

## 2026 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 2026 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.

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

## 2026 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	<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.**

## 2026 Aim City Salary Survey

### Elected Officials

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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)**

2026 Aim City Salary Survey

General Employees

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 salary numbers.**

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**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)**

2026 Aim City Salary Survey

Department Heads

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Administrative Employees

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Specialized Fields

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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.**

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**

2026 Aim City Salary Survey

Police Department

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 salary numbers.**

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**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**

2026 Aim City Salary Survey

Fire Department

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 salary numbers.**

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**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**

2026 Aim City Salary Survey

Parks / Recreation Department

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Labor, Trades, and Crafts

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Municipal Utility Office

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Waterworks Filtration Employees (Municipal Utility)

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 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 2026 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.**

**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**

2026 Aim City Salary Survey

Electric Department

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 Aim City Salary Survey

Street Department

**Enter the current annual salary authorized for each elected position listed. All salaries should reflect 2026 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**

2026 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 2026 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**

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.

## 2026 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

Individual Out of Pocket Max

Family Deductible

Family Out of Pocket Max

**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

Employee and Spouse

Employee and Child(ren)

Employee and Family

**188. If you had an increase in premiums for a PPO Plan, what was the increase in premiums for 2026?**

**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

Employee and Spouse

Employee and Child(ren)

Employee and Family

## 2026 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 2026?**

**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

Employee and Spouse

Employee and Child(ren)

Employee and Family

**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

Employee and Spouse

Employee and Child(ren)

Employee and Family

## 2026 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)?

## 2026 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)?

## 2026 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	<input type="text"/>
Personal	<input type="text"/>
PTO (Paid Time Off)	<input type="text"/>

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

**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)?

## 2026 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)?

## 2026 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 style="width: 150px; height: 20px;" type="text"/>
Fire	<input style="width: 150px; height: 20px;" type="text"/>
Utility	<input style="width: 150px; height: 20px;" type="text"/>
Other Departments	<input style="width: 150px; height: 20px;" 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 style="width: 150px; height: 20px;" type="text"/>
Fire	<input style="width: 150px; height: 20px;" type="text"/>
Utility	<input style="width: 150px; height: 20px;" type="text"/>
Other Departments	<input style="width: 150px; height: 20px;" type="text"/>

## 2026 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

2026 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 June.**

**Please click "Done" to submit your survey.**