

CITY / TOWN MANAGER SALARY & BENEFITS SURVEY

As of July 1, 2014

City / Town	Number of Years Employed in Current City/Town	Current Salary (annual \$)	Car Allowance (annual \$)	Salary & Car Allowance Total (annual \$)	457/401 (percent of salary)	457 / 401 Benefit (annual \$)	Sick and/or Personal Days (annual)	Earned Time/ Vacation Days (annual)	Employee's Contrib to Health Ins. (percent)	STD/LTD	Additional Benefits / Notes	Total Wage, Car, 457 (annual \$)	Rank
Bedford	<1	\$124,000	\$3,600	\$127,600	No	\$0	12	20	20.0%	Yes/Yes	Flex time	\$127,600	8
Concord	9.0	\$151,129	\$4,800	\$155,929	Fixed	\$9,500	As Needed	30	0.0%	Yes/Yes	Computer allowance \$75/mo.; personal cell phone allowance \$100/mo.; gen'l bus. expense allowance \$250/mo.	\$165,429	2
Derry*		\$126,961	\$4,200	\$131,161	10.8%	\$13,458	0	25	14.0%	Yes/Yes	3 Personal Days /1 Floating Holiday	\$144,620	6
Dover	21.0	\$133,017	\$0	\$133,017	10.0%	\$13,302	As Needed	20	20.0%	No/Yes	Computer lease/purchase plan Add'l Personal day if no sick leave use every 3 months	\$146,318	5
Keene	18.0	\$132,299	\$4,200	\$136,499	Fixed	\$17,500	12	20	18.0%	No/Yes		\$153,999	4
Londonderry**	<1	\$106,680	\$0	\$106,680	Fixed	\$7,000	5	15	25.0%	Yes/Yes		\$113,680	9
Merrimack	3.0	\$126,200	\$3,600	\$129,800	No	\$0	12	25	10% of HMO	Yes/Yes		\$129,800	7
Portsmouth	17.0	\$149,156	\$5,100	\$154,256	16.0%	\$23,865	0	30	14.0%	No/Yes		\$178,121	1
Rochester	3.0	\$129,831	\$6,300	\$136,131	10%/10%	\$25,966	0	30	opt out	Yes/Yes		\$162,097	3
Median (w/o Dover):	9.0	\$128,396	\$4,200	\$133,646		\$11,479	5	25	16%			\$149,309	
Average (w/o Dover):	10.0	\$130,782	\$3,975	\$134,757		\$12,161	6	24	15%			\$146,918	

FOOTNOTES:

\* Derry - In the process of recruiting a new manager (1.6% CPI-U Boston cola applied to prior salary)

\*\* Londonderry - Annual evaluation was due on July 1, 2014 up to 5% (1.6% CPI-U Boston cola applied to prior salary)