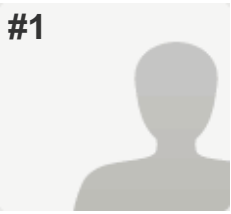


Salary Survey

#1



INCOMPLETE

Collector: Salary Survey (Web Link)
Started: Tuesday, August 30, 2016 8:11:33 AM
Last Modified: Tuesday, August 30, 2016 8:14:38 AM
Time Spent: 00:03:04
IP Address: 71.181.12.199

PAGE 1: Community Information

Q1: Name of your City/Town	Nashua
Q2: Year Round Population of City/Town	89,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

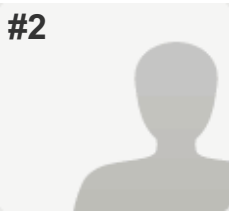
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#2

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:17:26 AM**Last Modified:** Tuesday, August 30, 2016 8:18:01 AM**Time Spent:** 00:00:35**IP Address:** 24.233.117.181

PAGE 1: Community Information

Q1: Name of your City/Town	Alton
Q2: Year Round Population of City/Town	5,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

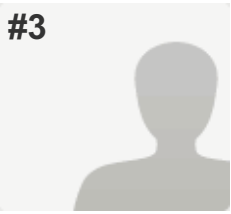
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#3

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 7:59:54 AM**Last Modified:** Tuesday, August 30, 2016 8:18:07 AM**Time Spent:** 00:18:13**IP Address:** 50.195.53.209

PAGE 1: Community Information

Q1: Name of your City/Town	Pelham
Q2: Year Round Population of City/Town	13000
Q3: If the population in your community spikes seasonally, what is the maximum population?	N/A
Q4: What is the City/Town's overall budget (not including School)?	14,300,000
Q5: How Many employees does your City/Town have?	not sure

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	202,948
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 387,500
Q9: Does your department have other funding sources used on a regular basis?	To what degree do they assist you? none
Q10: How many Full Time Employees work for your Department?	1

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	73,000
Years in Current Position	8
Total Years of Experience	8
2nd Full Time Employee	48000
Total Years in Current Position	20
Years of Experience	20
3rd Full Time Employee	0
4th Full Time Employee	0
5th Full Time Employee	0
6th Full Time Employees	0
Do you have additional full Time Employees?	no

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80 - 20
Sick Time	0
Vacation Time	200 hours
Short Term Disability	800 hours
Long Term Disability	yes
Longevity	50 per year
Clothing Allowance	0
Tuition Reimbursement	0

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	16-18
Camp Counselors	9
Aquatics Directors	14
Lifeguards	10
Sport Officials	10
Seasonal Maintenance Worker	10-12
Seasonal Administration Staff	15

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	1
Parks -	5

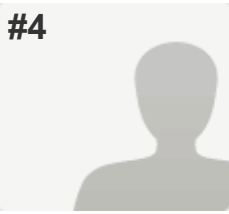
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#4

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:22:41 AM**Last Modified:** Tuesday, August 30, 2016 8:25:48 AM**Time Spent:** 00:03:06**IP Address:** 24.39.64.67

PAGE 1: Community Information

Q1: Name of your City/Town	City of Keene
Q2: Year Round Population of City/Town	23,500
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	38,861,968
Q5: How Many employees does your City/Town have?	250

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

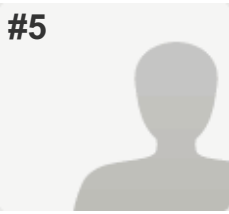
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#5

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:25:49 AM**Last Modified:** Tuesday, August 30, 2016 8:47:50 AM**Time Spent:** 00:22:00**IP Address:** 65.175.136.99

PAGE 1: Community Information

Q1: Name of your City/Town	Gilford
Q2: Year Round Population of City/Town	8,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	15,000
Q4: What is the City/Town's overall budget (not including School)?	\$12,053,164
Q5: How Many employees does your City/Town have?	130

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$240,000
Q7: How much revenue does your department raise that goes into the general fund?	\$7,500
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount \$35,000
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, To what degree do they assist you? Help reduce costs of Youth Sports
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$55,117, Director of Parks and Recreation
Years in Current Position	10+
Total Years of Experience	14

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	90%/10%
Dental Benefits - Town/Employee	90%/10%
Sick Time	8 hours per month, capped at 192 hours
Vacation Time	10-25 days per year, based on years of service, max 120 hours carried over from year to year
Short Term Disability	Yes, up to 26 weeks
Long Term Disability	Yes
Longevity	Only once maxed out on pay scale
Clothing Allowance	No
Tuition Reimbursement	75% of cost, up to \$1,000.00/year, with a minimum "B" grade required, based upon approval in dept. budget
Training	varies, based upon approval in dept. budget
List Additional Benefits	12 Paid Holidays, one Personal Day

Q13: Does your Parks Department Maintenance fall under your Department?

Other (please specify)
Some falls under our department, some is handled through town contracts and some through shared use agreements with the school

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	0
Camp Counselors	0
Aquatics Directors	1/\$11.75/hr
Lifeguards	14/\$8.75/hr
Water Safety Instructor	\$.75 increase beyond their lifeguard wage
Sport Officials	0
Seasonal Maintenance Worker	5/\$9.25/hr
Seasonal Administration Staff	0
Others?	Gatekeepers, 3/\$8.25/hr

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	0
Parks -	5
Acres of Parks -	54
Other -	Outdoor Ice Rink

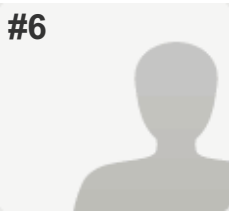
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Herb Greene

#6

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Tuesday, August 30, 2016 8:46:59 AM

Last Modified: Tuesday, August 30, 2016 8:55:52 AM

Time Spent: 00:08:53

IP Address: 73.4.105.126

PAGE 1: Community Information

Q1: Name of your City/Town	New London
Q2: Year Round Population of City/Town	4,500
Q3: If the population in your community spikes seasonally, what is the maximum population?	8,000
Q4: What is the City/Town's overall budget (not including School)?	8.7 mil
Q5: How Many employees does your City/Town have?	100

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$167,000
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 50,000
Q9: Does your department have other funding sources used on a regular basis?	Donations, Sponsorships, To what degree do they assist you? 8,000
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	63,000
Years in Current Position	4
Total Years of Experience	20
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	
Training	\$2,000
Q13: Does your Parks Department Maintenance fall under your Department?	No

Salary Survey

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1- \$15
Camp Counselors	6 - \$9
Aquatics Directors	1 - \$15
Lifeguards	20 - \$9
Water Safety Instructor	6 - \$10

Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	2
Buildings/Community Centers -	1

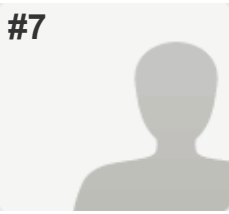
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#7

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:44:22 AM**Last Modified:** Tuesday, August 30, 2016 9:01:23 AM**Time Spent:** 00:17:01**IP Address:** 173.166.95.13

PAGE 1: Community Information

Q1: Name of your City/Town	Town of Salem
Q2: Year Round Population of City/Town	29,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	it spikes daily to 100,000 to 150,000
Q4: What is the City/Town's overall budget (not including School)?	39,264,049
Q5: How Many employees does your City/Town have?	245

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	643,808
Q7: How much revenue does your department raise that goes into the general fund?	7,500
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 100,000-120,000
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit , Donations, To what degree do they assist you? They have assisted with building & facility projects
Q10: How many Full Time Employees work for your Department?	5

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	98,124
Years in Current Position	9
Total Years of Experience	17
2nd Full Time Employee	Senior Coordinator (Programs & Volunteers)
Total Years in Current Position	12
Years of Experience	12
3rd Full Time Employee	Senior Coordinator (Database & Finance)
4th Full Time Employee	Secretary
5th Full Time Employee	Custodian
Do you have additional full Time Employees?	No - but do have a part time program coordinator for Recreation

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	93/7
Dental Benefits - Town/Employee	93/7
Sick Time	up to 12 days a year maxing out at 60
Vacation Time	varies - 4 wks a year max out at double your years accrual
Short Term Disability	Yes
Long Term Disability	Yes
Longevity	No
Clothing Allowance	for the custodian - \$250 a year
Tuition Reimbursement	No
Training	Somewhat - locally based

Q13: Does your Parks Department Maintenance fall under your Department?

Other (please specify)
The general maintenance does not, but projects do

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	2 starting at \$9.00/hr
Camp Counselors	7 starting at \$8.00/hr
Aquatics Directors	1 Starting at \$12.25/hr
Lifeguards	4 starting at 10.50/hr
Water Safety Instructor	1 Starting at 12.00/hr
Sport Officials	N/A
Seasonal Maintenance Worker	N/A
Seasonal Administration Staff	N/A

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	2: 1 is guarded 1 is not
Buildings/Community Centers -	3
Parks -	6
Acres of Parks -	54 Acres under Recreation. 480 Acres for the Town

Salary Survey

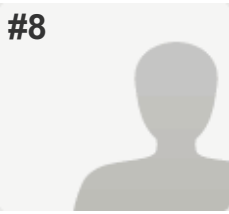
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Christopher Dillon

#8

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:47:10 AM**Last Modified:** Tuesday, August 30, 2016 9:38:06 AM**Time Spent:** 00:50:56**IP Address:** 24.233.118.230

PAGE 1: Community Information

Q1: Name of your City/Town	Wolfeboro
Q2: Year Round Population of City/Town	6231
Q3: If the population in your community spikes seasonally, what is the maximum population?	20000
Q4: What is the City/Town's overall budget (not including School)?	27,859,836
Q5: How Many employees does your City/Town have?	90 plus seasonal

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

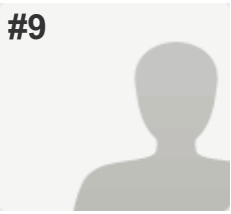
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#9

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 9:12:45 AM**Last Modified:** Tuesday, August 30, 2016 9:54:03 AM**Time Spent:** 00:41:17**IP Address:** 50.79.177.247

PAGE 1: Community Information

Q1: Name of your City/Town	Goffstown
Q2: Year Round Population of City/Town	18,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	N/A
Q4: What is the City/Town's overall budget (not including School)?	20 Million
Q5: How Many employees does your City/Town have?	75 Not sure

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$443,877.00
Q7: How much revenue does your department raise that goes into the general fund?	N/A
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount \$60,000
Q9: Does your department have other funding sources used on a regular basis?	To what degree do they assist you? N/A
Q10: How many Full Time Employees work for your Department?	3
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$61,0000
Years in Current Position	6
Total Years of Experience	30
2nd Full Time Employee	\$53,000 Program Supervisor
Total Years in Current Position	15
Years of Experience	15
3rd Full Time Employee	\$45,000 Grounds Supervisor
Do you have additional full Time Employees?	N/A

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80% / 20%
Dental Benefits - Town/Employee	80% / 20%
Sick Time	1/4 per month
Vacation Time	2nd yr (2), 8th yr. (3), Sixteenth yr. (4)
Short Term Disability	Yes
Long Term Disability	Yes
Longevity	After 8 years
Clothing Allowance	N/A
Tuition Reimbursement	Yes
Training	Yes

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	(2) @10.50 - 11.50 hr.
Camp Counselors	(5) \$9.00 - 9.75 (2 CIT) @ 7.50 - 8.50
Aquatics Directors	(2) managers @ \$11.50 - 12.75
Lifeguards	(8) 9.75 - 11.00
Water Safety Instructor	N/A
Sport Officials	Basketball \$40 per game/ Lacrosse \$65 per game
Seasonal Maintenance Worker	(2) @ 10.50 - 12.75
Seasonal Administration Staff	n/a
Others?	over 300 volunteers

Q15: Please List Below the number of each facility that is under your Department?

Pools -	2
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	4
Parks -	2 Parks / 2 Athletic complex
Acres of Parks -	Roy 6 / Barnard 8 / Sarette 4 / Louis St. 3

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Rick Wilhelmi

#10

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 9:49:03 AM**Last Modified:** Tuesday, August 30, 2016 10:01:36 AM**Time Spent:** 00:12:33**IP Address:** 71.168.66.113

PAGE 1: Community Information

Q1: Name of your City/Town	Colebrook
Q2: Year Round Population of City/Town	2000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	3.6 million
Q5: How Many employees does your City/Town have?	40

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	85,000
Q7: How much revenue does your department raise that goes into the general fund?	11,600
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 17,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	35,000
Years in Current Position	12
Total Years of Experience	12

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80% town 20% employee or \$2000 buy out
Dental Benefits - Town/Employee	80% town 20% employee
Sick Time	.92 hours week
Vacation Time	2.31 hours week
Longevity	0
Clothing Allowance	0
Tuition Reimbursement	0
Training	0

Q13: Does your Parks Department Maintenance fall under your Department? No

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Counselors	11 at 7.25 hour
-----------------	-----------------

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	0
Parks -	0
Acres of Parks -	0

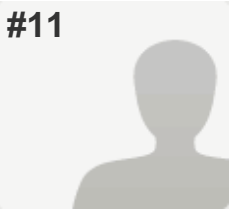
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Melissa Shaw

#11

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 10:00:31 AM**Last Modified:** Tuesday, August 30, 2016 10:01:45 AM**Time Spent:** 00:01:13**IP Address:** 216.177.11.102

PAGE 1: Community Information

Q1: Name of your City/Town	Hanover, NH
Q2: Year Round Population of City/Town	11,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

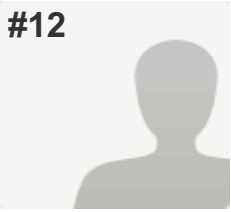
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#12

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 3:44:35 PM**Last Modified:** Tuesday, August 30, 2016 5:06:16 PM**Time Spent:** 01:21:41**IP Address:** 75.150.97.133

PAGE 1: Community Information

Q1: Name of your City/Town	Hampton
Q2: Year Round Population of City/Town	15,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	100,000
Q4: What is the City/Town's overall budget (not including School)?	26,600,000
Q5: How Many employees does your City/Town have?	159 full time - 359 total

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	320,000 including parking lots
Q7: How much revenue does your department raise that goes into the general fund?	600,000 (parking lot revenue)
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 125,000
Q9: Does your department have other funding sources used on a regular basis?	Donations, To what degree do they assist you? minimal
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	63,419
Years in Current Position	21
Total Years of Experience	24
2nd Full Time Employee	42,411
Total Years in Current Position	17
Years of Experience	18

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	75/25
Dental Benefits - Town/Employee	90/10
Sick Time	Rene' and I have Annual Leave-it is both sick and vacation time rolled in one and it is based on our years of service so I have 376 hours of leave and Rene' has 296 hours of leave time a year
Vacation Time	same as above
Short Term Disability	The Town offers Aflac but it is totally employee paid
Long Term Disability	Non Union employees are offered this if they want it but it is also totally employee paid
Longevity	None
Clothing Allowance	500 office staff - camp, parks, parking lots clothing comes out of the revolving fund
Tuition Reimbursement	After getting permission from the Town Manager, employees can have each class reimbursed for 1/2 of the tuition of each class if the money is in the budget
Training	approximately 5000

Q13: Does your Parks Department Maintenance fall under your Department? Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	15.00
Camp Counselors	10.00
Lifeguards	13.00/ 15.00 for Head Lifeguard
Seasonal Maintenance Worker	10.00
Seasonal Administration Staff	10.00
Others?	PT Parks Foreman \$15.00

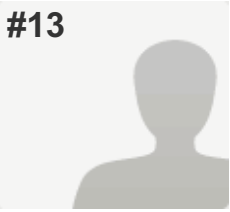
Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	2
Buildings/Community Centers -	1
Parks -	6
Acres of Parks -	21 acres plus 14 acres for future development
Other -	3 municipal parking lots

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Dyana Martin

#13

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Wednesday, August 31, 2016 8:55:05 AM**Last Modified:** Wednesday, August 31, 2016 8:58:31 AM**Time Spent:** 00:03:25**IP Address:** 24.63.121.129

PAGE 1: Community Information

Q1: Name of your City/Town	Amherst
Q2: Year Round Population of City/Town	11,200
Q3: If the population in your community spikes seasonally, what is the maximum population?	-
Q4: What is the City/Town's overall budget (not including School)?	~Approx. 385,000
Q5: How Many employees does your City/Town have?	?

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

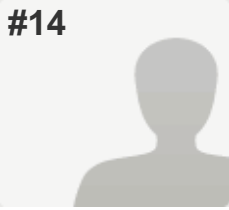
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#14

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Wednesday, August 31, 2016 9:05:48 AM**Last Modified:** Wednesday, August 31, 2016 9:19:20 AM**Time Spent:** 00:13:32**IP Address:** 24.62.148.91

PAGE 1: Community Information

Q1: Name of your City/Town	Bow
Q2: Year Round Population of City/Town	8000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	\$9,794,226
Q5: How Many employees does your City/Town have?	60 (not including our seasonal employees or call fire)

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$304,779
Q7: How much revenue does your department raise that goes into the general fund?	~100,000.00
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount ~\$50,000.00 - first year was 2015/2016
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	60,583
Years in Current Position	12
Total Years of Experience	36

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	15,959
Dental Benefits - Town/Employee	561
Sick Time	12 Days per year
Vacation Time	5 weeks per year
Short Term Disability	Max of \$750/week for up to 52 weeks
Long Term Disability	0
Longevity	0
Clothing Allowance	0
Tuition Reimbursement	0
Training	550

Q13: Does your Parks Department Maintenance fall under your Department?

No,
Other (please specify)
Supplies do/staffing does not. Equipment is being moved over to DPW

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 - Start at \$15/hr
Camp Counselors	9-Start at \$9/hr
Aquatics Directors	0
Lifeguards	0
Water Safety Instructor	0
Sport Officials	0
Seasonal Maintenance Worker	0
Seasonal Administration Staff	0
Others?	Office Manager-\$18.73/hr - 20 hrs/week
Others?	Program Coordinator-\$21.69/hr - 25 hrs/week

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	1
Parks -	2

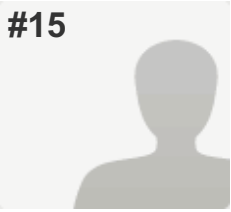
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Cindy Rose

#15

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Wednesday, August 31, 2016 3:31:44 PM**Last Modified:** Wednesday, August 31, 2016 4:22:39 PM**Time Spent:** 00:50:55**IP Address:** 50.198.80.9

PAGE 1: Community Information

Q1: Name of your City/Town	Lebanon
Q2: Year Round Population of City/Town	13200
Q3: If the population in your community spikes seasonally, what is the maximum population?	same
Q4: What is the City/Town's overall budget (not including School)?	50647000
Q5: How Many employees does your City/Town have?	174 FTE

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	991,320
Q7: How much revenue does your department raise that goes into the general fund?	185,000
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 50,000
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, Donations, Friends of Group or other non-profit , To what degree do they assist you? about \$75,000 annually
Q10: How many Full Time Employees work for your Department?	5

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	90,400
Years in Current Position	7
Total Years of Experience	20
2nd Full Time Employee	73050
Total Years in Current Position	6
Years of Experience	12
3rd Full Time Employee	69,900
4th Full Time Employee	51,440
5th Full Time Employee	60,240
Do you have additional full Time Employees?	no

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	85/15
Dental Benefits - Town/Employee	85/15
Sick Time	10 hours per month, 960 max
Vacation Time	2-4 weeks per year
Short Term Disability	city pays 66 2/3 of salary
Long Term Disability	employee option to purchase
Longevity	maintenance foreman \$0.20 / hr
Clothing Allowance	\$200/yr
Training	\$400
List Additional Benefits	40 hours personal time

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1, \$13
Camp Counselors	12, \$8.40
Aquatics Directors	1, \$16
Lifeguards	12, \$9.45
Water Safety Instructor	4, \$9.95
Sport Officials	20, \$25 per game
Seasonal Maintenance Worker	2, \$12
Seasonal Administration Staff	0
Others?	Farmers Market Coordinator, \$15
Others?	Pre-School Program leader, \$16
Others?	Softball coordinator, \$12

Salary Survey

Q15: Please List Below the number of each facility that is under your Department?

Pools -	1
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	0
Parks -	9
Acres of Parks -	79

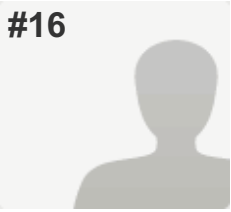
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Paul Coats

#16

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, September 06, 2016 3:32:51 PM**Last Modified:** Tuesday, September 06, 2016 3:45:11 PM**Time Spent:** 00:12:19**IP Address:** 71.181.4.102

PAGE 1: Community Information

Q1: Name of your City/Town	Haverhill
Q2: Year Round Population of City/Town	4900
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$133,993.00
Q7: How much revenue does your department raise that goes into the general fund?	~\$45,000.00
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount ~5500 from a Turkey Plunge Fund Raiser
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	35,059.00
Years in Current Position	6
Total Years of Experience	6
Do you have additional full Time Employees?	no

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	n/a
Dental Benefits - Town/Employee	n/a
Sick Time	8 hours per month
Vacation Time	10 hours per month
Short Term Disability	n/a
Long Term Disability	n/a
Longevity	0
Clothing Allowance	0
Tuition Reimbursement	0
Training	\$500 per year

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 ~ \$12.00 per hour
Camp Counselors	8 ~ \$8.00 per hour
Aquatics Directors	1 ~ \$12.50 Per hour
Lifeguards	7 ~ \$ 10.00
Water Safety Instructor	1 ~ \$ 12.00
Sport Officials	0
Seasonal Administration Staff	2 ~ \$ 8.00

Q15: Please List Below the number of each facility that is under your Department?

Pools -	1
Buildings/Community Centers -	Not a Town Recreation center but utilized for day camp
Parks -	1
Acres of Parks -	4.4

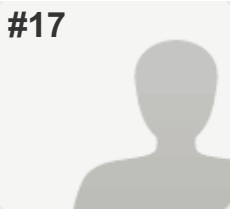
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#17

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Wednesday, September 07, 2016 8:17:25 AM**Last Modified:** Wednesday, September 07, 2016 9:26:30 AM**Time Spent:** 01:09:04**IP Address:** 76.179.86.111

PAGE 1: Community Information

Q1: Name of your City/Town	Holderness
Q2: Year Round Population of City/Town	2100
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	Operating budget is 2,366,000
Q5: How Many employees does your City/Town have?	26 not counting seasonal

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	69,720
Q7: How much revenue does your department raise that goes into the general fund?	30000
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 5K, 25 since inception
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	none
Q11: Salary For Full Time Employees & Title	
Director's Salary	24,200.00 1100 hrs
Years in Current Position	12
Total Years of Experience	21.5

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	1000.00 per year
Dental Benefits - Town/Employee	0
Sick Time	half that of full time
Vacation Time	half that of full time
Short Term Disability	0
Long Term Disability	0
Longevity	300.00
Clothing Allowance	0
Tuition Reimbursment	0
Training	1,155 for department

Q13: Does your Parks Department Maintenance fall under your Department? Other (please specify) We do not have a parks dept.

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 director currently 14.70/hr
Camp Counselors	5-7 counselors 7.50 - \$11 / hr
Aquatics Directors	0
Lifeguards	0
Water Safety Instructor	1-3 hired \$11 - \$15 / hr
Sport Officials	0
Seasonal Maintenance Worker	0
Seasonal Administration Staff	0
Others?	Various part time instructors for classes
Others?	Contract service instructors for program

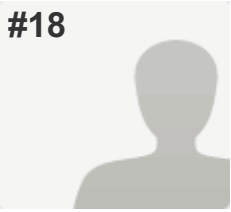
Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	0
Parks -	0
Acres of Parks -	0
Other -	0

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Wendy Werner

#18

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Sunday, September 04, 2016 11:04:48 AM**Last Modified:** Wednesday, September 07, 2016 10:15:30 AM**Time Spent:** Over a day**IP Address:** 76.178.199.220

PAGE 1: Community Information

Q1: Name of your City/Town	Waterville Valley
Q2: Year Round Population of City/Town	427
Q3: If the population in your community spikes seasonally, what is the maximum population?	4000
Q4: What is the City/Town's overall budget (not including School)?	3,841,382.00
Q5: How Many employees does your City/Town have?	23 full time, 30-40 part time & seasonal

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$299,991
Q7: How much revenue does your department raise that goes into the general fund?	\$173,803
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Donations, Sponsorships, To what degree do they assist you? \$3,500 solicited annually
Q10: How many Full Time Employees work for your Department?	2 (includes me)
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$48,250
Years in Current Position	2
Total Years of Experience	10+ years
2nd Full Time Employee	\$39,550
Total Years in Current Position	1
Years of Experience	3

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	99% town / 1% employee
Dental Benefits - Town/Employee	100% town
Sick Time	100% town
Vacation Time	100% town
Short Term Disability	100% town
Long Term Disability	100% town
Clothing Allowance	\$200+
Tuition Reimbursement	100% town
Training	100% town
List Additional Benefits	paid exercise time

Q13: Does your Parks Department Maintenance fall under your Department? No

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 - \$11.50/hr
Camp Counselors	8 - \$8.50/hr
Seasonal Administration Staff	Front Desk, 2 - \$9/hr
Others?	Waterfront/boat rentals, 8 - \$8/hr
Others?	Waterfront Supervisors, 2 - \$9/hr
Others?	General Programmmer, 5 - \$8/hr

Q15: Please List Below the number of each facility that is under your Department?

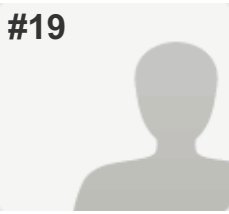
Beaches (pond, lake or ocean) -	1 pond, town beach & boat rentals
Buildings/Community Centers -	1 Rec Center - gymnasium, Multipurpose room
Parks -	1 playground
Other -	1 full soccer field

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

We serve 50% property owners and 50% tourism.

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Brooke Wakefield

#19

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Wednesday, September 07, 2016 3:21:11 PM**Last Modified:** Wednesday, September 07, 2016 4:04:19 PM**Time Spent:** 00:43:07**IP Address:** 50.169.160.147

PAGE 1: Community Information

Q1: Name of your City/Town	Merrimack
Q2: Year Round Population of City/Town	27000
Q3: If the population in your community spikes seasonally, what is the maximum population?	27000
Q4: What is the City/Town's overall budget (not including School)?	34,366,629
Q5: How Many employees does your City/Town have?	360

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$595,013
Q7: How much revenue does your department raise that goes into the general fund?	\$226,168
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount Was just approved. Haven't started using yet.
Q9: Does your department have other funding sources used on a regular basis?	Donations, To what degree do they assist you? We receive about \$1,500 a year towards our scholarship Fund which is the only funding available for scholarships.
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$64,978
Years in Current Position	2 1/2
Total Years of Experience	17 years

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	100% Town
Dental Benefits - Town/Employee	90 % Town 10% employee
Sick Time	1.54 hours per week (80.08 hours per year)
Vacation Time	1.54 hour per week accrual
Short Term Disability	100%
Long Term Disability	100%
Longevity	0
Clothing Allowance	500
Training	100%

Q13: Does your Parks Department Maintenance fall under your Department? No

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	4 , \$13.92/hr
Camp Counselors	25, \$7.68/hr
Aquatics Directors	1, \$11.56/hr
Lifeguards	6, \$8.50/hr
Water Safety Instructor	3, \$9.14/hr
Sport Officials	0
Seasonal Maintenance Worker	2, \$11.56/hr.
Others?	1 Part Time (Year Round) Admin Asst, \$17.68

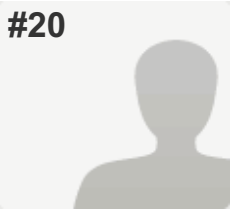
Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	16
Parks -	13

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Matthew Casparius

#20

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Thursday, September 08, 2016 6:02:28 AM**Last Modified:** Thursday, September 08, 2016 6:17:55 AM**Time Spent:** 00:15:26**IP Address:** 24.91.243.214

PAGE 1: Community Information

Q1: Name of your City/Town	City of Concord
Q2: Year Round Population of City/Town	425000
Q3: If the population in your community spikes seasonally, what is the maximum population?	70000
Q4: What is the City/Town's overall budget (not including School)?	100 million
Q5: How Many employees does your City/Town have?	500

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	2.8 million
Q7: How much revenue does your department raise that goes into the general fund?	all raised - around 900,000
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Trust Funds, Donations, Sponsorships, To what degree do they assist you? we received donations of around 50,000 a year, trust funds assist cemetery division
Q10: How many Full Time Employees work for your Department?	34

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	100,000
Years in Current Position	6
Total Years of Experience	30
2nd Full Time Employee	84,000
Total Years in Current Position	20
Years of Experience	30
3rd Full Time Employee	60000
4th Full Time Employee	40,000 +/-
5th Full Time Employee	40,000 +/-
6th Full Time Employees	40,000
Do you have additional full Time Employees?	28

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	90/10
Dental Benefits - Town/Employee	employee
Sick Time	monthly based on how long you have worked
Vacation Time	monthly based on how long you have worked
Short Term Disability	yes
Long Term Disability	yes
Longevity	no
Clothing Allowance	some
Tuition Reimbursment	yes
Training	yes - limited

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 at \$13
Camp Counselors	10 at \$8
Aquatics Directors	1 at \$15
Lifeguards	40 at \$9
Water Safety Instructor	7 at \$9:50
Sport Officials	depends
Seasonal Maintenance Worker	15 to 20 at \$9:50
Seasonal Administration Staff	5 to 8 at \$9

Q15: Please List Below the number of each facility that is under your Department?

Pools -	7
Beaches (pond, lake or ocean) -	2 riverfront parks
Buildings/Community Centers -	5
Parks -	20
Acres of Parks -	300
Other -	Also 14 cemeteries and a golf course under the department

Salary Survey

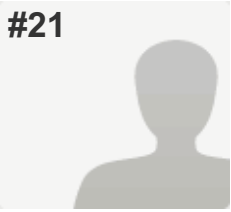
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#21

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Friday, September 09, 2016 3:30:05 PM**Last Modified:** Monday, September 12, 2016 8:36:10 AM**Time Spent:** Over a day**IP Address:** 71.255.114.18

PAGE 1: Community Information

Q1: Name of your City/Town	Town of Exeter
Q2: Year Round Population of City/Town	14306
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	17,576,735
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	485,630
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 488,800
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, To what degree do they assist you? 5%
Q10: How many Full Time Employees work for your Department?	5

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	79476.80
Years in Current Position	13
Total Years of Experience	35
2nd Full Time Employee	59342.40
Total Years in Current Position	13
Years of Experience	18
3rd Full Time Employee	43388-Program Coordinator
4th Full Time Employee	34112-Parks Laborer
5th Full Time Employee	32073-Parks Laborer

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80% town, 20% Employee
Dental Benefits - Town/Employee	100% Town
Sick Time	18 days per year
Vacation Time	Varies due to time with the town.
Short Term Disability	if paid by employee
Long Term Disability	If paid by employee
Longevity	NA
Clothing Allowance	NA
Tuition Reimbursement	\$500 if requested

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	\$14.50
Camp Counselors	\$10.25
Aquatics Directors	\$13
Lifeguards	\$10.50
Water Safety Instructor	\$10.50
Sport Officials	\$12.00
Seasonal Maintenance Worker	NA
Seasonal Administration Staff	NA
Others?	Office Staff Year Round- \$18.97 per hour

Q15: Please List Below the number of each facility that is under your Department?

Pools -	1
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	0
Parks -	12
Acres of Parks -	56

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

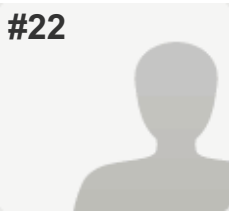
Salary Survey

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Greg Bisson

Salary Survey

#22



INCOMPLETE

Collector: Salary Survey (Web Link)

Started: Monday, September 12, 2016 11:35:16 AM

Last Modified: Monday, September 12, 2016 11:38:07 AM

Time Spent: 00:02:51

IP Address: 71.181.12.199

PAGE 1: Community Information

Q1: Name of your City/Town	Nashua
Q2: Year Round Population of City/Town	89,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	291,000,000
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

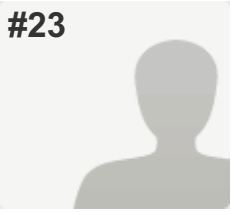
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#23

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 11:29:58 AM**Last Modified:** Monday, September 12, 2016 11:39:11 AM**Time Spent:** 00:09:13**IP Address:** 23.25.241.91

PAGE 1: Community Information

Q1: Name of your City/Town	Enfield
Q2: Year Round Population of City/Town	5,200
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	6.5 million
Q5: How Many employees does your City/Town have?	30 full time

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	82,400
Q7: How much revenue does your department raise that goes into the general fund?	100%
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit , Donations
Q10: How many Full Time Employees work for your Department?	0
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	Yes
Q14: Please list below the number of each employee type you hire and their starting wage.	
Camp Directors	3; \$13.00/hour
Camp Counselors	8; \$9.00/hour
Lifeguards	7; \$9.00/hour
Water Safety Instructor	3; \$12/hour

Salary Survey

Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) - 1 beach

Parks - 2 parks

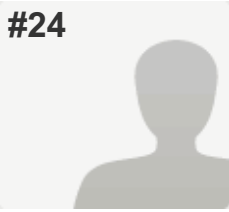
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

We have a town Recreation Department that has a budget, and they work hand-in-hand with a Regional Recreation Coordinator (grant funded position).

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Kati Lary Jopek

#24

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 12:04:03 PM**Last Modified:** Monday, September 12, 2016 12:04:56 PM**Time Spent:** 00:00:52**IP Address:** 96.89.224.189

PAGE 1: Community Information

Q1: Name of your City/Town	Bedford
Q2: Year Round Population of City/Town	22,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

Salary Survey

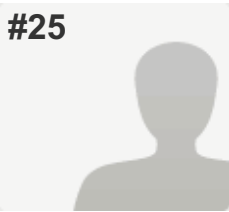
Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

Salary Survey

#25



INCOMPLETE

Collector: Salary Survey (Web Link)

Started: Monday, September 12, 2016 11:26:25 AM

Last Modified: Monday, September 12, 2016 12:15:28 PM

Time Spent: 00:49:03

IP Address: 69.161.114.138

PAGE 1: Community Information

Q1: Name of your City/Town	Belmont
Q2: Year Round Population of City/Town	7343
Q3: If the population in your community spikes seasonally, what is the maximum population?	data not kept
Q4: What is the City/Town's overall budget (not including School)?	7,345,399
Q5: How Many employees does your City/Town have?	65

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

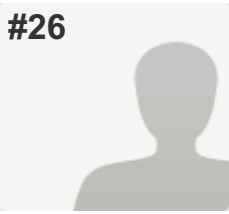
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#26

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 12:23:03 PM**Last Modified:** Monday, September 12, 2016 12:31:04 PM**Time Spent:** 00:08:01**IP Address:** 64.222.227.96

PAGE 1: Community Information

Q1: Name of your City/Town	Gorham
Q2: Year Round Population of City/Town	2800
Q3: If the population in your community spikes seasonally, what is the maximum population?	3000
Q4: What is the City/Town's overall budget (not including School)?	3,800,000
Q5: How Many employees does your City/Town have?	35

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

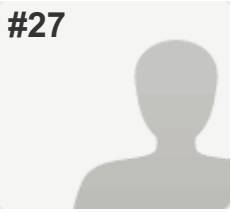
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#27

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 11:24:34 AM**Last Modified:** Monday, September 12, 2016 12:47:44 PM**Time Spent:** 01:23:10**IP Address:** 74.92.9.53

PAGE 1: Community Information

Q1: Name of your City/Town	Plaistow
Q2: Year Round Population of City/Town	9000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	8.3
Q5: How Many employees does your City/Town have?	46 full time

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	211 K
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	Yes
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	35306
Years in Current Position	4

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	85/15
Dental Benefits - Town/Employee	85/15
Sick Time	10 days
Vacation Time	3 weeks
Short Term Disability	yes
Long Term Disability	yes
Longevity	yes
Clothing Allowance	no
Tuition Reimbursement	yes
Training	yes

Q13: Does your Parks Department Maintenance fall under your Department? Other (please specify) dont have one

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	16.00
Camp Counselors	8.00

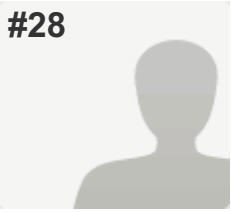
Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	0
Parks -	2

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#28

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 1:39:49 PM**Last Modified:** Monday, September 12, 2016 1:53:56 PM**Time Spent:** 00:14:07**IP Address:** 72.64.5.172

PAGE 1: Community Information

Q1: Name of your City/Town	Lincoln & Woodstock
Q2: Year Round Population of City/Town	2,600
Q3: If the population in your community spikes seasonally, what is the maximum population?	20,000
Q4: What is the City/Town's overall budget (not including School)?	5 million
Q5: How Many employees does your City/Town have?	32 full time

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	374,073
Q7: How much revenue does your department raise that goes into the general fund?	259,190
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit , Donations, Sponsorships, To what degree do they assist you? minimally
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	49,315
Years in Current Position	18+
Total Years of Experience	25+
2nd Full Time Employee	29,960
Total Years in Current Position	.5
Years of Experience	5

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	100% town for employee only
Dental Benefits - Town/Employee	100% town for employee only
Sick Time	1/2 day per month
Vacation Time	yes, based on years of service
Short Term Disability	100% Town
Clothing Allowance	no
Tuition Reimbursement	yes
Training	yes
List Additional Benefits	retirement & mileage reimbursement

Q13: Does your Parks Department Maintenance fall under your Department?

Other (please specify)
some, and some is under public works

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	2 at \$12/ hour
Camp Counselors	11 at \$10/ hour
Sport Officials	\$20/ game 2 per game
Seasonal Maintenance Worker	1 @ \$15/ hour
Others?	Ski Patrol @ \$12/ hour
Others?	Ski area tow hut operator @ \$12/ hour
Others?	Ski area warming hut attendant @ \$10/ hour

Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	1 river front
Buildings/Community Centers -	2
Parks -	2
Acres of Parks -	17
Other -	Riverfront park/ pathways

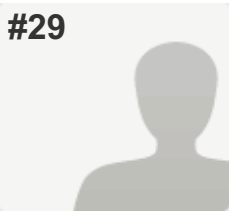
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Tara Tower

#29

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 12:21:18 PM**Last Modified:** Monday, September 12, 2016 2:10:49 PM**Time Spent:** 01:49:30**IP Address:** 50.176.214.251

PAGE 1: Community Information

Q1: Name of your City/Town	Jaffrey
Q2: Year Round Population of City/Town	5500
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	10,400,000
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

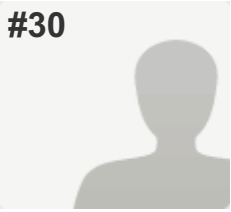
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#30

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 2:12:22 PM**Last Modified:** Monday, September 12, 2016 2:29:30 PM**Time Spent:** 00:17:08**IP Address:** 24.97.171.150

PAGE 1: Community Information

Q1: Name of your City/Town	Swanzey
Q2: Year Round Population of City/Town	7200
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	6 million
Q5: How Many employees does your City/Town have?	38 full time 130 part time or seasonal

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	71,000.00
Q7: How much revenue does your department raise that goes into the general fund?	40,315.00
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	0
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	No, Other (please specify) Department of public works

Salary Survey

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1-\$20.00 hourly
Camp Counselors	4- \$8.00-10.75 hourly
Aquatics Directors	0
Lifeguards	5 - \$8.00-10.50 hourly
Water Safety Instructor	1- \$17.20
Sport Officials	0
Seasonal Maintenance Worker	0
Seasonal Administration Staff	0
Others?	Gate Keepers 3 - \$8.00-8.25

Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	1
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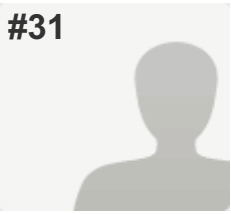
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Edna Coates

#31

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Monday, September 12, 2016 2:21:30 PM

Last Modified: Monday, September 12, 2016 2:38:15 PM

Time Spent: 00:16:45

IP Address: 50.247.247.121

PAGE 1: Community Information

Q1: Name of your City/Town	New Boston
Q2: Year Round Population of City/Town	5,800
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	\$4,000,000
Q5: How Many employees does your City/Town have?	50

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$150,833
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount \$180,000
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, To what degree do they assist you? \$3,500
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$51,298
Years in Current Position	12
2nd Full Time Employee	\$40,321
Total Years in Current Position	15

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	90/10 for single, 80/20 for two person, 75/25 for family
Dental Benefits - Town/Employee	same as health
Sick Time	Accrue 8 hrs/month, 192 hrs max.
Vacation Time	Yr 1-5 (2 wks), Yr 6-12 (3 wks), Yr 13-19 (4 wks), Yr 20+ (5 wks)
Short Term Disability	100% Town
Long Term Disability	100% Town
Longevity	Yr 10-14 (\$250), Yr 15-19 (\$500), Yr 20-24 (\$750), Yr 25+ (\$1,000)

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1, \$15
Camp Counselors	5, \$8
Sport Officials	\$15-\$35/game
Seasonal Maintenance Worker	\$17

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	2
Parks -	0
Acres of Parks -	0
Other -	4 ballfields, 1 skate park, 1 outdoor basketball court

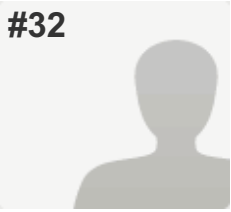
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#32

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 11:53:55 AM**Last Modified:** Monday, September 12, 2016 2:40:53 PM**Time Spent:** 02:46:57**IP Address:** 173.44.68.62

PAGE 1: Community Information

Q1: Name of your City/Town	Laconia
Q2: Year Round Population of City/Town	16,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	40,000
Q4: What is the City/Town's overall budget (not including School)?	24,000,000
Q5: How Many employees does your City/Town have?	165

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	714,000
Q7: How much revenue does your department raise that goes into the general fund?	35,000
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	8

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	64,000
Years in Current Position	6
Total Years of Experience	6
2nd Full Time Employee	Assistant Recreation & Facilities Director
Total Years in Current Position	17
Years of Experience	17
3rd Full Time Employee	Secretary
4th Full Time Employee	Maintenance Foreman
5th Full Time Employee	Maintenance Crew
6th Full Time Employees	Maintenance Crew
Do you have additional full Time Employees?	Yes

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	90% city 10% employee
Dental Benefits - Town/Employee	0
Sick Time	1 day per month
Vacation Time	starting 2 weeks per year
Short Term Disability	0
Long Term Disability	0
Clothing Allowance	\$400 for maintenance crew and foreman
Tuition Reimbursement	yes
Training	\$1000 for all department to share

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 at \$11.50
Camp Counselors	4 at \$9.50
Aquatics Directors	1 aaat \$13.00
Lifeguards	13 at \$11.00
Water Safety Instructor	2 at \$12.00
Seasonal Maintenance Worker	8 at \$11.00
Others?	Parking Attendants 4 at \$8.00
Others?	Weirs Collectors 5 at \$10.00
Others?	Gym Attendant 1 at \$10.00

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	5
Buildings/Community Centers -	11
Parks -	16
Acres of Parks -	150

Salary Survey

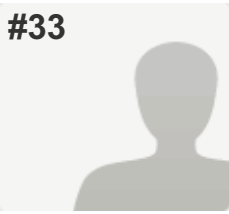
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#33

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 3:12:29 PM**Last Modified:** Monday, September 12, 2016 3:53:56 PM**Time Spent:** 00:41:26**IP Address:** 73.16.227.28

PAGE 1: Community Information

Q1: Name of your City/Town	Atkinson
Q2: Year Round Population of City/Town	6900
Q3: If the population in your community spikes seasonally, what is the maximum population?	7000
Q4: What is the City/Town's overall budget (not including School)?	4,441,359 - 2016
Q5: How Many employees does your City/Town have?	200

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	148,700.
Q7: How much revenue does your department raise that goes into the general fund?	58,000.
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 13,000- just use for theatre and sports tickets sale
Q9: Does your department have other funding sources used on a regular basis?	Donations, Sponsorships, To what degree do they assist you? 2000- meals, desserts and volunteer works
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	33,998
Years in Current Position	2nd year as full time, 14 years as part time
Total Years of Experience	16

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80 % town 20% employee
Dental Benefits - Town/Employee	n/a
Sick Time	40 hours per year
Vacation Time	80 hours per year
Short Term Disability	No
Long Term Disability	No
Longevity	Increase of 1.2 % every 5 years.
Clothing Allowance	0
Tuition Reimbursement	50 % of the cost of the course with the BoS or TA's approval
Training	100% training cost and time worked by same rate
List Additional Benefits	Retirement

Q13: Does your Parks Department Maintenance fall under your Department?

No,
Other (please specify) Care of ground Dept.

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	13.00 ph
Camp Counselors	7.25- Jr. counselors, 7.75- Counselors, 8.25- Senior counselors
Aquatics Directors	n/a
Lifeguards	n/a
Water Safety Instructor	n/a
Sport Officials	n/a
Seasonal Maintenance Worker	n/a
Seasonal Administration Staff	n/a
Others?	n/a
Others?	n/a
Others?	n/a

Q15: Please List Below the number of each facility that is under your Department?

Pools -	n/a
Beaches (pond, lake or ocean) -	n/a
Buildings/Community Centers -	1
Parks -	2
Acres of Parks -	30

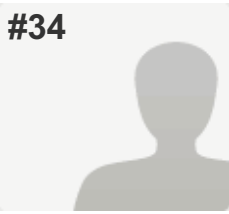
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Noriko Yoshida-Travers

#34

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 11:24:23 AM**Last Modified:** Monday, September 12, 2016 5:55:22 PM**Time Spent:** 06:30:58**IP Address:** 216.246.156.18

PAGE 1: Community Information

Q1: Name of your City/Town	Newfound
Q2: Year Round Population of City/Town	10000
Q3: If the population in your community spikes seasonally, what is the maximum population?	20000
Q4: What is the City/Town's overall budget (not including School)?	Respondent skipped this question
Q5: How Many employees does your City/Town have?	Respondent skipped this question

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	Respondent skipped this question
Q7: How much revenue does your department raise that goes into the general fund?	Respondent skipped this question
Q8: Does your Department use a Revolving Fund?	Respondent skipped this question
Q9: Does your department have other funding sources used on a regular basis?	Respondent skipped this question
Q10: How many Full Time Employees work for your Department?	Respondent skipped this question
Q11: Salary For Full Time Employees & Title	Respondent skipped this question
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	Respondent skipped this question
Q13: Does your Parks Department Maintenance fall under your Department?	Respondent skipped this question
Q14: Please list below the number of each employee type you hire and their starting wage.	Respondent skipped this question

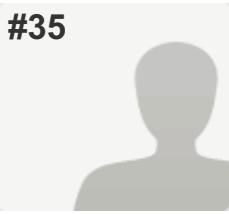
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#35

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 9:42:49 PM**Last Modified:** Monday, September 12, 2016 9:50:01 PM**Time Spent:** 00:07:12**IP Address:** 73.142.127.62

PAGE 1: Community Information

Q1: Name of your City/Town	Newmarket
Q2: Year Round Population of City/Town	8000
Q3: If the population in your community spikes seasonally, what is the maximum population?	n/a
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	55

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

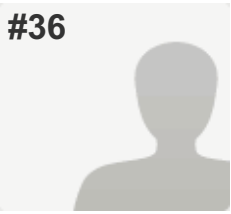
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#36

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, August 30, 2016 8:20:39 AM**Last Modified:** Tuesday, September 13, 2016 7:28:20 AM**Time Spent:** Over a week**IP Address:** 208.82.79.20

PAGE 1: Community Information

Q1: Name of your City/Town	Manchester
Q2: Year Round Population of City/Town	110,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	no
Q4: What is the City/Town's overall budget (not including School)?	144,900 million
Q5: How Many employees does your City/Town have?	1200 full time

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	5.3 million
Q7: How much revenue does your department raise that goes into the general fund?	2.8 million
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Donations, Sponsorships, To what degree do they assist you? Grants, CIP, not a huge degree
Q10: How many Full Time Employees work for your Department?	36

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	101,000 Chief of Parks, Recreation & Cemeteries
Years in Current Position	4
Total Years of Experience	4 but 28 total in DPW
2nd Full Time Employee	67,000 Parks Operations Manager
Total Years in Current Position	11
Years of Experience	35
3rd Full Time Employee	57,000 Recreation & Enterprise Manager
4th Full Time Employee	57,000 Parks Maintenance Supervisor
5th Full Time Employee	56,000 Cemetery Supervisor
6th Full Time Employees	52,000 Parks Planner
Do you have additional full Time Employees?	30

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80/20
Dental Benefits - Town/Employee	80/20
Sick Time	10 hours per month accrued, up to 960 total
Vacation Time	varies with service, 2 weeks to 6 weeks
Short Term Disability	no
Long Term Disability	yes
Longevity	yes, Yarger-Decker
Clothing Allowance	no
Tuition Reimbursement	yes, up to \$1000 per year
Training	yes
List Additional Benefits	pension

Q13: Does your Parks Department Maintenance fall under your Department?

Yes,
Other (please specify) plus 9 cemeteries

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	3, \$15.69
Camp Counselors	28, \$12.69
Lifeguards	28, 13.70
Water Safety Instructor	contracted
Seasonal Maintenance Worker	30, \$12.69
Others?	1 Pool Supervisor, \$19.20
Others?	3 Lifeguard Supervisors, \$15.69
Others?	12 Pool Attendants, \$7.97

Salary Survey

Q15: Please List Below the number of each facility that is under your Department?

Pools -	3
Beaches (pond, lake or ocean) -	1 beach (lake)
Buildings/Community Centers -	2 ice arenas
Parks -	40
Acres of Parks -	1073 of parks, almost 2,000 of green space
Other -	Multi-sport Stadium, Golf Course & Country Club/Golf Shop, Splash Pad, Skatepark, 18 miles of recreational trails, disc golf course, youth center, ski area

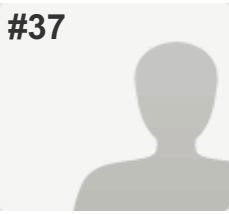
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Parks, Recreation & Cemeteries also oversees maintenance of recreation facilities at the 18 schools including 2 stadiums, 13 playgrounds, tennis courts, with playing fields at most schools.

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Janet Horvath

#37

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Monday, September 12, 2016 1:24:53 PM

Last Modified: Tuesday, September 13, 2016 11:04:17 AM

Time Spent: 21:39:23

IP Address: 24.61.177.77

PAGE 1: Community Information

Q1: Name of your City/Town	Sandown
Q2: Year Round Population of City/Town	6000
Q3: If the population in your community spikes seasonally, what is the maximum population?	6300
Q4: What is the City/Town's overall budget (not including School)?	3,660,137.00
Q5: How Many employees does your City/Town have?	37

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	167,558
Q7: How much revenue does your department raise that goes into the general fund?	55,475
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 65,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	39,936
Years in Current Position	11.5
Total Years of Experience	11.5
Do you have additional full Time Employees?	only seasonally

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	90% Town 10% employee
Dental Benefits - Town/Employee	100% employee
Sick Time	48 hours per year for full time
Vacation Time	80 - 200 hrs per year. Depends on longevity FT only
Short Term Disability	100% employee
Long Term Disability	100% employee
Longevity	No - Police Union employees only
Clothing Allowance	No
Tuition Reimbursement	Police Union employees only
Training	Varies
List Additional Benefits	Life Ins/AD&D 100% Town

Q13: Does your Parks Department Maintenance fall under your Department?

Yes,
Other (please specify)
Minimal maintenance (driveways etc) by DPW

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	2 \$15.00/hr
Camp Counselors	14 \$8.25/hr
Aquatics Directors	n/a
Lifeguards	4-5 \$12/hr
Water Safety Instructor	n/a
Sport Officials	n/a
Seasonal Maintenance Worker	n/a
Seasonal Administration Staff	n/a
Others?	3-4 Counselors for After School Programs

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	1
Parks -	3
Acres of Parks -	20

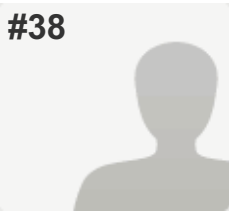
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Director position only became full-time in 2016. I only listed year-round employees however there are 23 seasonal employees and 35 volunteer members of Fire and Rescue.

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#38

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, September 13, 2016 2:24:02 PM**Last Modified:** Tuesday, September 13, 2016 2:44:40 PM**Time Spent:** 00:20:38**IP Address:** 72.73.80.13

PAGE 1: Community Information

Q1: Name of your City/Town	Sandwich
Q2: Year Round Population of City/Town	1,300
Q3: If the population in your community spikes seasonally, what is the maximum population?	2,500
Q4: What is the City/Town's overall budget (not including School)?	2,770,000
Q5: How Many employees does your City/Town have?	11 FT, 2 PT, 6 Seasonal

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	110,000
Q7: How much revenue does your department raise that goes into the general fund?	3,500
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Trust Funds, Donations, Sponsorships, To what degree do they assist you? 31,000 annual donation, 5,000 trust to use
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	38,000
Years in Current Position	1
Total Years of Experience	1

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	7.5% of employee salary
Dental Benefits - Town/Employee	none
Sick Time	1 week
Vacation Time	1 week
Short Term Disability	26 weeks at 50%salary
Long Term Disability	none
Longevity	none
Clothing Allowance	\$200
Tuition Reimbursement	0
Training	\$1000

Q13: Does your Parks Department Maintenance fall under your Department? Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Lifeguards	3 at \$11.00/hr
Water Safety Instructor	1 at \$35.00/hr
Sport Officials	1 at \$10.00/hr

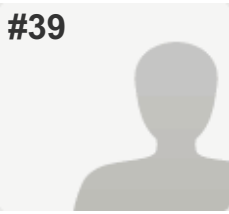
Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	3
Buildings/Community Centers -	0
Parks -	3
Acres of Parks -	32 (includes wooded disc-golf course)

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#39

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Tuesday, September 13, 2016 3:05:04 PM**Last Modified:** Tuesday, September 13, 2016 3:18:41 PM**Time Spent:** 00:13:36**IP Address:** 104.228.237.252

PAGE 1: Community Information

Q1: Name of your City/Town	Town of Conway
Q2: Year Round Population of City/Town	10,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	60,000
Q4: What is the City/Town's overall budget (not including School)?	12,000,000
Q5: How Many employees does your City/Town have?	110

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	300,000
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 80,000
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit , Sponsorships, To what degree do they assist you? donations and fund things we are in need of
Q10: How many Full Time Employees work for your Department?	7

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	72,500
Years in Current Position	22
Total Years of Experience	26
2nd Full Time Employee	Asst. Director 49,000
Total Years in Current Position	10
Years of Experience	11
3rd Full Time Employee	41,000
4th Full Time Employee	26,000
5th Full Time Employee	39,000
6th Full Time Employees	39,000
Do you have additional full Time Employees?	yes

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80% town 20% employee
Dental Benefits - Town/Employee	yes
Sick Time	10 days per year
Vacation Time	2 weeks after 1 yrs, 3 weeks after 5 yrs. 4 weeks after 10 and up.
Short Term Disability	no
Long Term Disability	yes
Longevity	Yes (Only for Director-grandfathered)
Clothing Allowance	yes (only for the 3 full-time parks employees)
Tuition Reimbursement	yes
Training	yes

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Counselors	(16) \$10.35 per hour
Water Safety Instructor	(1) \$13.00 per hour
Sport Officials	(10) \$25-45 per game depending on sports
Seasonal Maintenance Worker	No
Seasonal Administration Staff	No

Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	Conway Lake Beach
Buildings/Community Centers -	(2)
Parks -	(12)
Acres of Parks -	125

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

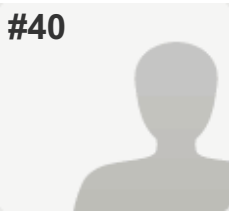
Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Johnny Eastman

Salary Survey

#40

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Monday, September 12, 2016 11:23:24 AM**Last Modified:** Thursday, September 15, 2016 4:48:44 PM**Time Spent:** Over a day**IP Address:** 64.140.222.186

PAGE 1: Community Information

Q1: Name of your City/Town	Meredith
Q2: Year Round Population of City/Town	6,303
Q3: If the population in your community spikes seasonally, what is the maximum population?	19,203
Q4: What is the City/Town's overall budget (not including School)?	14,168,843
Q5: How Many employees does your City/Town have?	72

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$598,703
Q7: How much revenue does your department raise that goes into the general fund?	\$160,000
Q8: Does your Department use a Revolving Fund?	No
Q9: Does your department have other funding sources used on a regular basis?	Friends of Group or other non-profit , Donations, Sponsorships, To what degree do they assist you? \$15,000 annually
Q10: How many Full Time Employees work for your Department?	5

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	\$72,000
Years in Current Position	16
Total Years of Experience	31
2nd Full Time Employee	\$47,528 Program Director
Total Years in Current Position	3
Years of Experience	3
3rd Full Time Employee	\$35,464 Administrative Assistant
4th Full Time Employee	\$46,924 Maintenance Supervisor
5th Full Time Employee	\$35,859 Maintenance Laborer
Do you have additional full Time Employees?	No

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	Employee 100% Dependents 85%
Dental Benefits - Town/Employee	Employee 100%
Sick Time	12 Days Annually
Vacation Time	0-5 Years=12 Days Per Year/5-10 Years=15 Days Per Year/10+ Years=18 Days Per Year
Short Term Disability	None
Long Term Disability	None
Longevity	0-5 Years=\$150/5-10 Years=\$300/10-15 Years=\$440/15-20 Years=\$600/25+ Years=\$1,000
Clothing Allowance	100%
Tuition Reimbursement	\$1,000
Training	\$500

Q13: Does your Parks Department Maintenance fall under your Department?

Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1 \$15.94
Camp Counselors	12 \$11.90
Aquatics Directors	0
Lifeguards	0
Water Safety Instructor	3 \$11.64 (Also serve as lifeguards)
Sport Officials	0
Seasonal Maintenance Worker	1 \$14.46
Seasonal Administration Staff	0
Others?	2 Front Desk \$11.90 3 After School Program \$11.90
Others?	1 Skate Park \$11.90
Others?	5 Special Events/BDay Parties, etc. \$11.90

Salary Survey

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	2
Buildings/Community Centers -	1 Community Center 6 Seasonal
Parks -	5
Acres of Parks -	400

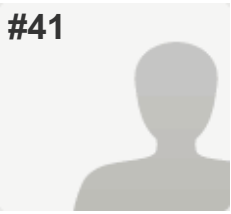
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Vint Choiniere

#41

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Friday, September 16, 2016 8:33:37 AM

Last Modified: Friday, September 16, 2016 8:43:07 AM

Time Spent: 00:09:30

IP Address: 71.232.184.83

PAGE 1: Community Information

Q1: Name of your City/Town	Stratham
Q2: Year Round Population of City/Town	7200
Q3: If the population in your community spikes seasonally, what is the maximum population?	NA
Q4: What is the City/Town's overall budget (not including School)?	6.1 M
Q5: How Many employees does your City/Town have?	112

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	244,896
Q7: How much revenue does your department raise that goes into the general fund?	10,000
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 120,000
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, Donations, To what degree do they assist you? 10%
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	60,000
Years in Current Position	6
Total Years of Experience	14
2nd Full Time Employee	Park Ranger
Total Years in Current Position	7
Years of Experience	7

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	85
Dental Benefits - Town/Employee	50
Sick Time	2 weeks
Vacation Time	3 weeks
Clothing Allowance	300
Training	2000

Q13: Does your Parks Department Maintenance fall under your Department? Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	3500
Camp Counselors	12 per hr
Sport Officials	20 per game
Seasonal Maintenance Worker	15 per hr

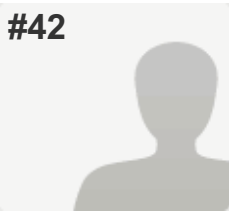
Q15: Please List Below the number of each facility that is under your Department?

Parks -	3
Acres of Parks -	250

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#42

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Friday, September 16, 2016 9:47:24 AM**Last Modified:** Friday, September 16, 2016 10:03:54 AM**Time Spent:** 00:16:29**IP Address:** 75.144.151.57

PAGE 1: Community Information

Q1: Name of your City/Town	Milford
Q2: Year Round Population of City/Town	15,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	not applicable
Q4: What is the City/Town's overall budget (not including School)?	14 million
Q5: How Many employees does your City/Town have?	145

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	124,309
Q7: How much revenue does your department raise that goes into the general fund?	28,000
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 30,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	52,000
Years in Current Position	3
Total Years of Experience	3
2nd Full Time Employee	35,000
Total Years in Current Position	less than 1

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80/20
Dental Benefits - Town/Employee	80/20
Sick Time	8 days/year
Vacation Time	2 weeks/year
Short Term Disability	yes - no charge
Long Term Disability	yes
Clothing Allowance	0
List Additional Benefits	Personal - 20 hours/year

Q13: Does your Parks Department Maintenance fall under your Department? No

Q14: Please list below the number of each employee type you hire and their starting wage.

Aquatics Directors	15.25/hr
Lifeguards	9.25-11.50/hr
Water Safety Instructor	9.25-11.50/hr
Others?	tennis - 9.75/hr
Others?	park ranger - 11.00/hr

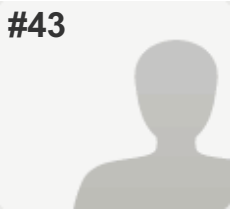
Q15: Please List Below the number of each facility that is under your Department?

Pools -	1
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	0
Parks -	5
Acres of Parks -	50

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Arene Berry

#43

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Thursday, September 22, 2016 9:16:36 AM**Last Modified:** Thursday, September 22, 2016 9:21:26 AM**Time Spent:** 00:04:49**IP Address:** 71.255.123.98

PAGE 1: Community Information

Q1: Name of your City/Town	Windham
Q2: Year Round Population of City/Town	16,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	85-100

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$212,000
Q7: How much revenue does your department raise that goes into the general fund?	\$5,000
Q8: Does your Department use a Revolving Fund?	Yes
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, Donations
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$57,267
Years in Current Position	9
Total Years of Experience	20+

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Dental Benefits - Town/Employee	100% Town
Sick Time	no
Vacation Time	3.85 hours week
Longevity	no
Clothing Allowance	no
Tuition Reimbursement	no
Training	no

Q13: Does your Parks Department Maintenance fall under your Department?

No

Q14: Please list below the number of each employee type you hire and their starting wage.

Aquatics Directors	\$16
Lifeguards	\$10
Water Safety Instructor	\$1 additional to lifeguards
Seasonal Maintenance Worker	\$11.72

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	0
Parks -	9

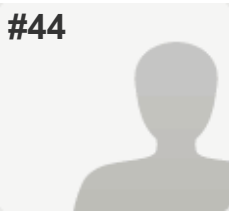
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#44

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Thursday, September 22, 2016 9:14:39 AM

Last Modified: Thursday, September 22, 2016 9:54:19 AM

Time Spent: 00:39:40

IP Address: 23.30.128.113

PAGE 1: Community Information

Q1: Name of your City/Town	Nottingham
Q2: Year Round Population of City/Town	4,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	n/a
Q4: What is the City/Town's overall budget (not including School)?	Respondent skipped this question
Q5: How Many employees does your City/Town have?	30

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	78,691
Q7: How much revenue does your department raise that goes into the general fund?	Respondent skipped this question
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 76,397
Q9: Does your department have other funding sources used on a regular basis?	Respondent skipped this question
Q10: How many Full Time Employees work for your Department?	1
Q11: Salary For Full Time Employees & Title	
Director's Salary	34,000
Years in Current Position	1
Total Years of Experience	4
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	
Health Benefits - Town/Employee	yes, Just Health insurance
Dental Benefits - Town/Employee	none
Sick Time	yes- accrues throughout the year
Vacation Time	yes- accrues throughout the year

Salary Survey

Q13: Does your Parks Department Maintenance fall under your Department? Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1, \$11-\$12
Camp Counselors	8-10, \$8
Lifeguards	3-4, \$9
Water Safety Instructor	1-2, \$9
Others?	Recreation Assistant, \$13

Q15: Please List Below the number of each facility that is under your Department?

Pools -	n/a
Beaches (pond, lake or ocean) -	1 Town Beach
Buildings/Community Centers -	Community Center, Old Town Hall
Parks -	Community playground and fields
Acres of Parks -	Marston Property... coming soon!! (community fields)

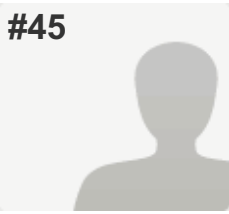
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Kortney Dorow

#45

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Thursday, September 22, 2016 10:22:17 AM**Last Modified:** Thursday, September 22, 2016 10:22:40 AM**Time Spent:** 00:00:23**IP Address:** 71.181.12.199

PAGE 1: Community Information

Q1: Name of your City/Town	Nashua
Q2: Year Round Population of City/Town	80,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>

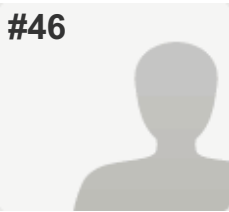
Salary Survey

Q15: Please List Below the number of each facility that is under your Department? *Respondent skipped this question*

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. *Respondent skipped this question*

#46

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Thursday, September 22, 2016 9:22:51 AM**Last Modified:** Thursday, September 22, 2016 11:29:57 AM**Time Spent:** 02:07:06**IP Address:** 50.78.251.89

PAGE 1: Community Information

Q1: Name of your City/Town	Brentwood
Q2: Year Round Population of City/Town	4,300
Q3: If the population in your community spikes seasonally, what is the maximum population?	<i>Respondent skipped this question</i>
Q4: What is the City/Town's overall budget (not including School)?	<i>Respondent skipped this question</i>
Q5: How Many employees does your City/Town have?	<i>Respondent skipped this question</i>

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	42,680
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 18,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	0
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	No, Other (please specify) HWD

Salary Survey

Q14: Please list below the number of each employee type you hire and their starting wage.

Sport Officials	Refs-\$25/game
Others?	snack shack-\$7/25/hr

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	1
Parks -	0
Acres of Parks -	0

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

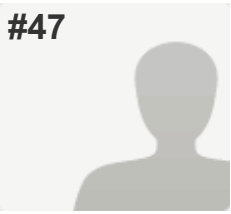
Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

David Tovey

Salary Survey

#47



INCOMPLETE

Collector: Salary Survey (Web Link)

Started: Thursday, September 22, 2016 10:30:22 AM

Last Modified: Thursday, September 22, 2016 12:10:44 PM

Time Spent: 01:40:21

IP Address: 208.125.204.203

PAGE 1: Community Information

Q1: Name of your City/Town	Bethlehem
Q2: Year Round Population of City/Town	2537
Q3: If the population in your community spikes seasonally, what is the maximum population?	2537
Q4: What is the City/Town's overall budget (not including School)?	\$2,937,444
Q5: How Many employees does your City/Town have?	15

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

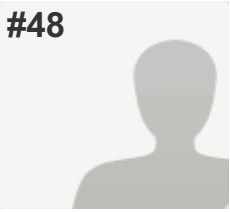
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#48

**INCOMPLETE****Collector:** Salary Survey (Web Link)**Started:** Thursday, September 22, 2016 2:47:03 PM**Last Modified:** Thursday, September 22, 2016 2:50:34 PM**Time Spent:** 00:03:31**IP Address:** 216.177.11.102

PAGE 1: Community Information

Q1: Name of your City/Town	Hanover
Q2: Year Round Population of City/Town	11000
Q3: If the population in your community spikes seasonally, what is the maximum population?	16000
Q4: What is the City/Town's overall budget (not including School)?	26,000,000
Q5: How Many employees does your City/Town have?	140

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

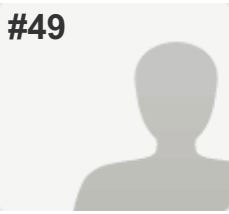
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#49

**COMPLETE**

Collector: Salary Survey (Web Link)

Started: Thursday, September 22, 2016 3:01:13 PM

Last Modified: Thursday, September 22, 2016 3:20:14 PM

Time Spent: 00:19:00

IP Address: 24.63.121.129

PAGE 1: Community Information

Q1: Name of your City/Town	Amherst
Q2: Year Round Population of City/Town	12,000
Q3: If the population in your community spikes seasonally, what is the maximum population?	N/A
Q4: What is the City/Town's overall budget (not including School)?	12,064,000
Q5: How Many employees does your City/Town have?	70

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	\$318,000
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount \$400,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	4
Q11: Salary For Full Time Employees & Title	
Director's Salary	\$84,000
Years in Current Position	2
Total Years of Experience	13
2nd Full Time Employee	\$62,000
Total Years in Current Position	10
Years of Experience	12
3rd Full Time Employee	\$48,000
4th Full Time Employee	\$33,000

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	80/20
Dental Benefits - Town/Employee	80/20
Sick Time	.7 hours per month
Vacation Time	Department Head 3 weeks per year. Non-Department Head, 10 days until 5 year.
Short Term Disability	yes
Long Term Disability	yes
Longevity	\$500 after 10 years
Clothing Allowance	uniforms paid for maintenance staff
Tuition Reimbursement	yes
Training	yes
List Additional Benefits	Health buy back

Q13: Does your Parks Department Maintenance fall under your Department? Yes

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	2
Camp Counselors	15
Aquatics Directors	1
Lifeguards	12
Water Safety Instructor	4
Sport Officials	25
Seasonal Maintenance Worker	2
Others?	Beach Gate Guards -9
Others?	Environmental instructors - 4

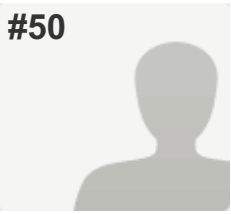
Q15: Please List Below the number of each facility that is under your Department?

Beaches (pond, lake or ocean) -	1
Buildings/Community Centers -	1
Parks -	9
Acres of Parks -	62

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey! *Respondent skipped this question*

Q17: To receive F.I.S.H. points for completing the survey, please include your name. Craig Fraley

#50

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Friday, September 23, 2016 10:34:40 AM**Last Modified:** Friday, September 23, 2016 11:03:47 AM**Time Spent:** 00:29:07**IP Address:** 50.247.247.121

PAGE 1: Community Information

Q1: Name of your City/Town	New Boston
Q2: Year Round Population of City/Town	5800
Q3: If the population in your community spikes seasonally, what is the maximum population?	na
Q4: What is the City/Town's overall budget (not including School)?	5,500,000.
Q5: How Many employees does your City/Town have?	55

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	140,000
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 150,000
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	2
Q11: Salary For Full Time Employees & Title	
Director's Salary	48000, Recreation Director
Years in Current Position	10
Total Years of Experience	10
2nd Full Time Employee	40,000, Assisant Recreation Director
Total Years in Current Position	15
Years of Experience	18

Salary Survey

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	2200
Dental Benefits - Town/Employee	750
Sick Time	3.08 hours earned per week
Vacation Time	Yes, pending position, must be earned to take
Short Term Disability	\$455 per year
Long Term Disability	\$369 per year
Longevity	\$500 per year
Clothing Allowance	non
Tuition Reimbursement	non
Training	\$1180 per year

Q13: Does your Parks Department Maintenance fall under your Department?

Yes,
Other (please specify) Revolving Account

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	1
Camp Counselors	4
Aquatics Directors	0
Lifeguards	0
Water Safety Instructor	0
Sport Officials	Referees & umpires vary with game schedules
Seasonal Maintenance Worker	0
Seasonal Administration Staff	0
Others?	After School Staff; 1 director, 1 assistant director, 4/5

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	0
Buildings/Community Centers -	1
Other -	3 ball fields w/ concession sheds, 2 playgrounds, skate park, out door basketball court

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

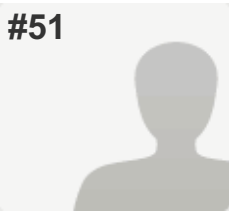
Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

MaryFrances Manna

Salary Survey

#51



INCOMPLETE

Collector: Salary Survey (Web Link)

Started: Friday, September 23, 2016 12:34:31 PM

Last Modified: Friday, September 23, 2016 1:46:02 PM

Time Spent: 01:11:30

IP Address: 50.195.53.209

PAGE 1: Community Information

Q1: Name of your City/Town	Pelham
Q2: Year Round Population of City/Town	13,000+
Q3: If the population in your community spikes seasonally, what is the maximum population?	n/a
Q4: What is the City/Town's overall budget (not including School)?	\$13M
Q5: How Many employees does your City/Town have?	60

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	<i>Respondent skipped this question</i>
Q7: How much revenue does your department raise that goes into the general fund?	<i>Respondent skipped this question</i>
Q8: Does your Department use a Revolving Fund?	<i>Respondent skipped this question</i>
Q9: Does your department have other funding sources used on a regular basis?	<i>Respondent skipped this question</i>
Q10: How many Full Time Employees work for your Department?	<i>Respondent skipped this question</i>
Q11: Salary For Full Time Employees & Title	<i>Respondent skipped this question</i>
Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...	<i>Respondent skipped this question</i>
Q13: Does your Parks Department Maintenance fall under your Department?	<i>Respondent skipped this question</i>
Q14: Please list below the number of each employee type you hire and their starting wage.	<i>Respondent skipped this question</i>
Q15: Please List Below the number of each facility that is under your Department?	<i>Respondent skipped this question</i>

Salary Survey

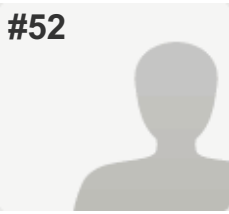
Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

Respondent skipped this question

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Respondent skipped this question

#52

**COMPLETE****Collector:** Salary Survey (Web Link)**Started:** Friday, September 23, 2016 1:43:55 PM**Last Modified:** Friday, September 23, 2016 2:00:22 PM**Time Spent:** 00:16:26**IP Address:** 72.227.86.191

PAGE 1: Community Information

Q1: Name of your City/Town	Moultonborough
Q2: Year Round Population of City/Town	4800
Q3: If the population in your community spikes seasonally, what is the maximum population?	25,000
Q4: What is the City/Town's overall budget (not including School)?	7 million 6 thousand - approximately
Q5: How Many employees does your City/Town have?	64 - approximately and year round

PAGE 2: Recreation Department Info

Q6: What is your Recreation Department's General Fund Budget?	335,000.00
Q7: How much revenue does your department raise that goes into the general fund?	0
Q8: Does your Department use a Revolving Fund?	Yes, If yes - please list Annual Average Amount 117,000 - expenditure
Q9: Does your department have other funding sources used on a regular basis?	Sponsorships, Donations, Trust Funds, To what degree do they assist you? helpful but not dependent on any except sponsorships for youth sports
Q10: How many Full Time Employees work for your Department?	3

Salary Survey

Q11: Salary For Full Time Employees & Title

Director's Salary	70,720.00
Years in Current Position	37
Total Years of Experience	40
2nd Full Time Employee	40,290.00
Total Years in Current Position	4
Years of Experience	5
3rd Full Time Employee	36,735.00
4th Full Time Employee	n/a
5th Full Time Employee	n/a
6th Full Time Employees	n/a
Do you have additional full Time Employees?	no

Q12: Benefits? Please Answer Dollar Amounts or percentages i.e. 80% town 20% employee...

Health Benefits - Town/Employee	tbd
Dental Benefits - Town/Employee	tbd
Sick Time	no sick time designated - leave time
Vacation Time	leave time calculated by years of service
Short Term Disability	tbd
Long Term Disability	tbd
Longevity	20.00/year after 10 years
Clothing Allowance	polo shirts provided - no allowance
Tuition Reimbursement	500.00
Training	6,000 (Recreation Dept - all year round & seasonal employees)
List Additional Benefits	None

Q13: Does your Parks Department Maintenance fall under your Department?

No,
Other (please specify) N/A

Q14: Please list below the number of each employee type you hire and their starting wage.

Camp Directors	3 Camp Supervisors @ 12.00/hour
Camp Counselors	15 @ 9.00/hour
Aquatics Directors	1 @13.00/hour
Lifeguards	9 @ 9.50/hour
Water Safety Instructor	2 @ 10.50/hour
Sport Officials	Varies by sport 10.00 - 20.00/game
Seasonal Maintenance Worker	n/a
Seasonal Administration Staff	n/a
Others?	year round administrative staff - part time 16.65/hour
Others?	tennis - contracted @ 25.00/hour
Others?	n/a

Salary Survey

Q15: Please List Below the number of each facility that is under your Department?

Pools -	0
Beaches (pond, lake or ocean) -	2
Buildings/Community Centers -	1
Parks -	3 - public works maintains we manage
Acres of Parks -	unknown
Other -	outdoor skating rink

Q16: Please list any additional information you feel you need to further explain here. Thank you for completing this survey!

none

Q17: To receive F.I.S.H. points for completing the survey, please include your name.

Donna Kuethe
