

<u>Holidays</u>	
Boscawen	12
Barnstead	12
Bristol	11
Candia	12
Canterbury	11
Loudon	10
New Ipswich	10
Northwood	12

<u>Vacation Per Year</u>	
Boscawen	<p>For Employees Hired Prior to February 4, 2021: Employees hired prior to February 4, 2021 are awarded vacation time on the following schedule:</p> <ul style="list-style-type: none"> • After 90 day introductory period – four (4) weeks' vacation per year • Calendar Year 10 through 19 years – five (5) weeks' vacation per year • Calendar Year 20+ years – six (6) weeks' vacation per year <p>For Employees Hired After February 4, 2021: Employees who are department heads are awarded vacation time on the following schedule:</p> <ul style="list-style-type: none"> • After 90 day introductory period – four (4) weeks' vacation per year • Calendar Year 10 through 19 years – five (5) weeks' vacation per year • Calendar Year 20+ years – six (6) weeks' vacation per year <p>Employees who are not department heads are awarded vacation time on the following schedule:</p> <ul style="list-style-type: none"> • After 90 day introductory period – three (3) weeks' vacation per year • Calendar Year 10 through 19 years – four (4) weeks' vacation per year • Calendar Year 20 plus years – five (5) weeks' vacation per year
Barnstead	0-24 months = 10 days 25 months – 60 months = 18 days Over 60 months = 24 days
Bristol	1-5 years = 10 days 6-9 years= 12 days 10-14 years= 15 days

	15-19 years =18 days 20-24 years= 20 days 25+ years=25
Candia	After 90 days of service 2 weeks After 5 years of service 3 weeks After 10 years of service 4 weeks
Canterbury	2-4 years= 2 weeks 5-10 years= 3 weeks 10+= 4 weeks
Loudon	1 year = 5 days 2-5 years = 10 days 6-20 years = 15 days 21-26 years = 20 days 27 years and beyond= 25 days
New Ipswich	Year 1= 1 week Year 2 = 2 weeks Every 5 years an additional week
Northwood	Less than 5 years= 10 days 5-10 years= 15 days 10+ years =25 days

<u>Sick Per Year</u>	
Boscawen	1 day per month (96 or 120)
Barnstead	½ day per month
Bristol	60 hours
Candia	6 weeks
Canterbury	5 days
Loudon	96 hours
New Ipswich	40 hours
Northwood	96 hours

<u>Max Sick Accumulation</u>	
Boscawen	120 Days
Barnstead	60 Days
Bristol	300 Hours
Candia	240 Hours
Canterbury	10 Days
Loudon	720 Hours
New Ipswich	120 Hours
Northwood	240 Hours

<u>Sick Time Paid Out Upon Separation</u>	
Boscawen	No
Barnstead	No
Bristol	No
Candia	No
Canterbury	No
Loudon	10 days upon retirement
New Ipswich	No
Northwood	Up to 80 hours with 2 weeks' notice

<u>Personal Days</u>	
Boscawen	2
Barnstead	1
Bristol	5
Candia	0
Canterbury	0
Loudon	0
New Ipswich	5
Northwood	3

<u>Town Health Insurance Coverage</u>	
Boscawen	All Plans- 95%
Barnstead	Single- 100% 2 Person and Family – 100% of employee 90% remaining cost
Bristol	88%
Candia	Single - 95% 2 Person – 85% Family – 75%
Canterbury	85%
Loudon	92% (Town contributes \$500 FSA)
New Ipswich	85%
Northwood	Single- 100% 2-Person and Family- 95%

<u>Town Health Dental Insurance Coverage</u>	
Boscawen	0%
Barnstead	Single- 100% 2 Person and Family – 100% of employee 90% remaining cost
Bristol	88%
Candia	Single- 100% 2 Person- 0% Family- 0%
Canterbury	85%
Loudon	92%
New Ipswich	85%
Northwood	Single- 100% 2 Person and Family- 95%

<u>Employer Paid Disability Insurance (STD/LTD)</u>	
Boscawen	Y/Y
Barnstead	Y/Employee Paid
Bristol	Y/N
Candia	Y/Y
Canterbury	Y/Y
Loudon	N/N
New Ipswich	N/N
Northwood	Y/Y

<u>Life Insurance</u>	
Boscawen	\$50,000
Barnstead	\$50,000
Bristol	\$25,000
Candia	\$10,000
Canterbury	\$1,000
Loudon	\$0
New Ipswich	\$25,000
Northwood	One year salary up to \$100,000

Pool of Town's in Wage Study

<u>Town</u>	<u>Population</u>	<u>Total Appropriations 2022</u>	<u>Total Valuation</u>	<u>FT Town Administrator</u>	<u>FT Fire Department</u>	<u>FT Police Chief</u>	<u>Differential Pay</u>	<u>Call-In Minimum Hours</u>
Boscawen	4,092	\$5,104,771.00	\$300,230,587.00	Y	N	Y	N	4
Barnstead	4,800	\$5,483,883.00	\$618,566,330.00	Y	N	Y	N	2
Bristol	3,054	\$7,745,238.00	\$559,000,718.00	Y	Y	Y	Y (Fire Only)	2
Candia	3,972	\$3,187,543.00	\$524,440,468.00	Y	N	Y	Y	2
Canterbury	2,352	\$3,105,081.00	\$361,872,617.00	N	N	N	N	4
Gilmanton	3,820	\$5,654,325.00	\$552,744,300.00	Y	Y	Y	N	2
Loudon	5,753	\$6,815,484.00	\$709,473,083.00	Y	Y	Y	N	2
New Ipswich	5,358	\$3,889,004 (2021)	\$491,772,545.00	Y	N	Y	N	2
Northwood	4,641	\$4,659,942.00	\$696,982,750.00	Y	Y	Y	Y	3

<u>Assistant to the Town Administrator</u>	
Boscawen	\$21.38 (Combined with Deputy PCD Director and Deputy Health Officer)
Barnstead	n/a
Bristol	\$24.32
Candia	\$22.01
Canterbury	\$26.41
Gilmanton	\$22.82
Loudon	\$19
New Ipswich	n/a
Northwood	\$20.01

<u>Building Inspector</u>	
Boscawen	\$60/Inspection
Barnstead	\$24.22
Bristol	n/a
Candia	\$30.10
Canterbury	\$24.35
Gilmanton	\$33.72
Loudon	\$29.21
New Ipswich	\$15,600.00
Northwood	\$23.08

<u>Police Corporal</u>	
Boscawen	\$29.45-\$31.89
Barnstead	\$22.82-\$30.73
Bristol	n/a
Candia	n/a
Canterbury	n/a
Gilmanton	n/a
Loudon	26.01
New Ipswich	n/a
Northwood	\$25.32

<u>Custodian</u>	
Boscawen	\$16.57
Barnstead	\$16.82
Bristol	n/a
Candia	n/a
Canterbury	n/a
Gilmanton	n/a
Loudon	\$17.00
New Ipswich	\$19.10
Northwood	\$21.39

<u>Deputy Tax Collector</u>	
Boscawen	\$21.77 (Combined with CS Director)
Barnstead	\$16.67- \$22.46
Bristol	\$20.97
Candia	\$18.88
Canterbury	\$20.00
Gilmanton	\$22.82
Loudon	\$18.23
New Ipswich	\$19.10
Northwood	\$21.39

<u>Deputy Town Clerk</u>	
Boscawen	\$17.75 (Combined with CS Assistant)
Barnstead	\$16.67- \$22.46
Bristol	\$20.97
Candia	\$18.88
Canterbury	\$20.00
Gilmanton	\$22.82
Loudon	\$17.00
New Ipswich	\$19.10
Northwood	\$21.39

<u>Deputy Treasurer</u>	
Boscawen	\$750.00
Barnstead	n/a
Bristol	n/a
Candia	\$30 per deposit, \$20 per payroll/DMV, \$10 signing checks.
Canterbury	n/a
Gilmanton	n/a
Loudon	n/a
New Ipswich	n/a
Northwood	n/a

<u>Emergency Management Director</u>	
Boscawen	\$2,472.00
Barnstead	\$250.00
Bristol	\$41.28/hr (Combined with Fire Chief Position)
Candia	\$5,715.40 (Combined with Welfare Position)
Canterbury	\$43.52 (Combined with Fire Chief Position)
Gilmanton	(Combined with Fire Chief Position)
Loudon	\$42.78 (Combined with Fire Chief Position)
New Ipswich	\$5,000
Northwood	N/A

<u>Deputy Emergency Management Director</u>	
Boscawen	\$1,252
Barnstead	n/a
Bristol	\$43.78 (Combined with Police Chief Position)
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	\$3,000
Northwood	N/A

<u>Equipment Operator</u>	
Boscawen	\$26.50 (Combined with Foreman)
Barnstead	\$18.03-24.29
Bristol	\$20.36
Candia	N/A
Canterbury	\$22.00
Gilmanton	N/A
Loudon	\$20.00-25.00
New Ipswich	\$19.68
Northwood	\$22.10

<u>Facilities Director</u>	
Boscawen	\$27.57
Barnstead	N/A
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	\$16.48 (Combined with Custodian Position)
Northwood	N/A

<u>Finance Assistant</u>	
Boscawen	\$19.39 (Combined with HR Assistant)
Barnstead	\$22.85
Bristol	N/A
Candia	\$21.26
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>Finance Director</u>	
Boscawen	\$25.20 (Combined with HR Director)
Barnstead	N/A
Bristol	\$34.88
Candia	\$23.36
Canterbury	\$24.50
Gilmanton	\$43.04
Loudon	N/A
New Ipswich	N/A
Northwood	\$35.31

<u>Fire Chief</u>	
Boscawen	\$14,000 (Yearly Volunteer Stipend)
Barnstead	\$40.23
Bristol	\$41.28
Candia	\$3,750.79 (Yearly Volunteer Stipend)
Canterbury	\$43.52
Gilmanton	\$42.78
Loudon	\$42.78
New Ipswich	\$11,500 (Yearly Volunteer Stipend)
Northwood	\$36.73

<u>Health Officer</u>	
Boscawen	\$27.79 (Combined with PCD Director)
Barnstead	\$2,000 (Yearly Stipend)
Bristol	\$29.39
Candia	\$30.10 (Combined with Building Inspector)
Canterbury	N/A
Gilmanton	
Loudon	\$42.78 (Combined with Fire Chief)
New Ipswich	\$3,000 (Yearly Stipend)
Northwood	\$23.08 (Combined with Building Inspector)

<u>Deputy Health Officer</u>	
Boscawen	\$21.38 (Combined with Deputy PCD Director)
Barnstead	N/A
Bristol	\$23.07
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>Highway Laborer/Driver</u>	
Boscawen	\$16.93-\$19.21
Barnstead	\$16.03-\$21.59
Bristol	\$18.31
Candia	n/a
Canterbury	\$22.00
Gilmanton	
Loudon	\$20.00-\$23.00
New Ipswich	\$19.68
Northwood	\$22.76

<u>Human Resources Assistant</u>	
Boscawen	\$19.39 (Combined with Finance Assistant)
Barnstead	N/A
Bristol	N/A
Candia	\$21.26
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>Human Resources Director</u>	
Boscawen	\$25.20 (Combined with Finance Director)
Barnstead	N/A
Bristol	\$34.88 (Combined with Finance Director)
Candia	\$23.36
Canterbury	N/A
Gilmanton	\$43.04
Loudon	N/A
New Ipswich	N/A
Northwood	\$35.31 (Combined with Finance Director)

<u>Police Lieutenant</u>	
Boscawen	\$32.81
Barnstead	\$23.73-\$31.96
Bristol	\$38.16
Candia	\$39.02
Canterbury	\$29.23
Gilmanton	N/A
Loudon	N/A
New Ipswich	\$34.62
Northwood	\$32.97

<u>Parks and Recreation Director</u>	
Boscawen	\$19.98
Barnstead	N/A
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	\$24.80

<u>Parks and Recreation Coordinator</u>	
Boscawen	\$1,059.00 (Yearly Stipend)
Barnstead	\$12,320.00 (Yearly Stipend)
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	\$7,000 (Yearly Stipend)
Northwood	\$16.00/hr

<u>Parks and Recreation Counselor</u>	
Boscawen	\$9.58-\$9.97
Barnstead	n/a
Bristol	n/a
Candia	n/a
Canterbury	n/a
Gilmanton	n/a
Loudon	n/a
New Ipswich	n/a
Northwood	n/a

<u>Patrolman</u>	
Boscawen	\$24.22-\$28.60
Barnstead	\$21.10-\$28.41
Bristol	\$25.97
Candia	\$25.19-\$29.74
Canterbury	\$25.45
Gilmanton	\$23.84-\$31.64
Loudon	\$23.00-\$31.79
New Ipswich	\$25.00
Northwood	\$22.54-\$23.87

<u>PCD Director</u>	
Boscawen	\$27.79 (Combined with Health Officer)
Barnstead	N/A
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	\$32.11
Loudon	N/A
New Ipswich	N/A
Northwood	\$26.98

<u>PCD Deputy Director</u>	
Boscawen	\$21.38 (Combined with TA Assistant and Deputy Health Officer)
Barnstead	N/A
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	\$22.82
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>PCD Clerk</u>	
Boscawen	\$14.40
Barnstead	N/A
Bristol	N/A
Candia	\$22.01
Canterbury	N/A
Gilmanton	N/A
Loudon	\$19.00
New Ipswich	N/A
Northwood	\$20.01 (Combined with Assistant to the TA)

<u>Police Administrator</u>	
Boscawen	\$25.98
Barnstead	\$16.67- \$22.46
Bristol	\$23.77
Candia	\$24.32
Canterbury	\$18.43
Gilmanton	\$22.82
Loudon	\$26.25
New Ipswich	\$23.07
Northwood	\$23.20

<u>Police Chief</u>	
Boscawen	\$37.98
Barnstead	\$37.18
Bristol	\$43.78
Candia	\$46.74
Canterbury	\$52.03
Gilmanton	\$39.04
Loudon	\$38.98
New Ipswich	\$43.86
Northwood	\$43.57

<u>Public Works Director</u>	
Boscawen	\$39.15
Barnstead	\$29.35
Bristol	\$42.13
Candia	Paid through a/p based on work completed
Canterbury	\$30.63
Loudon	\$33.00
New Ipswich	\$32.74
Northwood	\$31.37

<u>Public Works Foreman</u>	
Boscawen	\$26.50 (Combined with Equipment Operator)
Barnstead	N/A
Bristol	\$27.51
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>Recording Secretary</u>	
Boscawen	\$125/Virtual \$175/In-Person (Per Session)
Barnstead	\$60/Session
Bristol	\$16.59
Candia	Included in Assistant to TA Position
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	\$20.40

<u>Select Board Chair</u>	
Boscawen	\$6,356.16
Barnstead	\$2,500
Bristol	\$3,400
Candia	\$3,358.64
Canterbury	\$0
Loudon	\$9,864.00
New Ipswich	\$1,600
Northwood	\$2,500

<u>Select Board Member</u>	
Boscawen	\$5,799.00
Barnstead	\$2,500.00
Bristol	\$3,150.00
Candia	\$2,798.88
Canterbury	\$0
Loudon	\$9,864.00
New Ipswich	\$1,450.00
Northwood	\$1,500.00

<u>Solid Waste Operator</u>	
Boscawen	\$18.83
Barnstead	N/A
Bristol	\$42.13 (Combined with Public Works Director)
Candia	\$29.50
Canterbury	N/A
Gilmanton	N/A
Loudon	\$19.53
New Ipswich	\$17.51
Northwood	N/A

<u>Solid Waste Laborer</u>	
Boscawen	\$15.01 - \$15.05
Barnstead	N/A
Bristol	\$13.09
Candia	\$18.51 - \$22.11
Canterbury	\$19.16
Loudon	\$16.20
New Ipswich	\$16.48
Northwood	\$10.49 - \$13.69

<u>Tax Collector</u>	
Boscawen	\$27.79 (Combined with Town Clerk)
Barnstead	N/A
Bristol	\$33.08
Candia	\$11,009.04*
Canterbury	\$29,470.00*
Gilmanton	\$37.18
Loudon	\$41,105.04* (20hrs)
New Ipswich	\$27.24
Northwood	\$23.83

<u>Town Clerk/Tax Collector Administrative Assistant</u>	
Boscawen	\$18.46
Barnstead	\$17.27
Bristol	N/A
Candia	N/A
Canterbury	N/A
Gilmanton	N/A
Loudon	N/A
New Ipswich	N/A
Northwood	N/A

<u>Town Administrator</u>	
Boscawen	\$33.11
Barnstead	\$34.28
Bristol	\$46.87
Candia	\$36.06
Canterbury	\$28.03
Gilmanton	\$45.19
Loudon	\$30.00
New Ipswich	\$34.62
Northwood	\$44.47

<u>Town Clerk</u>	
Boscawen	\$27.79 (Combined with Tax Collector)
Barnstead	\$19.58 - \$26.27
Bristol	\$33.08
Candia	\$335.87/quarterly and paid weekly on transactions made at clerk's office \$2.50 per car \$1.00 per dog license \$1.00 per marriage license \$3.00 per municipal agent fees \$2.00 per title app fees \$5.00 per boat Vital fees range from \$5.00-\$7
Canterbury	\$26,671.00*
Gilmanton	\$37.18
Loudon	\$15.22
New Ipswich	\$27.24
Northwood	\$23.83

<u>Treasurer</u>	
Boscawen	\$4,000.00 Yearly Stipend
Barnstead	\$5,000.00 Yearly Stipend
Bristol	\$12,012.00 Yearly Stipend
Candia	\$11,091.32 Yearly Stipend
Canterbury	\$5,151.00 Yearly Stipend
Loudon	\$17,133.44 Yearly Stipend
New Ipswich	\$14,500.00 Yearly Stipend
Northwood	\$5,100.16 Yearly Stipend

<u>Community Services (Welfare Director)</u>	
Boscawen	\$21.77 (Combined with Deputy Tax Collector)
Barnstead	\$3,500.00 Yearly Stipend
Bristol	\$19.54
Candia	\$5,715.40
Canterbury	\$26.41 (Admin Assistant)
Loudon	\$19.00 (Admin Assistant)
New Ipswich	\$7,000 (Yearly Stipend)
Northwood	\$44.47 (Town Administrator)

Data from NHMA for Towns with a population of 2,000-4,999 unless indicated otherwise

<u>Assessing Clerk**</u> (Data from population range of 5,000-9,000)	
Alton	\$16.11-\$21.35
Charlestown	\$25.50
Farmington	\$13.52-\$22.00
Kingston	\$22.50
New Boston	\$15.31-\$20.45

<u>Custodian (Janitor)</u>	
Chester	\$15.00
Dunbarton	\$15.09 - \$16.72
Hampton Falls	\$12.18 - \$17.26
Haverhill	\$12.50 - \$13.50
Lee	\$17.25-\$21.17

<u>Deputy Treasurer</u>	
Chester	\$1,200.00 (Stipend)
Danville	\$2,342.00 (Stipend)
Fremont	\$500.00 (Stipend)
Newton	\$2,378.00 (Stipend)
Wilton	\$100.00 (Stipend)

<u>Deputy Emergency Management Director</u>	
Haverhill	\$1,000.00 (Stipend)
Lee	\$600.00 (Stipend)
Newton	\$16.09

<u>Facilities Director</u>	
Auburn	\$18.59 - \$27.08
Chester	\$25.00
Haverhill	\$23.69
Sunapee	\$21.64 - \$31.27

<u>Parks and Recreation Director</u>	
Auburn	\$18.59 - \$27.08
Enfield	\$21.63
Haverhill	\$22.41
New London	\$30.69 - \$41.51
Nottingham	\$26.44 - \$26.92

<u>PCD Director</u>	
Auburn	\$18.59 - \$27.08
Enfield	\$21.63
Haverhill	\$22.41
New London	\$30.69 - \$41.51
Nottingham	\$26.44 - \$26.92

<u>Deputy PCD Director</u>	
Auburn	\$19.79 - \$28.83
Bristol	\$25.11 - \$34.76
Northwood	\$17.93 - \$27.12
Sunapee	\$23.39 - \$33.81
Wilton	\$16.06 - \$22.25

<u>PCD Assistant</u>	
Bristol	\$12.59 - \$17.43
Fremont	\$17.27 - \$23.00
Holderness	\$22.00 - \$25.00
Northwood	\$15.49 - \$23.43

<u>Foreman</u>	
Danville	\$37.27
Enfield	\$28.07
Lee	\$24.95
Newton	\$17.76 - \$20.16
Northwood	\$22.89 - \$34.62

<u>Human Resources Director</u>	
<i>Population range of 10,000 – 14,999 (non-comparable data)</i>	
Lebanon	\$38.86 - \$52.46
Hanover	\$41.80 - \$63.35
Windham	\$35.02 - \$42.57

<u>Solid Waste Operator</u>	
Canterbury	\$18.31 - \$20.00
Dunbarton	\$24.43 - \$26.56
Lee	\$20.30
Newton	\$20.88 - \$24.51
Tamworth	\$20.00 - \$25.00

<u>Town Clerk/Tax Collector Administrative Assistant</u> <i>**General Administrative Assistant not specific to TC/TAX</i>	
Enfield	\$20.00
Fremont	\$17.61 - \$23.00
Haverhill	\$17.17
New London	\$20.71 - \$29.14
Northfield	\$18.00 - \$22.00

Could not find NHMA data for the following positions:

- Finance Assistant
- Deputy Health Officer
- HR Assistant
- Parks and Recreation Coordinator
- Parks and Recreation Counselor
- Recording Secretary

***It is important to note that not all Town's submit data to NHMA*