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## State of the Profession-Fringe Benefits, 2000

The *State of the Profession-Fringe Benefits* survey was conducted in the summer of 2000. Out of 6,395 managers/CAO surveyed 3,240 responded (50.7%). Only the responses of individuals holding manager/CAO positions in municipalities and counties are included in the results.

For more information on the ICMA's *State of the Profession-Fringe Benefits* survey, please contact [Michele Frisby](#).

*Following is the survey text with the aggregate results shown in bold next to each answer. Each answer represents the percentage reporting for that question, except where noted.*

1. Please indicate on the following scale the level of support that you receive from your council, board, or commission.
 

<b>47.3</b>	<b>33.8</b>	<b>15.0</b>	<b>3.4</b>	<b>.5</b>
Highly supportive		Moderately supportive		Not supportive
  
2. Describe the relationship between you and your council, board, or commission during the past year.
 

<b>30.2</b>	Relationship improved	<b>61.6</b>	Relationship remained the same	<b>8.2</b>	Relationship worsened
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3. Please indicate on the following scale your opinion of the effectiveness of your council, board, or commission as a decision-making body. Consider the speed and ease with which the members reach consensus, how well they work together, and the degree to which political and personality conflicts interfere.
 

<b>21.3</b>	<b>36.9</b>	<b>28.7</b>	<b>10.5</b>	<b>2.6</b>
Highly effective		Moderately effective		Not effective
  
4. Please indicate on the following scale your level of job satisfaction. In answering, be sure to consider all of the rewards, difficulties, and frustrations you encounter.
 

<b>22.0</b>	<b>44.3</b>	<b>25.9</b>	<b>6.6</b>	<b>1.2</b>
Highly satisfied		Moderately satisfied		Not satisfied
  
5. During the past year, have you been:
 

<b>10.0</b>	fired	<b>20.0</b>	forced to resign	<b>70.0</b>	under pressure to resign
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  - A. Please check all options that apply to the circumstances surrounding the dismissal.
 

<b>6.3</b>	Poor economic or fiscal conditions blamed on manager	<b>2.1</b>	Position abolished due to budget constraints
<b>47.9</b>	Personality conflicts with mayor or commissioner	<b>0.0</b>	Change in form of government
<b>43.8</b>	Political pressures	<b>29.2</b>	Other
<b>41.7</b>	Changes in elected body following election		
  
6. During the past year, have you voluntarily changed positions?
 

<b>10.4</b>	Yes	<b>89.7</b>	No
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  - A. If *yes*, please indicate which of the following factors was *most* responsible for you changing position.
 

<b>60.8</b>	Career advancement	<b>7.6</b>	Move to larger organization	<b>8.4</b>	Family reasons
<b>4.2</b>	Salary increase	<b>1.3</b>	Move to smaller organization	<b>3.4</b>	Sought less arduous position
<b>1.7</b>	Better benefits (including retirement)	<b>10.6</b>	New experience	<b>0.84</b>	Other
<b>0.4</b>	Gain prestige	<b>0.8</b>	Change of climate (weather)		
  
7. How many years have you been in your current position? (*Please round to nearest year.*) **6.9** years
  
8. How many total years have you been in the local government management profession? (*Please round to nearest year.*) **17.4** years

9. How would you rate the effect of state and federal laws and regulations on your local government in the following areas?

	Very positive		Neutral		Very negative
.....	1	2	3	4	5
Labor relations (e.g., unions, Fraternal Order of Police)	3.1	9.0	48.4	30.6	8.9
Personnel management (e.g., workers' compensation)	3.1	19.9	46.0	27.0	4.1
Financial management (e.g., tax rate caps, debt limits)	4.1	16.7	35.6	31.2	12.5
Planning and development (e.g., zoning, annexation)	3.1	23.5	37.2	29.3	6.9
Adoption/retention of council-manger form of government	9.6	20.6	62.8	5.3	1.8
Federal unfunded mandates	0.8	3.1	24.1	45.8	26.2
State referenda affecting local governments	1.2	5.8	41.2	34.9	16.9

10. In your opinion, which three of the following factors are the most important criteria used by citizens to evaluate the quality of life in their communities.

32.1 Overall economic vitality	29.2	Personal safety	7.0	Employment rates
32.0 Tax rates	5.5	Open space	12.5	Recreation activities
7.4 Access to local govt. services	27.4	Community's physical appearance and design	2.1	Environmental management
61.8 Quality of schools		Transportation	1.8	Waste collection
5.4 Response times (police and fire)	5.2	Cost of "for-fee" services	3.3	Downtown vitality
19.7 Crime rates	2.4	Property/housing values	8.8	Community growth/no growth
13.8 Community infrastructure	19.3		1.7	Other

11. Please rate the importance of the following issues to your jurisdiction.

	Very important		Somewhat important		Not Important
	1	2	3	4	5
Contracting/privatizing services	7.2	14.6	37.0	21.5	19.7
Aging/deteriorating infrastructure	28.3	32.4	25.6	9.6	4.1
Impact of global market financial issues	2.2	9.7	28.5	32.0	27.6
Drug prevention, enforcement, and related programs	15.0	37.6	33.5	11.2	2.7
Providing economic incentives to attract new business	23.5	33.1	23.8	11.5	8.2
Responding effectively to diversity issues	7.5	22.2	34.8	23.3	12.2
Providing a quality educational system	47.1	32.9	11.9	4.5	3.6
Making local government services available on line (e.g., e-government)	5.3	22.4	38.7	23.0	10.6
Hiring and retaining qualified public employees	29.6	42.7	21.2	5.1	1.4
Finding creative ways to generate new revenues	34.2	38.5	21.0	5.0	1.3
Public health services	6.2	19.3	37.3	23.4	13.9
A static or declining tax base	16.8	24.1	24.9	18.9	15.4
Developing/managing effective youth and family services	4.4	22.9	41.6	22.9	8.3
Effective use/management of information technology	9.6	39.0	38.4	10.9	2.2
Providing health coverage for employees	19.3	38.1	31.7	8.5	2.5
Brownfields and/or vacant property redevelopment	6.5	18.8	27.2	25.8	21.8
Crime and violence	19.3	33.9	31.1	12.4	3.3
Performance measurement	5.4	23.7	40.4	22.9	7.5
Federal/state preemption of local tax sources (e.g., loss of revenue due to Internet tax moratorium)	22.2	27.2	26.4	15.5	8.6
Citizen involvement in local government decision making	15.5	39.8	35.6	7.7	1.4
Changes in social/economic characteristics of your community's population (e.g., increase in school-age children or elderly)	10.2	29.8	40.5	15.6	4.0
Compliance with General Accounting Standards Board (GASB) regulations	8.6	23.3	37.1	21.0	10.0
Air and/or water quality	17.8	36.4	31.9	11.1	2.8
Growth management	25.3	32.5	24.4	12.5	5.3
Other	60.4	17.0	13.2	1.9	7.6

## Employment Contracts/Agreements

12. Do you have an employment agreement or contract? **67.0** Yes **33.0** No  
A. If "yes," which of the following best describes your current employment contract?  
**81.6** Formal contract **13.6** Letter of agreement **3.3** Ordinance of council **1.5** Other
- B. Does your employment contract or agreement have a fixed term? **51.2** Yes **48.8** No  
1. If "yes," what is the duration of the contract (in months)? **31** **Average**  
2. Is this a closeout contract (i.e., one in which the chief appointed official is paid for the remainder of the term if the contract is broken by the local government before the expiration date)? **30.4** Yes **69.6** No

## Severance Benefits

13. Are you eligible to receive severance pay? **89.4** Yes **10.6** No  
A. If "yes," under what circumstances would you receive severance pay?  
**10.3** Voluntarily leave position  
**10.2** Involuntarily leave position under accusations of malfeasance or moral turpitude  
**91.7** Involuntarily leave position for reasons other than malfeasance or moral turpitude  
**4.7** Other  
B. If "yes," is severance pay based on a sliding scale (e.g., varies with the amount of time served in the position.)?  
**16.9** Yes **83.1** No  
a. Is your severance pay specified in your contract? **93.3** Yes **6.1** No **0.6** Not applicable  
b. What is the maximum number of weeks of severance pay that is provided? **25.8** weeks **Average**  
c. How many weeks of service are required to be eligible for the maximum severance pay? **111.0** weeks **Average**  
d. What is the minimum number of weeks of severance pay that is provided? **18.6** weeks **Average**  
e. How many weeks of service are required to receive the minimum amount of severance pay? **4.9** weeks **Average**

## Salary

14. Do you receive a salary review? **79.1** Yes **20.9** No  
A. If "yes," how frequent is the salary review?  
**93.8** Annual **3.2** Bi-annual **3.0** Other  
B. If "yes," is the frequency of the salary review stated in your contract? (*Check only one.*)  
**60.6** Yes **19.1** No **20.3** Not applicable
15. Have you ever received a bonus while in your current position? **20.0** Yes **80.0** No  
A. If "yes," is the bonus a one-time occurrence? **72.3** Yes **27.7** No  
B. If "yes," how is the bonus distributed? (*Check all applicable.*)  
**83.7** In a lump sum **8.5** Paid into deferred compensation **12.4** Other
16. Do you receive additional compensation for attending job-related meetings that are held outside of the regular workday?  
**5.0** Yes **95.0** No

## Employee Benefits

### **Paid leave** (*Please convert hourly or weekly vacation and/or sick leave to days*)

17. Are your vacation and sick leave combined? **4.6** Yes **95.5** No  
A. If "yes," how many days do you receive per year? **27.6** **Average**
18. How many days of vacation leave do you receive per year? **17.4** **Average**  
A. Is your vacation leave based on your years of service? **75.1** Yes **24.9** No  
B. Can you receive payment for unused vacation leave if you resign? **90.2** Yes **9.9** No  
C. Is there a cap on the amount of vacation leave that you can accumulate each year? **77.6** Yes **22.4** No  
1. If "yes," how many days? **25.9** **Average**
19. How many days of sick leave do you receive per year? **13.3** **Average**  
A. Can you receive payment for sick leave if you resign? **39.7** Yes **60.4** No  
B. Is there a cap on the amount of sick leave that you can accumulate each year? **45.3** Yes **54.7** No  
1. If "yes," how many days? **49.2** **Average**

**Housing, Auto, and Expense Allowances** (*Answer the Housing questions only if you have moved within the last year.*)

20. When you were appointed to your current position, did the local government assist with the following expenses?
- A. House hunting trip(s)  
**15.3** Yes    **56.9** No    **27.8** Not applicable  
1. If "yes," how many house hunting trips? **1.5 Average**
  - B. One-time moving expenses  
**48.2** Yes    **26.8** No    **25.0** Not applicable  
1. If "yes," how much ? **\$4,065 Average**
  - C. Please indicate whether your local government paid for any of the following moving expenses:  
**92.3** Goods to be moved    **17.7** Transportation of automobiles    **23.3** Meals  
**74.1** Goods to be packed    **27.1** Temporary housing    **10.3** Other
21. Did your local government provide any financial assistance toward the sale of your current home or purchase of the new home?
- 4.1** Yes    **67.5** No    **28.4** Not applicable
- A. If "yes," what type of assistance did your local government provide?  
**18.3** Rent or mortgage payments on old or new home    **12.2** Paid points  
**12.2** Bridge loan    **22.6** Provided down payment assistance  
**22.6** Provided low-interest loan    **33.0** Other
22. Does your local government provide help with your mortgage payments or other financial assistance or benefits to compensate for the high cost of housing in the community you serve? **1.7** Yes    **98.3** No
23. Does your local government provide an automobile for your use? **45.0** Yes    **55.0** No  
A. If "yes," is the automobile for: **51.3** Business use    **0.3** Personal use    **48.4** Both
24. Does your local government provide you with a cellular phone?    **73.0** Yes    **27.0** No
25. Does your local government provide a personal computer (PC) for your use? **79.9** Yes    **20.1** No  
A. If "yes," is the personal computer for: **79.9** Business use    **20.1** Personal use    **0.0** Both

**Insurance Coverage**

26. Does your local government provide you with life insurance? **89.1** Yes    **10.9** No  
A. If "yes," which types?  
**96.1** Basic policy    **107 % of salary Average**    **10.7** Supplemental policy    **132% of salary Average**
27. Does your local government provide you with professional liability insurance?    **77.5** Yes    **22.5** No
28. Does your local government provide you with disability insurance?    **60.5** Yes    **39.5** No

**Professional Development**

29. Which of the following does your local government pay?
- |                                                            |                                                                            |                                         |
|------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------|
| <b>81.4</b> ICMA membership                                | <b>92.1</b> Expenses for other conferences                                 | <b>30.8</b> Membership to service clubs |
| <b>86.5</b> Membership in other professional organizations | <b>6.3</b> Spouse expenses for conferences                                 | <b>47.6</b> Tuition/other educational   |
| <b>59.8</b> ICMA Annual Conference                         | <b>78.5</b> Subscriptions to magazines, journals (electronic and/or print) | <b>2.1</b> Other                        |
30. Has your local government ever paid for you to take a sabbatical? **0.5** Yes    **99.5** No  
1. If "yes," For how long? **2.2** months    **Average**
31. Are you an ICMA Member?    **77.3** Yes    **22.7** No

**Retirement Benefits**

32. Are you covered by a retirement or deferred compensation plan other than social security? **96.8** Yes **3.2** No
33. Are retirement benefits covered in your contract or employment agreement?  
**60.5** Yes **16.5** No **23.0** Not applicable

If “yes,” which plan do you have and how much does your local government contribute?

	Local government's contribution as a % of your salary [Average]	Local government contributes to plan even if you do not
<b>Retirement Plan</b>		
a. Local plan	<b>14.2</b>	<b>44.9</b> Yes <b>55.1</b> No
b. State plan	<b>14.4</b>	<b>63.4</b> Yes <b>36.6</b> No
c. Annuity plan sponsored by insurance company (contracted by local government)	<b>18.7</b>	<b>13.3</b> Yes <b>86.7</b> No
d. Other retirement plan	<b>8.8</b>	<b>14.0</b> Yes <b>86.0</b> No
<b>Deferred Compensation</b>		
e. ICMA-Retirement Corporation (covered by section 457 Internal Revenue Service Code)	<b>10.8</b>	<b>51.3</b> Yes <b>48.6</b> No
f. Individual or group plan sponsored by another company (covered by section 401k of the Internal Revenue Service Code)	<b>9.7</b>	<b>34.0</b> Yes <b>66.1</b> No

**Respondents' Personal Demographics**

34. What is your age?
- 2.1** Under 30    **9.8** 36 - 40    **23.8** 46 - 50    **12.9** 56 - 60    **1.1** 66 - 70  
**5.7** 30 - 35    **15.8** 41 - 45    **24.3** 51 - 55    **4.3** 61 - 65    **.2** Over 70
35. What is your gender?    **87.9** Male    **12.1** Female
36. Into which racial/ethnic category would you place yourself?
- 1.5** African-American    **1.9** Hispanic  
**0.4** Asian-American    **0.3** Native American  
**95.4** Caucasian    **0.4** Other
37. Please indicate the **highest** level of education you have completed?
- 2.3** High school degree    **60.1** MPA, MBA, or other graduate degree  
**8.4** Some college    **1.7** J.D. or equivalent  
**26.1** Four-year college degree    **1.3** Ph.D. or equivalent