

2025 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 2025 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 if 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:

2025 Aim City Salary Survey

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?**

- ☐ Class I (1) City (Indianapolis)
- ☐ Class II (2) City
- ☐ Class III (3) 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

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

Police, Uniform (Excluding
Reserves)

Police, Civilian (Excluding
Reserves)

Fire, Uniform (Excluding
Reserves)

Fire, Civilian (Excluding Reserves)

Mayors Office

Clerk-Treasurer / Clerk /
Controllers Office

Human Resources / Personnel

Planning / Community
Development

Economic Development

Street Department

Legal Department

Sanitation / Trash

Sewer / Wastewater

Waterworks

Parks / Recreation

Engineering

All Others

10. Please list all the departments under collective bargaining.**11. Please list all departments that have a merit system.**

2025 Aim City Salary Survey

Elected Officials

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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)

2025 Aim City Salary Survey

General Employees

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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)

2025 Aim City Salary Survey

Department Heads

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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

2025 Aim City Salary Survey

Administrative Employees

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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

2025 Aim City Salary Survey

Specialized Fields

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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**

2025 Aim City Salary Survey

Police Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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

2025 Aim City Salary Survey

Fire Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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

2025 Aim City Salary Survey

Parks / Recreation Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 salary numbers.

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

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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**

2025 Aim City Salary Survey

Labor, Trades, and Crafts

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 salary numbers.

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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**

2025 Aim City Salary Survey

Municipal Utility Office

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 salary numbers.

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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

2025 Aim City Salary Survey

Waterworks Filtration Employees (Municipal Utility)

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 salary numbers.

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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

2025 Aim City Salary Survey

Sewage Treatment Plant / Collection System Employees (Municipal Utility)

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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

2025 Aim City Salary Survey

Electric Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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**

2025 Aim City Salary Survey

Street Department

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

154. Superintendent / Manager

155. Assistant Superintendent

156. Foreperson

157. Project Technician

158. Tree Trimmer

159. Street Technician

160. General Maintenance Laborer

2025 Aim City Salary Survey

Broadband, TV, Internet, and Phone Services

Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2025 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.

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**

2025 Aim City Salary Survey

Employee Benefits

174. Does your municipality offer employee benefits?

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

- ☐ Yes
☐ No

175. What 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 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 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 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. What benefits do you offer part-time 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 | |

180. Is your municipality self-insured or fully-insured?

- ☐ Self-Insured
- ☐ Fully-Insured

181. 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)

182. 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

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

- ☐ Yes
- ☐ No

184. 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

185. 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.

2025 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.

186. 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	<input type="text"/>
Individual Out of Pocket Max	<input type="text"/>
Family Deductible	<input type="text"/>
Family Out of Pocket Max	<input type="text"/>

187. 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	<input type="text"/>
Employee and Spouse	<input type="text"/>
Employee and Child(ren)	<input type="text"/>
Employee and Family	<input type="text"/>

188. If you had an increase in premiums for a PPO Plan, what was the increase in premiums for 2025?

189. 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

190. 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	<input type="text"/>
Employee and Spouse	<input type="text"/>
Employee and Child(ren)	<input type="text"/>
Employee and Family	<input type="text"/>

2025 Aim City Salary Survey

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.

191. 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	<input type="text"/>
Individual Out of Pocket Max	<input type="text"/>
Family Deductible	<input type="text"/>
Family Out of Pocket Max	<input type="text"/>

192. 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	<input type="text"/>
Employee and Spouse	<input type="text"/>
Employee and Child(ren)	<input type="text"/>
Employee and Family	<input type="text"/>

193. If you had an increase in premiums for a HDHP or HRA, what was the increase in premiums for 2025?

194. 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

195. 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	<input type="text"/>
Employee and Spouse	<input type="text"/>
Employee and Child(ren)	<input type="text"/>
Employee and Family	<input type="text"/>

196. 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	<input type="text"/>
Employee and Spouse	<input type="text"/>
Employee and Child(ren)	<input type="text"/>
Employee and Family	<input type="text"/>

2025 Aim City Salary Survey

Police Leave Time

The following questions are regarding the **Police Department**. If you do not have a Police Department, please skip this section.

197. What type of leave do you offer police?

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

198. If you offer the following days to police, what is the maximum number allowed per year with pay?

Sick

Personal

PTO (Paid Time Off)

199. For police only, can sick, personal, or PTO days be carried over from one year to the next?

	Yes	No
Sick Days	<input type="checkbox"/>	<input type="checkbox"/>
Personal Days	<input type="checkbox"/>	<input type="checkbox"/>
PTO Days	<input type="checkbox"/>	<input type="checkbox"/>

200. 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

Personal Days

PTO Days

201. **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."

After 1 Year

After 5 Years

After 10 Years

After 15 Years

After 20 Years

202. **Holidays**

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

2025 Aim City Salary Survey

Fire Leave Time

The following questions are regarding the **Fire Department**. If you do not have a Fire Department, please skip this section.

203. What type of leave do you offer fire?

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

204. If you offer the following days to fire, what is the maximum number allowed per year with pay?

Sick

Personal

PTO (Paid Time Off)

205. For fire only, can sick, personal, or PTO days be carried over from one year to the next?

	Yes	No
Sick Days	<input type="checkbox"/>	<input type="checkbox"/>
Personal Days	<input type="checkbox"/>	<input type="checkbox"/>
PTO Days	<input type="checkbox"/>	<input type="checkbox"/>

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

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

Sick Days

Personal Days

PTO Days

207. Fire 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."

After 1 Year

After 5 Years

After 10 Years

After 15 Years

After 20 Years

208. Holidays

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

2025 Aim City Salary Survey

Utility Leave Time

The following questions are regarding the **Utility Department**. If you do not have a Utility Department, please skip this section.

209. What type of leave do you offer utility?

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

210. If you offer the following days to utility, what is the maximum number allowed per year with pay?

Sick

Personal

PTO (Paid Time Off)

211. For utility only, can sick, personal, or PTO days be carried over from one year to the next?

	Yes	No
Sick Days	<input type="checkbox"/>	<input type="checkbox"/>
Personal Days	<input type="checkbox"/>	<input type="checkbox"/>
PTO Days	<input type="checkbox"/>	<input type="checkbox"/>

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

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

Sick Days

Personal Days

PTO Days

213. Utility 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."

After 1 Year

After 5 Years

After 10 Years

After 15 Years

After 20 Years

214. Holidays

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

2025 Aim City Salary Survey

Municipal Employee Leave Time

The following questions are regarding **Municipal Employees**.

215. What type of leave do you offer municipal employees?

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

216. If you offer the following days to municipal employees, what is the maximum number allowed per year with pay?

Sick

Personal

PTO (Paid Time Off)

217. For municipal employees only, can sick, personal, or PTO days be carried over from one year to the next?

	Yes	No
Sick Days	<input type="checkbox"/>	<input type="checkbox"/>
Personal Days	<input type="checkbox"/>	<input type="checkbox"/>
PTO Days	<input type="checkbox"/>	<input type="checkbox"/>

218. If you allow sick, personal, or PTO days to be carried over, what is the maximum allowed for municipal employees?

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

Sick Days

Personal Days

PTO Days

219. **Municipal Employees 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."

After 1 Year

After 5 Years

After 10 Years

After 15 Years

After 20 Years

220. **Holidays**

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

2025 Aim City Salary Survey

Department Allowances

221. **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"/>

222. 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"/>

223. 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"/>

2025 Aim City Salary Survey

Longevity Pay

224. 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

225. 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

226. 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

227. 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

2025 Aim City Salary Survey

Thank you!

228. Are there any positions we missed?

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



229. 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.