

Aim City Salary Survey 2018

City Demographics

The Aim Salary Survey gathers information on the annual compensation of municipal employees. The survey results are used by fellow municipal officials to create budgets and it provides Aim with valuable information throughout the year for research, policy and media relations purposes. Municipalities responding to this survey will receive a copy of the publication immediately upon its completion. Thank you in advance for your participation!

Please note: The survey is set up to automatically save your responses. However, you must use the same computer each time you login for your responses to be saved and retrieved. Technical glitches do sometimes occur with this system. Aim recommends completing the survey in one sitting to ensure responses are submitted accurately.

* 1. Please answer the following. The name and title entered should be for the person completing the survey.

Name & Title:	<input type="text"/>
Municipality:	<input type="text"/>
Address:	<input type="text"/>
Address 2:	<input type="text"/>
City/Town:	<input type="text"/>
State:	<input type="text" value="-- select state --"/>
ZIP:	<input type="text"/>
City Population:	<input type="text"/>
Email Address:	<input type="text"/>
Phone Number:	<input type="text"/>

* 2. In what county is your municipality?

* 3. Please check the appropriate box which describes your city.

- 1st Class City (Indianapolis)
- 2nd Class City
- 3rd Class City

4. Which utilities are municipally owned? Check all that apply. For example, if your municipality owns a water utility, check that box. Or, if your municipality does not own the gas utility, leave that box unchecked.

Water Utility (Check if municipality-owned)

Sewer Utility (Check if municipality-owned)

Electric Utility (Check if municipality-owned)

Gas Utility (Check if municipality-owned)

* 5. Please select the number of council members (including council president).

3

5

7

9

29

6. Number of Full Time Employees by Department

Please enter the number of **FULL TIME** employees (full time employees have 37.5 hours or greater weekly) in the space provided.

Police, Uniform (Excluding Reserves)

Police, Civilian (Excluding Reserves)

Fire, Uniform (Excluding Reserves)

Fire, Civilian (Excluding Reserves)

Street Department

Legal Department

Planning / Community Development

Economic Development

Mayors Office

Clerk-Treasurer

City Clerk / Controllers Office

Human Resources / Personnel

Sanitation / Trash

Sewer / Wastewater

Waterworks

Parks / Recreation

Engineering

All Others

Total Full Time Employees, Currently

Total Number of Authorized Positions
(Including Those That Are Not Filled)

7. Number of Part Time, Seasonal or Contractual Employees by Department

Please enter the number of **PART TIME, SEASONAL or CONTRACTUAL** employees (part-time employees work less than 37.5 hours weekly) in the space provided.

Police, Uniform (Excluding Reserves)	<input type="text"/>
Police, Civilian (Excluding Reserves)	<input type="text"/>
Fire, Uniform (Excluding Reserves)	<input type="text"/>
Fire, Civilian (Excluding Reserves)	<input type="text"/>
Street Department	<input type="text"/>
Legal Department	<input type="text"/>
Planning / Community Development	<input type="text"/>
Economic Development	<input type="text"/>
Mayors Office	<input type="text"/>
Clerk-Treasurer / Controllers Office	<input type="text"/>
City Clerk	<input type="text"/>
Human Resources / Personnel	<input type="text"/>
Sanitation / Trash	<input type="text"/>
Sewer / Wastewater	<input type="text"/>
Waterworks	<input type="text"/>
Parks / Recreation	<input type="text"/>
Engineering	<input type="text"/>
All Others	<input type="text"/>
Total Number of Part Time/Seasonal/Contractual Employees	<input type="text"/>

8. Please list all the departments under collective bargaining.

9. Please list all departments that have a merit system.

Elected Officials

INSTRUCTIONS:

As you complete the survey, please enter the annual salary authorized for each elected position listed.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

10. Mayor

Current Annual Salary

11. Council President

Current Annual Salary

12. Council Member

Current Annual Salary

13. Clerk-Treasurer

Current Annual Salary

14. City Clerk (1st & 2nd Class Cities)

Current Annual Salary

Specialized Fields

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

15. Mayor's Assistant

Current Annual Salary

16. Deputy Mayor

Current Annual Salary

17. City Planner

Current Annual Salary

18. Deputy Clerk (1st & 2nd Class Cities)

Current Annual Salary

19. Purchasing Clerk

Current Annual Salary

20. Data Analyst, Information Technology (IT)

Current Annual Salary

21. Computer Technician, Information Technology (IT)

Current Annual Salary

22. Systems Analyst, Information Technology (IT)

Current Annual Salary

Administrative Salaries

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

23. Accounts Payable Clerk

Current Annual Salary

24. Deputy Controller or Deputy Clerk-Treasurer

Current Annual Salary

25. Payroll Clerk

Current Annual Salary

26. Accounting Supervisor or Accounting Clerk

Current Annual Salary

27. GIS Technician

Current Annual Salary

28. Assistant City Attorney

Current Annual Salary

29. Construction Inspector / Building Commissioner

Current Annual Salary

30. Inspector

Current Annual Salary

31. Grants Specialist

Current Annual Salary

32. Benefits Administrator

Current Annual Salary

33. Surveyor

Current Annual Salary

34. Staff Engineer

Current Annual Salary

35. Assistant City Engineer

Current Annual Salary

36. Community Development Coordinator

Current Annual Salary

Department Heads

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

37. For your City Attorney, please check all that apply.

- City Attorney as Municipal Employee (Full-Time)
- City Attorney as Municipal Employee (Part-Time)
- Retainer City Attorney, Contractual Agreement
- Hourly City Attorney, Contractual Agreement

38. City Attorney (Municipal Employee)

Current Annual Salary

39. Building Commissioner / Zoning Administrator

Current Annual Salary

40. City Manager

Current Annual Salary

41. City Controller (1st & 2nd Class Cities Only)

Current Annual Salary

42. City Engineer

Current Annual Salary

43. Purchasing Manager

Current Annual Salary

44. Parks & Recreation Superintendent

Current Annual Salary

45. Personnel / Human Resources Director

Current Annual Salary

46. Public Safety Director

Current Annual Salary

47. Public Works Director

Current Annual Salary

48. Community Development / Planning Director

Current Annual Salary

49. Economic Development Director

Current Annual Salary

50. Information Systems / Technology Manager

Current Annual Salary

51. Sanitation Superintendent

Current Annual Salary

52. Street Superintendent

Current Annual Salary

53. Utilities Superintendent

Current Annual Salary

Health Benefits & Leave Time

54. **Indicate the healthcare coverage provided.** Check all that apply. For example, if you offer "health insurance" for municipal employees, check that box. If you do not offer "health insurance," then leave the box blank.

	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Long-Term Disability	Short-Term Disability	Wellness Program
Municipal Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clerk-Treasurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Council Members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If your municipality does not provide health insurance, skip ahead to question # 61.

55. **Is your municipality self insured or fully insured?**

- Self Insured
- Fully Insured

56. **What type of healthcare plan does your municipality provide?**

- PPO (Preferred Provider Organization)
- o HDHP (High Deductible Health Plan) combined with a Health Savings Account (HSA)
- HRA (Health Reimbursement Arrangement)
- Municipality Offers Multiple Plan Options

57. **What is the deductible and out of pocket maximums for your health plans?**

Note: The deductible is the amount an insured must pay before the insurance company begins picking up some of the tab. The "out of pocket max" is the amount an insured must pay out in a year, before the insurance company will begin paying 100%.

Deductible for Individual	<input style="width: 100%;" type="text"/>
Deductible for Family	<input style="width: 100%;" type="text"/>
Out of Pocket Max for Individual	<input style="width: 100%;" type="text"/>
Out of Pocket Max for Family	<input style="width: 100%;" type="text"/>

58. If your municipality has a HDHP combined with a HSA, how much does your municipality contribute to the employee's HSA? If the municipality does not offer a HDHP, please skip this question.

Individual, No Dependents

Individual and Spouse

Individual and Child(ren)

Individual and Family

59. What are the monthly premium rates by tier for fully insured health plans or the monthly COBRA rates by tier for self-funded plans?

Individual/Single Premium

Employee and Spouse Premium

Employee and Children Premium

Employee and Family Premium

60. What percentage does the employee contribute of the total healthcare coverage premium for a PPO? If the municipality does not offer a PPO, please skip this question.

Individual/Single Premium

Employee and Spouse Premium

Employee and Children Premium

Employee and Family Premium

61. What percentage does the employee contribute of the total healthcare coverage premium for a HDHP or HRA? If the municipality does not offer a HDHP or HRA, please skip this question.

Individual/Single Premium

Employee and Spouse Premium

Employee and Children Premium

Employee and Family Premium

62. What percentage does the employee contribute of the total healthcare coverage premium?

Individual Premium

Family Premium

63. Leave Time - Sick Days

What is the maximum number of sick days allowed per year with pay? Please enter the number of days by department. (If a department combines personal and sick days, enter the total of personal days allowed in the next question.)

Police	<input type="text"/>
Fire	<input type="text"/>
Utility	<input type="text"/>
Other	<input type="text"/>

64. Leave Time - Personal Days

What is the maximum number of personal days allowed per year with pay? Please enter the number of days by department. (If a department combines personal and sick days, enter the total of personal days allowed in the space provided.)

Police	<input type="text"/>
Fire	<input type="text"/>
Utility	<input type="text"/>
Other	<input type="text"/>

65. Can non-disability, sick or personal days be carried over from one year to the next?

Check all apply, which can be carried over from one year to the next.

	Sick Days (Check if sick days carry over)	Personal Days (Check if personal days carry over)
Police	<input type="checkbox"/>	<input type="checkbox"/>
Fire	<input type="checkbox"/>	<input type="checkbox"/>
Utility	<input type="checkbox"/>	<input type="checkbox"/>
Other Municipal Employees	<input type="checkbox"/>	<input type="checkbox"/>

66. Maximum Sick Days for Carryover

If you allow sick days to carry over from year to year, what is the maximum number of sick days which may be carried over? If there is no limit on the number of days, enter "unlimited."

Police	<input type="text"/>
Fire	<input type="text"/>
Utility	<input type="text"/>
Other	<input type="text"/>

67. Maximum Personal Days for Carryover

If you allow personal days to carry over from year to year, what is the maximum number of personal days which may be carried over? If there is no limit on the number of days, enter "unlimited."

Police	<input type="text"/>
Fire	<input type="text"/>
Utility	<input type="text"/>
Other	<input type="text"/>

68. Police Paid Vacation Days

How many paid vacation days per year are provided? Please note if vacation days are specific to "duty days" versus "calendar days." If not noted, we will assume "calendar days."

After 1 Year	<input type="text"/>
After 5 Years	<input type="text"/>
After 10 Years	<input type="text"/>
After 15 Years	<input type="text"/>
After 20 Years	<input type="text"/>

69. Fire Paid Vacation Days

How many paid vacation days per year are provided? Please note if vacation days are specific for "duty days" versus "calendar days." If not noted, we will assume "calendar days."

After 1 Year	<input type="text"/>
After 5 Years	<input type="text"/>
After 10 Years	<input type="text"/>
After 15 Years	<input type="text"/>
After 20 Years	<input type="text"/>

70. Utility Paid Vacation Days

How many paid vacation days per year are provided?

After 1 Year	<input type="text"/>
After 5 Years	<input type="text"/>
After 10 Years	<input type="text"/>
After 15 Years	<input type="text"/>
After 20 Years	<input type="text"/>

71. Other Municipal Employees Paid Vacation Days

How many paid vacation days per year are provided?

After 1 Year

After 5 Years

After 10 Years

After 15 Years

After 20 Years

72. Paid Holidays

How many holidays per year are paid holidays (whether worked or not)?

Police

Fire

Utility

Other Municipal Employees

Aim City Salary Survey 2018

Department Allowances - Police, Fire, Utilities, Other

73. **Indicate any department allowance that applies.** For example, if you offer "shift premium" for police, check that box. If you do not offer "shift premium" for police, then leave the box blank.

	Shift Premium	Take Home Auto	Longevity Pay	Clothing/Uniform Allowance
Police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Utility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Municipal Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

74. For each department applicable, please enter the amount per person per year that you allow for a **clothing/uniform allowance**. If you do not give any clothing/uniform allowances, then leave the box blank.

Police	<input style="width: 100%;" type="text"/>
Fire	<input style="width: 100%;" type="text"/>
Utility	<input style="width: 100%;" type="text"/>
Other Departments	<input style="width: 100%;" type="text"/>

75. For each department applicable, please enter the **mileage reimbursement rate for personal vehicles**. if you provide the federal mileage reimbursement rate, please indicate that you follow the guidelines. If you do not provide reimbursement, then leave the box blank.

Police	<input style="width: 100%;" type="text"/>
Fire	<input style="width: 100%;" type="text"/>
Utility	<input style="width: 100%;" type="text"/>
Other Departments	<input style="width: 100%;" type="text"/>

76. Please enter the **Police Department Longevity Pay** (salary per year with years of service). If you do not provide longevity pay, then leave the box blank.

10 Years of Service	<input style="width: 100%;" type="text"/>
15 Years of Service	<input style="width: 100%;" type="text"/>
20 Years of Service	<input style="width: 100%;" type="text"/>

77. Please enter the **Fire Department Longevity Pay** (salary per year with years of service). If you do not provide longevity pay, then leave the box blank.

10 Years of Service

15 Years of Service

20 Years of Service

78. Please enter the **Utility Department Longevity Pay** (salary per year with years of service). If you do not provide longevity pay, then leave the box blank.

10 Years of Service

15 Years of Service

20 Years of Service

79. Please enter the **Longevity Pay for Other Departments** (salary per year with years of service). If you do not provide longevity pay, then leave the box blank.

10 Years of Service

15 Years of Service

20 Years of Service

Police Salaries

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after any salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers

80. Police Chief

Current Annual Salary

81. Assistant (Deputy) Police Chief

Current Annual Salary

82. Major

Current Annual Salary

83. Captain

Current Annual Salary

84. Lieutenant

Current Annual Salary

85. Sergeant

Current Annual Salary

86. Patrol 1st Class

Current Annual Salary

87. Patrol 2nd Class

Current Annual Salary

88. Probationary Patrolman

Current Annual Salary

89. Parking Enforcement

Current Annual Salary

90. Police Department Mechanic

Current Annual Salary

91. Animal Control Officer

Current Annual Salary

92. Evidence Technician

Current Annual Salary

93. Neighborhood Coordinator

Current Annual Salary

94. Police Executive Secretary

Current Annual Salary

95. Crossing Guard

Current Annual Salary

Fire Department Salaries

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

96. Fire Chief

Current Annual Salary

97. Assistant (Deputy) Fire Chief

Current Annual Salary

98. Battalion Chief

Current Annual Salary

99. Captain

Current Annual Salary

100. Lieutenant

Current Annual Salary

101. Inspector

Current Annual Salary

102. Engineer

Current Annual Salary

103. Firefighter 1st Class

Current Annual Salary

104. Probation Firefighter

Current Annual Salary

105. Deputy Chief of Prevention

Current Annual Salary

106. Deputy Chief of Training

Current Annual Salary

107. Fire Department Executive Secretary

Current Annual Salary

108. Arson Investigator

Current Annual Salary

109. Emergency Medical Paramedics

Current Annual Salary

110. Emergency Medical Technician (EMT)

Current Annual Salary

111. Police / Fire Dispatcher

Current Annual Salary

112. Other

Other (please describe):

Current Annual Salary

Parks / Recreation Department

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

113. Director of Administration and/or Special Projects

Current Annual Salary

114. Community Recreation Coordinator

Current Annual Salary

115. Recreation Division Director

Current Annual Salary

116. Park Director

Current Annual Salary

117. Special Facilities Laborer

Current Annual Salary

118. Supervisor

Current Annual Salary

119. Senior Services Coordinator

Current Annual Salary

Attention 3rd Class Cities: The remaining questions on this page are optional. If you would like to continue, please do. If not, please scroll to the bottom and click "next" to go to the next page.

120. Floral Division / Horticulturalist Supervisor

Current Annual Salary

121. Mechanic

Current Annual Salary

122. Maintenance Technician

Current Annual Salary

123. Laborer

Current Annual Salary

124. Golf Professional

Current Annual Salary

125. Golf Course Superintendent

Current Annual Salary

126. Greenskeeper

Current Annual Salary

Labor, Trades and Crafts

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

127. Heavy Equipment Operator

Current Annual Salary

128. Caretaker Custodian/Janitor

Current Annual Salary

129. General Maintenance Laborer

Current Annual Salary

130. Sanitation Driver

Current Annual Salary

131. Truck Driver

Current Annual Salary

132. Working Leader Foreman

Current Annual Salary

133. Office Project Manager

Current Annual Salary

134. Administrative Assistant

Current Annual Salary

135. Crew Leader

Current Annual Salary

136. Equipment Operator

Current Annual Salary

137. Head Mechanic

Current Annual Salary

138. Assistant Mechanic

Current Annual Salary

Municipal Utility Office

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

139. Office Manager

Current Annual Salary

140. Cashier

Current Annual Salary

141. Computer Operator

Current Annual Salary

142. Billing / Account Clerk

Current Annual Salary

143. Clerical Receptionist

Current Annual Salary

144. Meter Reader

Current Annual Salary

Municipal Utilities - Waterworks Filtration Plant

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

145. Superintendent / Manager (Certified Only)

Current Annual Salary

146. Assistant Superintendent

Current Annual Salary

147. Foreperson

Current Annual Salary

148. Certified Equipment Operator (other than Superintendent or Manager)

Current Annual Salary

149. Non-Certified Equipment Operator

Current Annual Salary

150. General Maintenance Laborer

Current Annual Salary

Municipal Utility - Sewage Treatment Plant / Collection System

INSTRUCTIONS:

As you complete the survey, please enter the current salary authorized for each position listed. For purposes of this survey, "current" salary is defined as what an employee is presently being paid. If more than one person fills the same position, please take the average of their salaries for "current" salary. Do not include longevity pay in salary. If any positions are filled by the same person, show total salary under one job heading and reference the other position filled by the employee.

Please type PT after salary to indicate a part-time position or less than 37.5 hours per week, if applicable. All salaries should reflect 2018 salary numbers.

151. Superintendent / Manager (Certified Only)

Current Annual Salary

152. Assistant Superintendent

Current Annual Salary

153. Foreperson

Current Annual Salary

154. Certified Equipment Operator

Current Annual Salary

155. Lab Technician

Current Annual Salary

156. Non-Certified Equipment Operator

Current Annual Salary

157. General Maintenance Laborer

Current Annual Salary

158. Are there any positions we missed?

Please write in any other positions and salaries in the space provided below.

159. Do you have any comments/suggestions for the future?

You did it! Thank you, your survey is complete. We appreciate your time and all you do. Results will be emailed to you at the end of May.

Please click "Done" to submit your survey.