



Accelerate Indiana  
Municipalities

## 2022 Aim City Salary Survey

### Instructions

**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 upon its completion.**

**Thank you in advance for your participation!**

#### Common Questions

**1. What do you mean by current salary?**

The current salary should reflect the 2022 salary.

**2. What if the position is part-time?**

Please type "PT" after the salary to indicate a part-time position or less than 30 hours per week.

**3. What if positions are filled by the same person?**

Please show the total salary under one job title, preferably the primary position, and then reference the primary position when asked for salaries for other positions.

**4. What should we do not have a position listed on the salary survey?**

Please leave the response space blank. We will assume you do not have this position in your municipality.

**5. We have a position filled that is not listed on the salary survey. Where do we add it?**

Please add the titles and salaries for any positions not listed on the survey on the last page. We will add a page of miscellaneous positions in the results.

**6. Can I save the survey online and return to it later?**

Yes! Survey Monkey will automatically save your survey. You do not need to push a "save" button. It does this automatically on the computer you are using. Therefore, to view your survey responses again, you must use the same computer. To go back to your survey, simply click on the survey link again and it will take you to the page where you were last!

\* 1. Please answer the following for the person completing this survey.

**Name:**

**Title:**

**Address:**

**Address 2:**

**City:**

**State:**

**ZIP:**

**Email Address:**

**Phone Number:**



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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.

\* 2. What is the name of your city?

\* 3. In what county is your municipality?

\* 4. What is the population of your city?

\* 5. What is the status of your city?

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

**6. Check all that apply to indicate which utilities are municipally owned.**

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

Sewer Utility

Electric Utility

Gas Utility

**\* 7. Please select the total number of council members (including council president).**

3

5

7

9

25 (Indianapolis)

### 8. Number of Full Time Employees by Department

Please enter the number of **FULL TIME** employees (full time employees work 30 hours or greater weekly) in the space provided.

Total Full Time Employees, Currently	<input type="text"/>
Total Number of Authorized Positions (Including Those That Are Not Filled)	<input type="text"/>
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"/>
Mayors Office	<input type="text"/>
Clerk-Treasurer / Clerk / Controllers Office	<input type="text"/>
Human Resources / Personnel	<input type="text"/>
Planning / Community Development	<input type="text"/>
Economic Development	<input type="text"/>
Street Department	<input type="text"/>
Legal Department	<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"/>

**9. 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 30 hours per week) in the space provided.

Total Part Time / Seasonal / Contractual Employees, Currently	<input type="text"/>
Total Number of Authorized Positions (Including Those That Are Not Filled)	<input type="text"/>
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"/>
Mayors Office	<input type="text"/>
Clerk-Treasurer / Clerk / Controllers Office	<input type="text"/>
Human Resources / Personnel	<input type="text"/>
Planning / Community Development	<input type="text"/>
Economic Development	<input type="text"/>
Street Department	<input type="text"/>
Legal Department	<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"/>

**10. Please list all the departments under collective bargaining.**

**11. Please list all departments that have a merit system.**



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Elected Officials

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

Indicate a position is part-time or less than 30 hours per week by typing "PT" after the salary.

If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

12. Mayor

13. Council President

14. Council Member

15. Clerk-Treasurer

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





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General Employees

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

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

18. Is your City Controller (1st & 2nd Class Cities) a Certified Public Accountant?

Yes

No

19. City Manager

**20. Which best describes your City Attorney?**

You may select more than one option.

- Full Time, Municipal Employee
- Part Time, Municipal Employee
- Retainer, Contractual Agreement
- Hourly, Contractual Agreement

**21. City Attorney (if they are a municipal employee)**

**22. City Attorney Fee (if they are contracted)**



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Department Heads

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

23. City Engineer

24. Parks / Recreation Superintendent

25. Sanitation Superintendent

26. Street Superintendent

27. Utilities Superintendent

**28. Personnel / Human Resources Director**

**29. Public Safety Director**

**30. Public Works Director**

**31. Community Development / Planning Director**

**32. Economic Development Director**

**33. Building Commissioner / Zoning Administrator**

**34. Information Systems / Technology Manager**



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Administrative Employees

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

35. Deputy Mayor

36. Mayor's Assistant

37. Deputy Controller / Clerk-Treasurer

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

39. Administrative Assistant

**40. Office Project Manager**

**41. Assistant City Attorney**

**42. Assistant City Engineer**

**43. Accounts Payable Clerk**

**44. Payroll Clerk**

**45. Benefits Administrator**

**46. Accounting Supervisor / Accounting Clerk**

**47. Purchasing Manager**

**48. Purchasing Clerk**

**49. Secretary / Receptionist**



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Specialized Fields

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

Indicate a position is part-time or less than 30 hours per week by typing "PT" after the salary.

If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

50. **Administrative Assistant**

51. **Construction Inspector / Building Commissioner**

52. **Permits / Licensing Manager**

53. **Surveyor**

**54. Staff Engineer**

**55. City Planner**

**56. Community Development Coordinator**

**57. Grants Specialist**

**58. Data Analyst, Information Technology (IT)**

**59. Computer Technician, Information Technology (IT)**

**60. Systems Administrator, Information Technology (IT)**

**61. Systems Analyst, Information Technology (IT)**

**62. GIS Technician**



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2022 Aim City Salary Survey

Police Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

63. Police Chief

64. Assistant (Deputy) Police Chief

65. Major

66. Captain

**67. Lieutenant**

**68. Sergeant**

**69. Corporal**

**70. Patrol 1st Class**

**71. Patrol 2nd Class**

**72. Probationary Patrol Officer**

**73. Parking Enforcement**

**74. Police Department Mechanic**

**75. Animal Control Officer**

**76. Evidence Technician**

**77. Neighborhood Coordinator**

**78. Police Executive Secretary**

**79. Crossing Guard**



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Fire Department

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

80. Fire Chief

81. Assistant (Deputy) Fire Chief

82. Battalion Chief

83. Captain

**84. Lieutenant**

**85. Inspector**

**86. Engineer**

**87. Firefighter 1st Class**

**88. Probationary Firefighter**

**89. Deputy Chief of Prevention**

**90. Deputy Chief of Training**

**91. Fire Department Executive Secretary**

**92. Arson Investigator**

**93. Emergency Medical Paramedic**

**94. Emergency Medical Technician (EMT)**

**95. Police / Fire Dispatcher**



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Parks / Recreation Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

96. Director of Administration and/or Special Projects

97. Community Recreation Coordinator

98. Recreation Division Director

99. Park Director

**100. Special Facilities Laborer**

**101. Supervisor**

**102. Senior Services Coordinator**

**103. Floral Division / Horticulturalist Supervisor**

**104. Parks / Recreation Mechanic**

**105. Parks / Recreation Maintenance Technician**

**106. Parks / Recreation Laborer**

**107. Golf Professional**

**108. Golf Course Superintendent**

**109. Greenskeeper**



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Labor, Trades, and Crafts

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

110. Heavy Equipment Operator

111. Caretaker Custodian / Janitor

112. General Maintenance Laborer

113. Head Mechanic

114. Assistant Mechanic

**115. Sanitation Driver**

**116. Truck Driver**

**117. Crew Leader**

**118. Equipment Operator**

**119. Working Leader Foreman**



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Municipal Utility Office

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

120. Office Manager

121. Cashier

122. Computer Operator

123. Billing / Account Clerk

**124. Secretary / Receptionist**

**125. Meter Reader**



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Waterworks Filtration Employees (Municipal Utility)

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

126. Superintendent / Manager (Certified Only)

127. Assistant Superintendent

128. Foreperson

129. Certified Operator (other than Superintendent or Manager)

130. Non-Certified Equipment Operator

**131. General Maintenance Laborer**



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Sewage Treatment Plant / Collection System Employees (Municipal Utility)

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

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If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

132. Superintendent / Manager (Certified Only)

133. Assistant Superintendent

134. Foreperson

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

136. Non-Certified Equipment Operator

**137. Lab Technician**

**138. General Maintenance Laborer**



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Electric Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

Indicate a position is part-time or less than 30 hours per week by typing "PT" after the salary.

If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

139. Superintendent / Manager

140. Assistant Superintendent

141. Underground Locator

142. Apprentice Lineman

**143. Journeyman Lineman**

**144. Journeyman Foreman**

**145. Systems Specialist**

**146. Line Clearance**

**147. Line Clearance Foreman**

**148. AMI Service Technician**

**149. Business Operations Coordinator**

**150. Special Equipment Operator**

**151. Distribution Manager**

**152. Substation / Transmission Manager**

**153. General Maintenance Laborer**





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Street Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

Indicate a position is part-time or less than 30 hours per week by typing "PT" after the salary.

If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

154. Superintendent / Manager

155. Assistant Superintendent

156. Foreperson

157. Project Technician

158. Tree Trimmer

**159. Street Technician**

**160. General Maintenance Laborer**



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Broadband, TV, Internet, and Phone Services

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2022 salary numbers.

Indicate a position is part-time or less than 30 hours per week by typing "PT" after the salary.

If one person fills multiple positions, please enter the total salary under one job title, preferably the primary position, and then reference the primary position when asked for the salaries for other positions.

If your municipality does not have the position, please leave the response blank.

161. Superintendent / Manager

162. Assistant Superintendent

163. Operations Manager

164. Premise Systems Manager

165. **Business Operations Specialist**

166. **Outside Plant Manager**

167. **Field Services Supervisor**

168. **Business Development Coordinator**

169. **Field Services Technician**

170. **Customer Service Representative**

171. **Broadband Lineman**

172. **Technical Assistance**

173. **General Maintenance Laborer**



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Health Benefits

174. Does your municipality offer health benefits?

If your answer is no, you will skip this section.

- Yes
- No

175. What healthcare benefits do you offer the Mayor?

Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Health Insurance | <input type="checkbox"/> Long-Term Disability  |
| <input type="checkbox"/> Dental Insurance | <input type="checkbox"/> Short-Term Disability |
| <input type="checkbox"/> Vision Insurance | <input type="checkbox"/> Wellness Program      |
| <input type="checkbox"/> Life Insurance   |  |

176. What healthcare benefits do you offer the Clerk-Treasurer?

Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Health Insurance | <input type="checkbox"/> Long-Term Disability  |
| <input type="checkbox"/> Dental Insurance | <input type="checkbox"/> Short-Term Disability |
| <input type="checkbox"/> Vision Insurance | <input type="checkbox"/> Wellness Program      |
| <input type="checkbox"/> Life Insurance   |  |

**177. What healthcare benefits do you offer Council Members?**

Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Health Insurance | <input type="checkbox"/> Long-Term Disability  |
| <input type="checkbox"/> Dental Insurance | <input type="checkbox"/> Short-Term Disability |
| <input type="checkbox"/> Vision Insurance | <input type="checkbox"/> Wellness Program      |
| <input type="checkbox"/> Life Insurance   |  |

**178. What healthcare benefits do you offer Municipal Employees?**

Check all that apply.

- |   |  |
|---|--|
| <input type="checkbox"/> Health Insurance | <input type="checkbox"/> Long-Term Disability  |
| <input type="checkbox"/> Dental Insurance | <input type="checkbox"/> Short-Term Disability |
| <input type="checkbox"/> Vision Insurance | <input type="checkbox"/> Wellness Program      |
| <input type="checkbox"/> Life Insurance   |  |

**179. Is your municipality self-insured or fully-insured?**

- Self-Insured  
 Fully-Insured

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

Select all the plans your municipality offers.

- PPO (Preferred Provider Organization)  
 HDHP (High Deductible Health Plan) combined with a Health Savings Account (HSA)  
 HRA (Health Reimbursement Arrangement)  
 HMO (Health Maintenance Organization)  
 POS (Point of Service)

**181. Does your municipality utilize spousal carve-out for health plan enrollment?**

*(A spousal carve-out means that a spouse is not eligible to participate on the plan if they are eligible for other employer-sponsored coverage.)*

- Yes  
 No

**182. Does your municipality offer an onsite or near site clinic?**

- Yes  
 No

**183. If your municipality offers a wellness program, please select the components you offer.**

- Exercise programs and activities
- Health risk assessments
- Health screenings
- Nutrition education
- Smoking cessation programs
- Stress reduction programs
- Vaccination clinics
- Weight loss programs

184. Do you offer incentives for your wellness program? If so, what kind of incentives do you provide, i.e. gift cards, HSA contributions, premium credits, etc.



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### 2022 Aim City Salary Survey

#### Health Benefits - PPO (Preferred Provider Organization)

The following questions are regarding a **PPO (Preferred Provider Organization) Plan**. If you do not offer this plan, please skip this section.

**185. If you have a PPO plan, what is the deductible and out of pocket maximums for your the PPO plan?**

The deductible is the amount an insured must pay before the insurance company begins to pay medical claims. The "out of pocket max" is the amount an insured must pay out in a year, before the insurance company will begin paying 100% of the medical claims.

Individual Deductible

Individual Out of Pocket Max

Family Deductible

Family Out of Pocket Max

**186. If you have a PPO plan, what are your monthly premium rates by tier for the PPO plan?**

If your municipality does not offer a PPO, please skip this question.

Employee, No Dependents

Employee and Spouse

Employee and Child(ren)

Employee and Family

187. If you had an increase in premiums for a PPO Plan, what was the increase in premiums for 2022?

188. Do employees contribute a percentage or flat rate dollar amount of the total healthcare coverage premium for a PPO?

If your municipality does not offer a PPO, please skip this question.

- Percentage
- Flat Rate Dollar Amount
- Varies by Tier

189. What percentage or dollar amount does the employee contribute of the total healthcare coverage premium for a PPO?

If your municipality does not offer a PPO, please skip this question.

Employee, No Dependents

Employee and Spouse

Employee and Child(ren)

Employee and Family



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Health Benefits - HDHP (High Deductible Health Plan) & HRA (Health Reimbursement Arrangement)

The following questions are regarding a **HDHP (High Deductible Health Plan)** or **HRA (Health Reimbursement Arrangement)** . If you do not offer either of these plans, please skip this section.

**190. If you have a HDHP or HRA, what is the deductible and out of pocket maximums for your HDHP or HRA?**

The deductible is the amount an insured must pay before the insurance company begins to pay medical claims. The "out of pocket max" is the amount an insured must pay out in a year, before the insurance company will begin paying 100% of the medical claims.

Individual Deductible

Individual Out of Pocket Max

Family Deductible

Family Out of Pocket Max

**191. If you have a HDHP or HRA, what are your monthly premium rates by tier for the HDHP or HRA?**

If your municipality does not offer a PPO, please skip this question.

Employee, No Dependents

Employee and Spouse

Employee and Child(ren)

Employee and Family

192. If you had an increase in premiums for a HDHP or HRA, what was the increase in premiums for 2022?

193. Do employees contribute a percentage or flat rate dollar amount of the total healthcare coverage premium for a HDHP or HRA?

If your municipality does not offer a HDHP or HRA, please skip this question.

- Percentage
- Flat Rate Dollar Amount
- Varies by Tier

194. What percentage or dollar amount does the employee contribute of the total healthcare coverage premium for a HDHP or HRA?

If your municipality does not offer a HDHP or HRA, please skip this question.

Employee, No Dependents

Employee and Spouse

Employee and Child(ren)

Employee and Family

195. If your municipality has a HDHP combined with a HSA, how much does your municipality contribute to the employee's HSA annually?

If your municipality does not offer a HDHP, please skip this question.

Employee, No Dependents

Employee and Spouse

Employee and Child(ren)

Employee and Family



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Leave Time

196. What type of leave do you offer employees?

- Sick Days
- Personal / Vacation Days
- PTO (Paid Time Off) - Do not distinguish between sick and personal days.
- Other (please specify)

197. If you offer sick days, what is the maximum number of sick days allowed per year with pay?

Police

Fire

Utility

Other Municipal Employees

198. If you offer personal days, what is the maximum number of personal days allowed per year with pay?

Police

Fire

Utility

Other Municipal Employees

199. If you offer PTO (do not distinguish between types of time off), what is the maximum number of PTO days allowed per year with pay?

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

200. Can sick, personal, or PTO 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	Personal Days	PTO Days
Police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Utility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Municipal Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

201. If you allow sick, personal, or PTO days to be carried over, what is the maximum allowed for Police Department?

If there is no limit on the number of days, enter "unlimited."

Sick Days	<input type="text"/>
Personal Days	<input type="text"/>
PTO Days	<input type="text"/>

202. If you allow sick, personal, or PTO days to be carried over, what is the maximum allowed for the Fire Department?

If there is no limit on the number of days, enter "unlimited."

Sick Days	<input type="text"/>
Personal Days	<input type="text"/>
PTO Days	<input type="text"/>

203. If you allow sick, personal, or PTO days to be carried over, what is the maximum allowed for Utility Departments?

If there is no limit on the number of days, enter "unlimited."

Sick Days	<input type="text"/>
Personal Days	<input type="text"/>
PTO Days	<input type="text"/>

**204. If you allow sick, personal, or PTO days to be carried over, what is the maximum allowed for Municipal Employees Not Listed Above?**

If there is no limit on the number of days, enter "unlimited."

Sick Days	<input type="text"/>
Personal Days	<input type="text"/>
PTO Days	<input type="text"/>

**205. Police Paid Vacation/Personal Days**

How many paid vacation or personal 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."

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

**206. Fire Department Paid Vacation/Personal Days**

How many paid vacation or personal 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."

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

**207. Utility Departments Paid Vacation/Personal Days**

How many paid vacation or personal 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."

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

**208. Municipal Employee Paid Vacation/Personal Days**

How many paid vacation or personal days per year are provided?

Other - After 1 Year

Other - After 5 Years

Other - After 10 Years

Other - After 15 Years

Other - After 20 Years

**209. Holidays**

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

Police

Fire

Utility

Other Municipal Employees



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Department Allowances

210. Indicate any department allowance that applies.

	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"/>

211. 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, leave the box blank.

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

212. For each department applicable, please enter the **mileage reimbursement rate for personal vehicles**. If you provide the federal mileage reimbursement rate, please write "federal rate." If you do not provide reimbursement, leave the box blank.

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



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Municipalities

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Longevity Pay

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

10 Years of Service

15 Years of Service

20 Years of Service

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

10 Years of Service

15 Years of Service

20 Years of Service

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

10 Years of Service

15 Years of Service

20 Years of Service

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

10 Years of Service

15 Years of Service

20 Years of Service



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Thank you!

**217. Are there any positions we missed?**

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

**218. Do you have any comments or suggestions for future surveys?**

**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.**

