

The local government organizations that responded to the salary survey also provided information about their fringe benefit programs, resulting in data from 10 respondents (except where indicated).

Holiday Leave:

- Holiday leave ranged from 10 to 11 days per year, with 5 organizations reporting 10 days and the other 5 organizations reporting 11 days.
- Of 7 responses, 6 organizations said that they do provide floating holidays, ranging from 1 to 2 days with the majority (3) of organizations offering just 1.
- Of 7 responses, 4 organizations said they offered offering 1.5x the normal rate of pay for employees working on holidays, while 2 organizations said they offered 2.5x the normal rate of pay, and 1 organization reported to providing double time.

Annual Leave Accrual:

Vacation/Sick averages are displayed in the following chart. Amounts are in days.

Length of Service	Least Reported	Most Reported	Avg. Reported	Santa Fe
6 months	4.65	6.92	5.55	6.01
1 year	10.00	13.83	11.04	14.95
2 years	10.00	15.02	11.59	14.95
3 years	10.00	15.02	11.82	14.95
4 years	10.00	15.02	12.93	14.95
5 years	10.00	15.02	13.21	14.95
6 years	12.00	19.93	15.37	17.55
7 years	13.00	19.93	15.81	17.55
8 years	14.00	19.93	15.92	17.55
9 years	15.00	19.93	16.03	17.55
10 years	15.00	21.01	16.60	17.55
11 years	15.00	22.14	18.63	20.15
12 years	15.00	22.14	18.74	20.15
13 years	15.00	22.14	18.85	20.15
14 years	15.00	22.14	18.96	20.15
15 years	16.50	22.14	20.07	20.15
16 years	19.50	22.14	20.41	22.43
17 years	19.50	22.14	20.41	22.43
18 years	19.50	22.14	20.41	22.43
19 years	19.50	22.14	20.41	22.43
20 years	19.50	22.14	20.52	22.43
20+ years	20.00	22.50	20.85	25.03

Vacation Carry Over and Maximum Accumulation:

Of 9 responses, all 9 organizations reported to providing paid leave time through a Vacation/Sick model instead of the PTO model.

- Vacation Carry Over policies ranged from allowing 30 to 36 days with one organization allowing an entire years' worth of accumulation + 1 week (40 hrs.) to be carried over.
- Maximum Vacation Accumulation ranged from 30 to 35 days with one organization allowing an entire years' worth of accumulation + 1 week (40 hrs.) to be carried over, while another organization allowed unlimited accumulation, and another organization allowed an amount that equaled 2x the employees annual salary.
- Of 8 responses, organizations were split (50/50) as to providing compensation after maximum vacation accrual had been reached.

Annual Sick Leave:

Of 9 reporting organizations, the amount of sick leave days accrued per year ranged from 10 to 15 days, with a majority (5) reporting 12 days. Out of 7 responses, 5 organizations said they allowed unlimited sick days to be accrued AND carried into the next year. The other two other organizations allowed 150 days and 195 days to be accrued / carried into the next year, respectively.

Of 7 responses, 6 organizations said they allow sick leave to be paid out after termination or retirement.

Of 9 responses, all 9 organizations said they allow sick days to be used for medical appointments, dental appointments, and family illness. Only 4 of 6 organizations said they have a sick bank policy in place.

Pension and Retirement:

Of 9 responses, all 9 organizations said they offered a retirement plan other than Social Security, however, only 3 of those said they provide a death benefit within their retirement plan.

Life and Disability Insurance:

All 10 responding organizations said they offered life insurance, 7 of which are 100% paid by the employer, while one other organization reported to covering 80% of the benefit.

Of 8 responses, 7 organizations said they offered group accidental death and dismemberment insurance, for which 2 organizations said 80% was covered by the employer. Only 3 organizations also provide for double indemnity for accidental death.

All 8 responding organizations said they provide long-term disability insurance, however, only 7 of those also provide short-term disability insurance.

Health Insurance:

All 10 responding organizations said they offered multiple types of group health insurance plans (i.e. different levels, health savings account, etc.). Only 1 organization said that full-time employees were required to participate, and 1 other organization said they offer compensation to employees that do not participate.

- Monthly cost for an individual employee averaged \$464.59 with organizations covering an average of 77% of that cost.
- Monthly cost for an employee and spouse averaged \$932.05 with organizations covering an average of 75% of that cost.
- Monthly cost for an employee and child averaged \$850.65 with organizations covering an average of 75% of that cost.
- Monthly cost for an employee and family member averaged \$1,380.05 with organizations covering an average of 75% of that cost.

High Deductible Plans – Of the 9 responding organizations, 5 reported to offering a supplemental High Deductible Health Plan (HDHP) with an average of 86% of the cost covered by the employer.

Retiree's Health Coverage – Of 5 responses, 4 organizations reported offering group health insurance to retirees with a minimum service requirement of about 5 years.

Dental – All 10 organizations said they provide a dental insurance plan, 3 of which are already included in the health insurance plan. Monthly dental costs for an individual employee averaged \$29.35 with employers covering 83% of the cost on average. Monthly dental cost for family coverage averaged \$91.16 with an average of 71% covered by the employer.

Vision - All 10 organizations said they provide vision insurance, 3 of which are already included in the health insurance plan. Monthly vision costs for an individual employee averaged \$5.65 with an average 36% of the cost covered by employers. Monthly vision cost for family coverage averaged \$16.22 with an average 36% of the cost covered by the employer.

Deferred Compensation:

Of 9 responses, 8 organizations said they offer a deferred compensation plan, all of which said the benefit was offered to all employees. Two of those organizations reported to providing employer contributions to the plan.

Other Benefits: (responses for this section were limited)

- Of 5 responses, 4 organizations said they do not provide a post-retirement health savings plan
- Of 7 responses, 5 organizations said they do offer tuition reimbursement.
- Of 6 responses, 4 organizations said they do not provide assignment pay for non-sworn employees.
- Of 5 responses, 3 organizations provide assignment pay to both police and fire employees.

- Of 4 responses, 3 organizations said they provide license/certificate pay.
- Of 4 responses, 3 organizations said they do not provide education pay for non-sworn employees.
- Of 5 responses, 3 organizations said they do provide the benefit to both police and fire employees.
- Of 4 responses, 4 organizations said they do provide call back pay.
- Of 5 responses, 5 organizations said they do provide on-call or standby pay.
- Of 5 responses, 4 organizations said they do provide clothing allowance.
- Of 3 responses, 3 organizations said they do provide external training opportunities.
- Of 6 responses, 4 organizations said they do not allow individuals to negotiate their new salary upon promotion.
- Of 6 responses, 5 organizations said they do offer alternative work schedules.
- Of 6 responses, 6 organizations said they do not offer telecommuting.
- Of 6 responses, 6 organizations said they do not allow new hires to negotiate their benefits (i.e. vacation or sick accruals).

Manager/Administrator Compensation: (responses for this section were limited)

- Of 4 responses, 3 organizations said their Manager/Administrator did have a City car or vehicle allowance.
- Of 5 responses, 3 organizations said their Manager/Administrator did not accrued annual vacation and sick leave differently than other employees.
- Of 5 responses, 5 organizations said their Manager/Administrator's retirement plan was not different than other employees.
- Of 4 responses, 3 organizations said they do pay for the Manager/Administrator to belong to ICMA.
- Of 5 responses, 3 organizations said they do not provide relocation expenses.