supervisor	8	10	\$21.46	\$25.12	\$24.81	\$23.43	\$25.81	\$39.60	\$19.69	\$20.26	\$27.24	
Police Chief	19	19	\$37.13	\$41.06	\$41.06	\$40.55	\$43.38	\$57.20	\$33.25	\$33.11	\$44.41	
Police Lieutenant	12	16	\$33.44	\$34.71	\$34.36	\$35.78	\$36.08	\$41.86	\$24.00	\$28.36	\$38.57	
Police Sergeant	19	36	\$27.62	\$29.52	\$29.98	\$29.30	\$31.06	\$42.44	\$21.67	\$24.78	\$33.44	
Detective	13	17	\$23.29	\$26.13	\$26.17	\$27.15	\$28.50	\$38.02	\$17.80	\$22.92	\$31.26	
Police Officer	19	112	\$21.76	\$23.52	\$23.60	\$23.46	\$25.48	\$31.34	\$16.79	\$19.88	\$26.95	
Administrative Assistant	17	19	\$18.07	\$21.26	\$21.46	\$19.83	\$22.93	\$31.08	\$16.00	\$16.47	\$22.58	
RECREATION												
Director Parks & Recreation	15	15	\$24.14	\$28.72	\$28.72	\$27.18	\$32.76	\$45.45	\$19.10	\$24.16	\$32.40	
TAX COLLECTOR												
Tax Collector	17	17	\$26.41	\$27.76	\$27.76	\$27.71	\$29.85	\$33.64	\$18.88	\$23.30	\$31.02	
Deputy Tax Collector	15	15	\$17.60	\$20.21	\$20.21	\$19.81	\$22.09	\$26.72	\$15.21	\$17.03	\$23.47	
Office Clerk	10	12	\$16.41	\$18.60	\$18.38	\$17.37	\$21.35	\$27.01	\$13.16	\$14.09	\$19.42	
TOWN CLERK												
Town Clerk	17	17	\$26.57	\$27.79	\$27.79	\$26.82	\$29.85	\$31.49	\$23.00	\$23.28	\$30.17	
Deputy Town Clerk	16	16	\$17.49	\$20.00	\$20.00	\$19.69	\$21.91	\$26.72	\$15.21	\$16.54	\$22.05	
Office Clerk	10	11	\$16.58	\$18.90	\$18.81	\$17.68	\$19.92	\$27.01	\$15.00	\$14.54	\$20.04	

ADMINISTRATIVE & EMPLOYEE BENEFIT PRACTICES

#1 Statistics are for traditional vacation, holiday, sick programs and do not include those reporting earned time programs.

Actual Number of Paid Holidays			
		<u>Full-Time</u>	<u>Part-Time</u>
Survey Participants (17)	Highest	12	12
	Lowest	8	5
	Median	11	6

#2

Actual Number of Personal Days			
		<u>Full-Time</u>	<u>Part-Time</u>
Survey Participants (13)	Highest	4	1
	Lowest	0	0
	Median	2	1

#3

Actual Number of Sick Days			
		<u>Full-Time</u>	<u>Part-Time</u>
Survey Participants (16)	Highest	18	12
	Lowest	6	0
	Median	12	5

#4

Paid Time Off/Vacation			
Survey Participants (17)			
	<u>Full-Time</u>		<u>Median</u>
<u>Days</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Days for 0-05 Years of Service	26	10	10
Days for 6-10 Years of Service	29	12	15
Days for 11-15 Years of Service	31	14	20
Days for 16-20 Years of Service	36	15	20
Days for 20 + Years of Service	36	18	25
<u>Days</u>	<u>Part-Time</u>		<u>Median</u>
<u>Days</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Days for 0-05 Years of Service	10	0	5
Days for 6-10 Years of Service	15	4.5	7.5
Days for 11-15 Years of Service	20	0	10
Days for 16-20 Years of Service	25	0	10
Days for 20 + Years of Service	25	0	10

<i>Organizations that permit carryover of vacation time = 15</i>			
	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Carryover hours permitted	576	40	120
<i>Organizations that permit cash out of unused vacation time = 7</i>			
	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Maximum (hours) cash out allowed	576	40	120
<i>Organizations that permit carryover of sick time = 12</i>			
	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Carryover hours permitted	960	192	480
<i>Organizations that permit cash out of unused sick time = 5</i>			
	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Maximum (hours) cash out allowed	400	48	320
Cap on Sick Hours = 11	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
	1040	192	540

#5

Pension/Retirement	Survey Participants (18)		
	Employer Contribution - %		
	<u>Highest</u>	<u>Lowest</u>	
	8.74-15.92	0.0	

#6

Group Life Insurance	Survey Participants (17)			
	Employer Contribution			
	<u>Participant Count</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Fixed Amount	8	100%	0%	100%
% of Salary	9	100%	100%	100%

#7

Disability Income Protection	Survey Participants			
	<u>Participant Count</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Short Term	12			
Employer Contribution		100%	100%	100%
Benefit Amount		66.7%	50%	66.7%
Elimination Period		30 days	3 day	8 days
Long Term	10			
Employer Contribution		100%	100%	100%
Benefit Amount		66.7%	50.0%	60.0%
Elimination Period		185 days	90 days	180 days

#8

Health Insurance

**Survey Participants (15)
Monthly Employer Contribution**

	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Individual Coverage	\$ 919.19	\$ 447.35	\$ 683.17
Cost Share % Employer	100%	75%	90%
Cost Share % Employee	25%	0%	10%
2 Person Coverage	\$1,838.37	\$ 894.76	\$1,366.34
Cost Share % Employer	100%	75%	90%
Cost Share % Employee	25%	0%	10%
Family Coverage	\$2,481.80	\$1,202.85	\$1,844.56
Cost Share % Employer	100%	75%	90%
Cost Share % Employee	25%	0%	10%

Type Plan Offered PPO = 5, HMO = 15, POS = 3, CDHP = 2

#9

Dental Insurance

**Survey Participants (15)
Monthly Employer Contribution**

	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Individual Coverage	\$ 44.35	\$ 0.00	\$ 34.58
Cost Share % Employer	100%	0%	90%
Cost Share % Employee	100%	0%	10%
2 Person Coverage	\$ 77.45	\$ 0.00	\$ 60.13
Cost Share % Employer	100%	0%	85%
Cost Share % Employee	100%	0%	15%
Family Coverage	\$ 133.88	\$ 0.00	\$109.01
Cost Share % Employer	100%	0%	85%
Cost Share % Employee	100%	0%	15%

#10

Vision Insurance

Not enough data for meaningful comparison

#11

Tuition Assistance or Educational Reimbursement				
Survey Participants (7)				
	<u>Firm Count</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
Full Tuition	2	100%	100%	100%
Partial Tuition	5	\$2,000	\$ 450	\$ 1,000

Insufficient data on minimum grade, time commitment to make meaningful comparisons.

#12

Reimbursement for Dues in Professional Organizations	
Survey Participants (17)	
	<u>Yes</u>
	17
	<u>No</u>
	0

#13

Reimbursement for Required Licensing	
Survey Participants (17)	
	<u>Yes</u>
	17
	<u>No</u>
	0

#14

Pay Increase Delivery Methods					
	<u>Participant Count</u>	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>	<u>Frequency Awarded</u>
Steps	7	22	10	13	7 Annually
Across the Board	7				
Merit Only	8				

#15

Longevity Pay Program			
	<u>Count Yes</u>		<u>Count No</u>
	5		14
(\$ Per hour)	<u>Highest</u>	<u>Lowest</u>	<u>Median</u>
After 5 Years of Service	300.00	100.00	200.00
After 10 Years of Service	450.00	200.00	300.00
After 15 Years of Service	1,750.00	250.00	450.00
After 20 Years of Service	2,500.00	300.00	600.00
After 25 Years of Service	2,500.00	300.00	600.00

#16

Comp Time Off Program	Count Yes	9	Count No	10
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#17

Bonus Program	Count Yes	2	Count No	17
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N. B. Data regarding shift differentials was inconclusive.