

Comparable Town Administrator Contract Terms

Town	Population	Date of Hire	FY24 Salary	Annual Car Allowance	Cell Phone	Deferred Comp	Other	Total Compensation	Travel and Education Allowance
Norfolk	9,500	8/29/2022	\$176,800.00	\$5,400.00	Town Provided phone & service	\$8,840.00		\$191,040.00	No limit - set by appropriation
Lancaster	8,100	4/25/2022	\$178,500.00	\$3,000.00	Town Provided phone & service	\$5,000.00		\$186,500.00	\$3,000.00
Bolton	5,665	March 2009	\$175,411.00	Reimbursed at IRS Rate	\$1,200.00	\$8,000.00	Long Term Disability Plan paid 100% by Bolton; Salary includes a \$2,500 stipend as hearings officer	\$184,611.00	No limit - set by appropriation
Boxborough	5,500	11/7/2022	\$166,860.00	\$6,240.00	Town Provided phone & service	\$8,000.00	\$4k, \$12k, \$17k annual bonus based on proficient or better review - increases in subsequent years	\$181,100.00	\$4,000.00
Harvard	6,610	1/8/2007	\$164,541.50	\$5,400.00	Town Provided phone & service	\$7,500.00	Renegotiating FY24 due to inflation	\$177,441.50	undefined
Sherborn	4,400	10/20/2022	\$175,000.00	Reimbursed at IRS Rate	Town Provided phone & service	\$0.00		\$175,000.00	No limit - set by appropriation
Carlisle	5,237	8/22/2022	\$173,825.00	Reimbursed at IRS Rate	Town Provided phone & service	\$0.00		\$173,825.00	No limit - set by appropriation
Stow	7,200	9/1/2020	\$150,328.00	\$1,500.00	\$1,000.00	\$0.00	FY23 Salary	\$152,828.00	\$4,000.00

Average and Median data does not include Stow, as that is based on the FY23 salary - and all others are based on FY24

Average Salary: \$172,991.07

Average Total Compensation: \$181,359.64

Median Salary: \$175,000.00

Median Total Compensation \$181,100.00