DEPARTMENT HEAD COMPENSATION

			FY16						FY17						FY18						FY19						FY20 PROPOSED					
	Loc	Group	Long Level	Salary	Wage Incr	Lng (1)	Stipend	Health Ins. Contrib. (4)	Long Level	Salary	Wage Incr	Lng (1)	Stipend	Health Ins. Contrib.	Long Level	Salary	Wage Incr	Lng (1)	Stipend	Health Ins. Contrib.	Long Level	Salary	Wage Incr	Lng (1)	Stipend	Health Ins. Contrib.	Long Level	Salary	Wage Incr	Lng (1)	Stipend	Health Ins. Contrib.
DEPARTMENT HEADS:																																
DIRECTOR OF PLANNING/ZONING	0111	DH	15	136,909	2.0%			11%	15	138,279	2.5%			18%	15	138,279	0%			18%		131,193	(2)			18%		135,129	3.0%			18%
DIRECTOR OF CONSERVATION	0123	DH		115,500	(2)			13%		118,450	2.5%			18%		118,450	0%			18%		120,819	2.0%			18%		128,069	3.0%	3%		18%
DIRECTOR OF HUMAN RESOURCES	0133	DH	10	123,556	2.0%			11%		136,500	(2)		50,000	18%		136,500	0%		50,000	18%		139,230	2.0%		50,000	18%		142,711	2.5%		50,000	18%
DIRECTOR OF COMM & ECON DEV	0135	DH	10	129,181	3.0%			11%	10	133,057	2.5%			18%	15	137,049	0%	3%		18%	15	139,790	2.0%			18%	15	143,285	2.5%			18%
CHIEF FINANCIAL OFFICER	0301	DH		147,704	3.5%		3692	11%	5	156,700	2.5%	3%	4000	18%	5	156,700	0%		4,000	18%	5	161,401	3.0%		4,270	18%	5	166,243	3.0%		TBD	18%
ASSESSOR	0305	DH		119,067	2.0%			11%	5	125,092	2.5%	3%		18%	5	125,092	0%			18%		125,460	(2)			18%		128,597	2.5%			18%
DIRECTOR OF IT	0311	DH	5	106,100	0.0%			11%		122,000	(2)			18%		122,000	0%			18%		124,440	2.0%			18%		127,551	2.5%			18%
FIRE CHIEF	0401	PFCH	n/a	142,000	(2)			13%	n/a	145,550	2.5%			18%	n/a	145,550	0%			18%	n/a	148,461	2.0%			18%	n/a	152,173	2.5%			18%
POLICE CHIEF	0403	PFCH	n/a	151,627	2.0%			11%	n/a	155,418	2.5%			18%	n/a	155,418	0%			18%	n/a	158,527	2.0%			18%	n/a	162,490	2.5%			18%
DIRECTOR OF PUBLIC WORKS	0501	DH		140,610	2.0%			11%		144,126	2.5%			18%		144,126	0%			18%	5	148,450	1.0%	3%		18%	5	149,935	1.0%			18%
DIRECTOR OF HEALTH	0601	DH	5	118,842	3.0%			11%	5	121,814	2.5%			18%	5	121,814	0%			18%	10	127,979	2.0%	3%		18%	10	131,178	2.5%			18%
DIRECTOR OF SOCIAL/HEALTH SVS	0605	DH		80,370	3.0%			11%		82,782	2.5%			18%		82,782	0%			18%	5	86,907	2.0%	3%		18%	5	89,514	3.0%			18%
TOWN LIBRARIAN	0701	DH	5	121,614	2.0%	3%		11%	5	124,655	2.5%			18%	5	124,655	0%			18%		120,000	(2)			18%		123,000	2.5%			18%
DIRECTOR OF RECREATION	0705	DH	15	131,417	3.0%			11%	5	115,000	(2)			18%		115,000	0%			18%		118,830	3.3%			18%		125,366	2.5%	3%		18%
ELECTED OFFICIALS:																																
FIRST SELECTMAN	0101	EL	n/a	134,714	2.5%			11%	n/a	138,082	2.5%			18%	n/a	141,534	2.5%	(3)		18%	n/a	145,072	2.5%			18%	n/a	145,072				18%
SELECTMAN	0101	EL	n/a	11,330	2.5%			11%	n/a	11,613	2.5%			18%	n/a	11,904	2.5%			18%	n/a	12,201	2.5%			18%	n/a	12,201				18%
SELECTMAN	0101	EL	n/a	11,330	2.5%			11%	n/a	11,613	2.5%			18%	n/a	11,904	2.5%			18%	n/a	12,201	2.5%			18%	n/a	12,201				18%

(1) Longevity Step granted on 5th, 10th, and 15th year anniversary.
(2) Change in Personnel.
(3) Increase per BOS vote but declined by First Selectman.
(4) FY15 and FY16 EE Health Care Premium Co-share - 11% for hires before 6/24/2013; 13% on or after 6/24/2013