

SUMMARY December 2018 Salary Survey for NH Counties						
Position	# of responses Min	# of responses Max	Average Minimum	Average Maximum	Paid Average	Position Description
<b>Elected Officials</b>						
Commissioner (Chair)	7				\$12,893.34	Chair for the Board of Commissioners.
Commissioner	7				\$12,649.56	Vice-Chair or Clerk for the Board of Commissioners.
Treasurer	7				\$4,481.67	Elected to serve as County's Treasurer.
Register of Deeds	7				\$61,677.74	Elected to oversee the Register of Deeds Department.
County Attorney	7				\$88,065.87	Elected to oversee the County Attorney's office.
County Sheriff	7				\$67,675.84	Elected to oversees the Sheriff's Department.
<b>Appointed Officials</b>						
Corrections Superintendent	4	4	\$37.80	\$53.80	\$45.80	Responsible for all operations at the Department of Corrections.
County Administrator	3	3	\$44.13	\$63.12	\$53.63	Top official for the County.
Financial Officer	1	1	\$34.97	\$48.41	\$41.69	Financial official for the County.
Human Resources Director	4	4	\$32.12	\$45.31	\$38.72	Responsible for all HR operations throughout the County.
Nursing Home Administrator	4	4	\$45.31	\$64.13	\$54.72	Responsible for all operations at the Nursing Home.
Director of Nursing	3	3	\$35.44	\$50.79	\$43.12	Provides leadership for all Nursing Home nurses (RNs/LPNs/MNAs/LNAs).
<b>County Attorney</b>						
Deputy County Attorney	4	5	\$34.22	\$46.52	\$41.06	Supervises ACA. Prosecution of felonies, misdemeanors.
Assistant County Attorney	5	6	\$28.77	\$38.35	\$33.99	Prosecution of felonies, misdemeanors.
County Attorney's Office Administrator	6	6	\$21.44	\$30.22	\$25.83	Oversees clerical support staff and administrative functions.
Legal Secretary	6	6	\$16.88	\$24.16	\$20.52	Administrative duties providing assistance to attorneys.
Victim/Witness Coordinator	6	6	\$22.18	\$32.33	\$27.26	Responsible for preparing all victims & witnesses for hearings/trials. Assists with Coordinating the functions of the vic/wit dept.
<b>Sheriff's Department</b>						
Civil Secretary	6	6	\$16.57	\$23.77	\$20.17	Clerical duties in regards to receiving/serving civil process.
Deputy Sheriff	7	7	\$21.55	\$30.44	\$25.99	Responsible for law enforcement work.
Communications Supervisor	5	5	\$22.67	\$31.56	\$27.12	Performs dispatch operator duties while also serving as shift supervisor.

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Dispatcher	6	6	\$17.68	\$25.82	\$21.75	Handles wide variety of emergency calls.
Chief Deputy	3	4	\$31.69	\$40.80	\$36.89	2nd in command. Assist in planning and administration.
Sheriff's Sergeant	6	6	\$25.28	\$35.73	\$30.50	3rd in command. Direct line supervision to staff.
Investigator	3	3	\$22.92	\$31.13	\$27.02	Responsible for criminal and other investigations as assigned.
<b>Nursing Home</b>						
Director of Nursing	4	4	\$36.22	\$51.11	\$43.66	
Assistant Director of Nursing	4	4	\$29.87	\$42.48	\$36.17	Under DON, assists in directing and managing all nursing staff.
Staff Development Director	7	7	\$27.00	\$38.68	\$32.84	Organize, direct, teach all inservices for nursing home staff.
Staffing Coordinator/Scheduler	7	7	\$15.73	\$22.66	\$19.20	Generates schedule for all LNAs/MNAs.
Nursing Unit Manager	7	7	\$27.43	\$38.64	\$33.03	Oversees cooperation with nursing and rehab personnel.
RN	7	7	\$24.89	\$34.64	\$29.76	Responsible for providing professional nursing care. Has RN license.
LPN	7	7	\$19.51	\$26.86	\$23.18	Responsible for providing professional nursing care. Has LPN license.
MNA	7	7	\$15.04	\$21.69	\$18.36	Administers medications under supervision of RN or LPN.
LNA	7	7	\$13.14	\$19.36	\$16.25	Provides nursing care as set in their scope of practice. Has LNA license.
Activities Director	7	7	\$20.83	\$29.97	\$25.40	Responsible for Activities Department.
Activities Assistant Director	2	2	\$17.06	\$23.42	\$20.24	Assist Activities Director, but also assists in daily activities.
Activity Aide	7	7	\$12.78	\$18.67	\$31.45	Assisting residents with activities within scope of their care.
Finance Manager/Officer	4	4	\$27.95	\$40.29	\$34.12	Oversees all financial/budget at NH. Has BS/BA or equivalent.
Bookkeeper	5	5	\$20.42	\$29.13	\$24.78	Billing of private pay. Billing NH/VT Medicaid and LT insurance.
Administrative Assistant	5	5	\$16.33	\$23.99	\$20.16	Responsible for directing phone calls, greeting visitors, clerical duties, assisting residents with obtaining personal items, AR, residents' accounts.
Health Information Manager	5	5	\$24.22	\$34.31	\$29.27	Oversees Health Info Department and ensures med files in compliance.
MDS Coordinator	7	7	\$25.03	\$34.92	\$29.98	Oversees accuracy and completeness of MDS process.
Medical Records Clerk	4	4	\$16.13	\$22.39	\$19.26	Transcribing dictation from providers in all aspects of care.
Unit Secretary	6	6	\$13.09	\$19.20	\$16.14	Greets guests, answers phones. Provides clerical support.
Social Services Director	7	7	\$25.83	\$36.97	\$31.40	Directs Social Services Department within line of social work practices.

Position	# of responses Min	# of responses Max	Average Minimum	Average Maximum	Paid Average	Position Description
<b>Nursing Home (cont.)</b>						
Social Services Assistant	5	5	\$19.37	\$28.50	\$23.93	Responsible for advocate/assist families/residents to meet needs. Has Associates degree or equivalent.
Purchasing Agent	7	7	\$19.86	\$26.65	\$23.26	Responsible for ordering all nursing home supplies.
Dietary Director	3	3	\$24.94	\$34.30	\$29.62	In charge of all aspects of dietary department.
Dietary Supervisor	5	5	\$17.26	\$24.95	\$21.10	Under Dietary Manager, provides supervision to staff.
Cook	6	6	\$14.11	\$20.97	\$17.54	Responsible for preparing food in accordance with standardized recipes, planned menus and special diet orders.
Dietary Aide	6	6	\$11.14	\$16.25	\$13.70	Responsible for preparation, set up and serving of foods to nursing home residents.
Housekeeping/Laundry Supervisor	7	7	\$19.68	\$27.85	\$23.76	Manages Housekeeping and Laundry Departments and maintenance.
Senior Housekeeper	3	3	\$17.75	\$24.58	\$21.17	Provides a wide variety of cleaning duties in nursing home. Provides on-the-job supervision to housekeeping staff.
Housekeeper	7	7	\$11.17	\$16.37	\$13.77	Provides wide variety of cleaning duties in nursing home.
Laundry Worker	7	7	\$11.22	\$16.44	\$13.83	Responsible for transporting, washing, drying and folding of laundry.
<b>Corrections</b>						
Captain	5	5	\$28.58	\$40.38	\$34.48	# 2 in command. Directing staff and ensuring safety to inmates.
Lieutenant	4	4	\$23.60	\$34.23	\$28.91	# 3 in command. Directing staff and ensuring safety to inmates.
Sergeant	6	6	\$21.07	\$29.99	\$25.53	Serves as charge officer on an assigned shift.
Corporal	4	4	\$19.46	\$27.09	\$23.27	Under Sgt., provides limited supervisory work.
Corrections Officer	7	7	\$16.66	\$23.38	\$20.02	Provide care and control over inmates. Passed academy.
Corrections Medical Coordinator	6	6	\$29.07	\$41.10	\$35.08	Responsible for all nursing services/staff in Department of Corrections.
Corrections RN	4	5	\$21.93	\$31.52	\$27.26	Provides nursing care according to dept policy and procedures. Has RN license.
Corrections LPN	5	5	\$19.21	\$26.91	\$23.06	Provides nursing care according to dept policy and procedures. Has LPN license.
<b>Alternative Sentencing</b>						
Program Manager	5	5	\$27.08	\$38.51	\$32.79	Responsible for managing and directing the Alternative Sentencing Program, Drug Court and Juvenile Diversion Program.
Case Manager	7	7	\$21.31	\$30.25	\$25.78	Responsible for coordinating and providing substance abuse services for inmates and alternative sentencing participants.
<b>Admin, IT, Farm, HR, and Maintenance</b>						
Accountant	6	6	\$24.14	\$35.12	\$29.63	Mid-level position. Has at least associates or equivalent.

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<b>Admin, IT, Farm, HR, and Maintenance (cont.)</b>						
Accounting Clerk	5	5	\$17.03	\$22.98	\$20.01	Responsible for overall performance of accounts payable and misc. accounting functions.
Administrative Assistant	7	7	\$17.27	\$24.28	\$20.78	Provides administrative assistance typically to Dept. Head.
Custodian	5	5	\$12.63	\$17.37	\$15.00	Uses variety of equipment/materials to clean offices.
Farm Manager	3	3	\$24.31	\$33.15	\$28.73	Responsible for operations of the county farm.
HR Assistant	4	4	\$17.83	\$25.25	\$21.54	Level below HR Generalist - clerical support and assists with certain HR practices.
HR Generalist	4	4	\$18.87	\$26.37	\$22.62	Mid-level position. Has at least associates degree or equivalent.
Sr. HR Generalist	5	5	\$23.85	\$32.89	\$28.37	Assists HR Director in most aspects of HR to include employee relations, counseling, terminations, budget assistance, fills in during HR Director absence.
IT Manager	4	4	\$28.61	\$41.09	\$34.85	Manages IS and networks throughout the county.
Maintenance Superintendent	4	4	\$30.00	\$42.01	\$36.00	Oversees Maintenance Depart. including personnel and budget.
Maintenance Asst. Superintendent	4	4	\$24.54	\$35.22	\$29.88	Assists Maintenance Superintendent in overseeing the Maintenance Department, fills in during Supt. absence.
Payroll Coordinator	6	6	\$21.63	\$30.55	\$26.09	Responsible for payroll function throughout the county.
PC Specialist	4	4	\$19.45	\$27.82	\$23.63	Provides technical support and assists installation and maintenance of IS equipment and software.
Maintenance Assistant	6	6	\$16.08	\$22.61	\$19.34	Utilizes equipment, materials and resources to efficiently and safely assist operation and maintenance of all buildings and grounds.
Skilled Maintenance Assistant	5	5	\$19.60	\$27.01	\$23.31	Possess the skills, mechanical aptitude and a working knowledge of the methods, standards, practices, tools, and materials required to perform electrical, mechanical, HVAC, plumbing, and carpentry functions.
<b>Deeds</b>						
Deputy Register of Deeds	7	7	\$22.35	\$30.80	\$26.57	Responsible for department in absence of Register of Deeds.
Assistant Deputy Register of Deeds	3	3	\$17.99	\$24.97	\$21.48	Assists Deputy Register of Deeds as assigned and in absence of Deputy and performs supervisor and complex recording/clerical duties.
Records Clerk	7	7	\$15.67	\$21.55	\$18.61	Responsible for all recordkeeping procedures and for indexing real estate documents.
<b>Differentials: Please see individual county worksheets for detail</b>	<b># of responses</b>	<b>Average</b>				
Evening Shift Per Hour	5	\$1.56				
Night Shift Per Hour	5	\$1.78				
Weekend Per Hour	4	\$1.50				
On-Call Pay Per Hour	2	\$1.00				
Call Back Pay, i.e., 2 or 3 hours	3	\$1.67				

