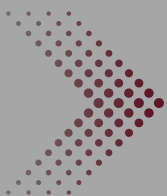




MISSISSIPPI MUNICIPAL SALARY & BENEFITS SURVEY SUMMARY



Made possible through a partnership between the
John C. Stennis Institute of Government & Community
Development and the Mississippi Municipal League



FORWARD

On behalf of the staff, research fellows, and students of The John C. Stennis Institute of Government and Community Development at Mississippi State University, I would like to present to you our latest installment of the Mississippi Municipal Salary and Benefits Survey, a collaborative effort between the Stennis Institute and the Mississippi Municipal League.

Based at our state's land grant university, the Stennis Institute is often referred to as Mississippi's think tank, but the Stennis Institute is much more. We are frequently called upon to provide technical assistance and consultation to state officials, local governments and community leaders regarding political, governmental, and economic/community development matters. Our mission is to enhance the capacities of state and local officials to deal effectively with today's challenges regarding many issues. The Stennis Institute delivers a wide array of services and technical assistance to municipalities, counties, and government agencies, responding to the ever-changing political and economic environment.

The Stennis Institute performs a threefold mission: (1) to enhance the efficiency and effectiveness of Mississippi state and local governments through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; and (3) to promote civic education and citizen involvement in the political process.

I hope you benefit from the extensive efforts of the Institute's staff in your time studying this installment of the Mississippi Municipal Salary and Benefits Survey. Should you have any questions regarding the information contained herein, please do not hesitate to contact the Stennis Institute at 662-325-3328. Thank you for taking an interest in this work and for all you do to make a better Mississippi.

A handwritten signature in black ink, appearing to read "J. Dallas Breen". The signature is fluid and cursive, with the first name "J" being particularly large and stylized.

Dr. J "Dallas" Breen
Stennis Institute Executive Director

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ORGANIZATIONAL & COMPENSATION ANALYSIS OVERVIEW

Personnel matters are of central importance to the operation of today's municipal government. Indeed, the efficiency and effectiveness of a municipal government sits squarely on the shoulders of its personnel system. These systems marked by arbitrary compensation levels, capricious decisions regarding promotion and termination, or wildly disparate management styles can cripple a municipality's operation and lead to poor service delivery. In the past, many municipal governments have operated with only rudimentary personnel systems, or in some cases, without a personnel system of any type. As increased citizen expectations related to the volume and quality of municipal service delivery increase the need for fair and equitable personnel systems increases as well.

As part of its legislatively funded mission to supply targeted technical research and assistance to local governments, the Stennis Institute actively conducts personnel and compensation analysis for Mississippi municipalities and counties. In general, the objectives of these efforts are to develop:

- An analysis of current wage and salary levels in terms of the external labor market. This analysis often includes conducting a wage and salary survey of other counties and municipalities within the local labor market.
- Design of a compensation plan for possible implementation by the governing authorities of the organization. This plan will include local labor market conditions that may impact turnover rate and any other factors associated with the local labor force.
- Design of a plan for implementing wage and salary levels for newly created positions within the city or county's organizational structure.
- The development of a set of cost estimates for implementing the compensation plan, if adopted by local governing authorities.

The Institute actively uses the national O*NET job analysis and classification system, not only to inform the analysis of the knowledge, skills and abilities necessary to perform each occupational position within the organization, but to also provide comparable, real-time salary data (updated every three months) as provided by state departments of labor (or equivalent organizations) to the United States Department of Labor, and various state and national statistical entities, including the Bureau of the Census, the Bureau of Labor Statistics (BLS), and the Bureau of Economic Analysis (BEA). O*NET data, since it provides comparable specific wage and salary data from jurisdictions throughout the country keyed to job classifications throughout the spectrum of both public and private employment, is an invaluable tool in assessing and designing compensation plans.

Services provided by the Institute are always targeted toward the needs of the municipality and are generally conducted through a contractual arrangement between the Institute and the municipality. In most cases, the contracting party supports the Institute's work by providing funds to cover the incremental costs associated with the successful performance of tasks outlined in a "scope of work" document, a jointly-developed appendix to a standard contract outlining the deliverables and respective responsibilities of both parties throughout the course of the agreement.

COMPENSATION ANALYSIS

Determining the proper compensation for an employee is not a straightforward process. Many different methods and theories abound, each promising, with the application of a formula or through the use of a survey, to produce a correct compensation “figure”. Practical experience with the process of determining compensation for employees belies this simple concept. Often, the best results are achieved through an amalgamation of several different methods of compensation analysis.

In many organizations, management unilaterally determines the pay to be offered to employees. This does not imply, however, that management has complete control in setting pay levels. There are three constraints on the ability of management to determine pay levels: the external labor market, internal equity, and the organizational hierarchy.

- Classical economics teaches that labor is like any other commodity or product, and therefore has a market. Within this market, the forces of supply and demand work to produce a “price” for different positions. For example, due to the heavy demand for truck drivers from the growing trucking industry, the number of available positions in this industry has increased. Since there are a relatively short supply of an available labor force with the corresponding knowledge, skills, and abilities able to fill these positions, the

“price” of a truck driver has also increased in recent years. This “price” is simply the hourly wage or the fixed salary that an organization must offer a person to fill the requisite position — the position’s compensation; simply, the external labor market must be considered when developing competitive and equitable compensation plans.

- The second constraint on management is the concept of internal equity. This concept refers to the principles that a position in one area of the organization should be offered the same level of compensation as that same position in another area of the same organization. Within a municipality, for example, given similar job tasks, an administrative assistant in the Mayor’s Office should have pay equity with a similarly situated administrative assistant in the Public Works Department. Ignoring internal equity concerns can lead to high turnover and low morale among employees.
- The third constraint on management is the organizational hierarchy. In a hierarchical organization, it is vital that managers have a greater level of compensation than the subordinates they supervise. Ignoring issues related to organizational hierarchy can lead to poor management performance and reduced motivation among employees.

EXTERNAL LABOR MARKET

In developing compensation plans for county and municipal governments, salary survey instruments developed by the Institute are distributed to organizations that are either in the city’s local labor market or are comparable to the municipality or county under review. Factors used to determine comparability to other cities and counties include population ($\pm 25\%$) annual general fund budget, number of employees, and types of services offered to the public. All survey results are verified and standardized in format by Institute staff. In cases where only a range was reported for a specific position, the average of the high and low salary listings is used in the computations.

INTERNAL JOB MARKET

The place of a given job's rank within an organizational value system is reflected in the position's compensation, particularly in the form of a base rate or range of pay. With local governments existing in competitive labor markets, systems that establish the relative value of positions are important to both employees and management, as they establish the basis for equity, at least in a traditional sense.

Within public organizations, job hierarchies and organizational structure are used for more than simply determining compensation. Both serve as general guides in recruitment and selection of employees; further, establishing job evaluation systems related to hierarchy and organizational structure can be an important tool in:

- Redesigning organizational processes.
- May assist management in career planning, training and professional development; and
- May provide guidance in job assignments and during times of reductions in force.

The essence of internal job evaluation is the rating or ranking of jobs by their relative worth to the organization and is composed of a variety of job evaluation factors. Technically, these factors need to:

- Be present in varying degree relative to individual jobs,
- Be minimized in number,
- Be discrete in meaning in order to avoid double weighting, and
- Be known (to some degree) for all positions in the system.
- Finally, each identified factor must measure individual aspects of the position itself, rather than the incumbent holding the position within an organization.

Some of the most commonly used factors include:

- Job requirements,
- Responsibility,
- Working conditions,
- Physical demands,
- Difficulty of work, both intellectually, physically, and emotionally,
- Nature and degree of required personal relationships, and
- Leadership and management requirements.

GRADE & STEP SYSTEMS

Most compensation plans designed by the Institute are based on a standard format utilizing a grade and step system (presented on the next page), which helps to provide stability in an organization's overall compensation system. The plan itself is based upon the premise of providing the current minimum wage at Grade One Step One; all other grades and steps are calculated from this base level. An increase in grade represents a ten percent (10%) increase in compensation, while an increase to a higher step within each grade represents a three percent (3%) increase in compensation.

Positions are placed on a grade within the plan using data returned through internal and external data collection; each position is placed so that its compensation is appropriate for the "rank" of the position with the organizational structure. Individual employees are assigned to a specific step within the grade associated with their current position, based upon their current annual wage and the length of their tenure with the organization. Proposed salaries are never lower than the employee's current rate of pay; each position receives at least a small increase to properly assign the employee to an exact step on the pay scale. Every effort is made to maintain internal pay equity between comparable positions, and further, to standardize wages among similar positions to the greatest extent possible.

IMPLEMENTATION

Implementation of a compensation plan rests within the authority of the governing body of the organization; the plan itself exists as a guide or frame work that can be used to guide current and future personnel and compensation decisions. Almost all plans developed by the Institute, when they are released and accepted by a local Board (or governing authorities), are adjusted by Board action to reflect the Board's thoughts and feelings regarding specific local conditions inherent within the organization. Personnel plans developed by the Institute should exist as 'living documents', and continually evolve with the organization over time in order to retain their value. In some cases, plans may need to be reviewed periodically to account for changes in the external labor market, and to ensure continued commitment to maintaining external and internal equity among positions.

SURVEY RESPONDENTS

Alphabetically

Municipality	Population	Municipality	Population	Municipality	Population
Abbeville	425	Georgetown	252	Pascagoula	22,010
Aberdeen	4,961	Glen	382	Pass Christian	5,686
Algoma	705	Gluckstadt	3,000	Petal	11,010
Amory	6,666	Golden	192	Picayune	11,885
Arcola	304	Greenville	29,670	Plantersville	868
Artesia	304	Greenwood	14,490	Pontotoc	5,640
Batesville	7,523	Gulfport	72,926	Poplarville	2,833
Bay St. Louis	9,284	Hazlehurst	3,619	Prentiss	976
Belmont	1,859	Hollandale	2,188	Purvis	1,904
Blue Mountain	948	Horn Lake	27,000	Quitman	2,323
Blue Springs	436	Houston	3,797	Richton	920
Brookhaven	11,674	Itta Bena	3,139	Ridgeland	24,340
Brooksville	915	Jumpertown	425	Roxie	469
Bruce	1,707	Kosciusko	7,114	Saltillo	4,922
Burnsville	868	Leakesville	3,775	Sardis	1,748
Calhoun City	1,533	Learned	56	Shaw	1,625
Carthage	4,901	Leland	3,988	Sherman	850
Clarksdale	14,903	Lexington	1,602	Shubuta	406
Clinton	28,100	Liberty	560	Slate Springs	105
Coffeeville	797	Louisville	6,072	Smithville	717
Coldwater	1,381	Lumberton	1,617	Southaven	54,648
Collins	2,342	Maben	771	Starkville	24,360
Columbus	24,084	Macon	2,582	Stonewall	879
Corinth	14,622	Magnolia	1,883	Sturgis	207
Crowder	573	Mantachie	1,121	Summit	1,505
Crystal Springs	4,862	Mantee	237	Sumner	278
Decatur	1,945	Marietta	256	Sumrall	1,765
DeKalb	1,028	Marion	1,751	Taylor	498
Diamondhead	9,529	McLain	313	Thaxton	692
D'Iberville	12,721	Meadville	448	Tremont	467
D'Lo	373	Monticello	1,441	Utica	636
Eden	121	Moorhead	1,937	Verona	2,792
Edwards	995	Morgan City	207	Vicksburg	21,573
Ellisville	4,652	Moss Point	12,147	Waveland	7,210
Enterprise	496	Nettleton	1,935	West Point	10,105
Eupora	2,152	New Albany	7,626	Wiggins	4,272
Farmington	2,055	New Augusta	554	Woodland	96
Flora	1,647	North Carrollton	405	Woodville	928
Florence	4,572	Ocean Springs	18,429	Yazoo City	10,316
Forest	5,430	Olive Branch	46,466	Yazoo City	10,316
Fulton	4,542	Osyka	420		
Gautier	19,024	Oxford	25,416		

SURVEY RESPONDENTS

by Population

Municipality	Population	Municipality	Population	Municipality	Population
Over 20,000		1,000 to 4,999, cont'd		1 to 999, cont'd	
Gulfport	72,926	Fulton	4,542	Burnsville	868
Southaven	54,648	Wiggins	4,272	Plantersville	868
Olive Branch	46,466	Leland	3,988	Sherman	850
Greenville	29,670	Houston	3,797	Coffeetown	797
Clinton	28,100	Leakesville	3,775	Maben	771
Horn Lake	27,000	Hazlehurst	3,619	Smithville	717
Oxford	25,416	Itta Bena	3,139	Algoma	705
Starkville	24,360	Gluckstadt	3,000	Thaxton	692
Ridgeland	24,340	Poplarville	2,833	Utica	636
Columbus	24,084	Verona	2,792	Crowder	573
Pascagoula	22,010	Macon	2,582	Liberty	560
Vicksburg	21,573	Collins	2,342	New Augusta	554
10,000 to 19,999		Quitman	2,323	Taylor	498
Gautier	19,024	Hollandale	2,188	Enterprise	496
Ocean Springs	18,429	Eupora	2,152	Roxie	469
Clarksdale	14,903	Farmington	2,055	Tremont	467
Corinth	14,622	Decatur	1,945	Meadville	448
Greenwood	14,490	Moorhead	1,937	Blue Springs	436
D'Iberville	12,721	Nettleton	1,935	Jumpertown	425
Moss Point	12,147	Purvis	1,904	Abbeville	425
Picayune	11,885	Magnolia	1,883	Osyka	420
Brookhaven	11,674	Belmont	1,859	Shubuta	406
Petal	11,010	Sumrall	1,765	North Carrollton	405
Yazoo City	10,316	Marion	1,751	Glen	382
West Point	10,105	Sardis	1,748	D'Lo	373
5,000 to 9,999		Bruce	1,707	McLain	313
Diamondhead	9,529	Flora	1,647	Arcola	304
Bay St. Louis	9,284	Shaw	1,625	Artesia	304
New Albany	7,626	Lumberton	1,617	Sumner	278
Batesville	7,523	Lexington	1,602	Marietta	256
Waveland	7,210	Calhoun City	1,533	Georgetown	252
Kosciusko	7,114	Summit	1,505	Mantee	237
Amory	6,666	Monticello	1,441	Morgan City	207
Louisville	6,072	Coldwater	1,381	Sturgis	207
Pass Christian	5,686	Mantachie	1,121	Golden	192
Pontotoc	5,640	DeKalb	1,028	Eden	121
Forest	5,430	1 to 999		Slate Springs	105
1,000 to 4,999		Edwards	995	Woodland	96
Aberdeen	4,961	Prentiss	976	Learned	56
Saltillo	4,922	Blue Mountain	948		
Carthage	4,901	Woodville	928		
Crystal Springs	4,862	Richton	920		
Ellisville	4,652	Brooksville	915		
Florence	4,572	Stonewall	879		

CITY HALL STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Mayor							
Over 20,000 Residents	\$96,586.46	\$17,417.55	\$150,000.00	\$78,674.50	\$95,274.40	\$121,826.46	12
10,000 to 19,999 Residents	\$68,141.02	\$16,200.00	\$122,422.00	\$53,780.00	\$76,108.96	\$83,203.08	12
5,000 to 9,999 Residents	\$63,693.06	\$14,812.50	\$87,321.00	\$55,600.00	\$77,000.00	\$78,808.90	11
1,000 to 4,999 Residents	\$28,047.83	\$2,400.00	\$73,365.00	\$14,029.34	\$22,009.68	\$40,000.00	41
0 to 999 Residents	\$8,298.51	\$900.00	\$35,360.00	\$3,600.00	\$6,025.62	\$9,842.43	42
Elected Official							
Over 20,000 Residents	\$27,357.84	\$15,000.00	\$87,809.67	\$18,924.80	\$22,076.67	\$24,084.18	12
10,000 to 19,999 Residents	\$20,871.22	\$11,558.04	\$46,500.00	\$14,850.00	\$19,268.10	\$22,405.02	12
5,000 to 9,999 Residents	\$13,810.57	\$5,000.00	\$23,844.00	\$10,549.62	\$12,230.00	\$17,200.08	11
1,000 to 4,999 Residents	\$8,526.26	\$600.00	\$34,608.00	\$5,676.42	\$6,600.00	\$9,982.00	40
0 to 999 Residents	\$3,327.29	\$200.00	\$16,500.00	\$1,200.00	\$2,400.00	\$4,320.00	41
City Clerk							
Over 20,000 Residents	\$85,994.48	\$60,211.46	\$100,420.00	\$78,844.19	\$90,219.20	\$94,513.60	12
10,000 to 19,999 Residents	\$70,169.15	\$53,000.00	\$84,016.00	\$64,360.38	\$71,000.00	\$75,894.80	12
5,000 to 9,999 Residents	\$64,857.76	\$49,000.00	\$93,000.00	\$58,516.65	\$63,902.00	\$68,000.00	11
1,000 to 4,999 Residents	\$47,364.05	\$30,000.00	\$78,750.00	\$40,125.00	\$47,323.00	\$51,010.80	42
0 to 999 Residents	\$26,784.34	\$1,200.00	\$58,000.00	\$9,500.00	\$30,720.00	\$37,441.44	45

ADMINISTRATIVE STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
City Manager							
Over 20,000 Residents	\$114,205.05	\$82,201.60	\$140,743.11	\$101,301.60	\$115,809.98	\$129,602.59	6
10,000 to 19,999 Residents	\$103,656.17	\$59,765.00	\$142,854.00	\$88,088.83	\$92,573.00	\$135,000.00	5
5,000 to 9,999 Residents	\$93,746.00	\$93,000.00	\$94,492.00	\$93,373.00	\$93,746.00	\$94,119.00	2
1,000 to 4,999 Residents	\$58,931.00	\$41,662.00	\$78,750.00	\$49,021.50	\$56,381.00	\$67,565.50	3
HR Director							
Over 20,000 Residents	\$79,530.75	\$55,000.00	\$110,000.00	\$71,213.88	\$75,824.71	\$84,807.90	10
10,000 to 19,999 Residents	\$54,852.26	\$38,854.32	\$74,630.00	\$41,530.41	\$57,520.00	\$62,796.30	8
5,000 to 9,999 Residents	\$40,960.00	\$35,000.00	\$44,990.00	\$39,080.00	\$41,925.00	\$43,805.00	4
1,000 to 4,999 Residents	\$49,874.00	\$27,250.00	\$78,750.00	\$37,934.50	\$46,748.00	\$58,687.50	4
Deputy City Clerk							
Over 20,000 Residents	\$55,696.16	\$41,620.80	\$85,009.60	\$43,231.82	\$48,357.60	\$65,534.51	10
10,000 to 19,999 Residents	\$44,383.33	\$27,040.00	\$68,000.00	\$39,520.05	\$42,744.00	\$46,586.82	10
5,000 to 9,999 Residents	\$39,537.86	\$30,200.00	\$51,875.20	\$33,110.00	\$39,430.00	\$44,734.04	11
1,000 to 4,999 Residents	\$33,085.72	\$12,480.00	\$58,000.00	\$28,100.80	\$31,875.28	\$38,625.00	36
0 to 999 Residents	\$22,628.79	\$150.00	\$47,000.00	\$12,855.69	\$20,800.00	\$31,858.56	16
Municipal Court Clerk							
Over 20,000 Residents	\$58,529.25	\$42,224.00	\$85,000.00	\$46,930.45	\$56,284.80	\$66,005.03	11
10,000 to 19,999 Residents	\$42,596.95	\$34,444.80	\$60,507.00	\$37,044.00	\$40,310.40	\$44,366.50	11
5,000 to 9,999 Residents	\$40,992.76	\$51,875.20	\$51,875.20	\$37,210.40	\$39,705.12	\$43,835.60	11
1,000 to 4,999 Residents	\$31,184.75	\$2,470.00	\$52,000.00	\$28,325.50	\$31,875.80	\$35,395.00	32
0 to 999 Residents	\$19,439.59	\$150.00	\$37,441.44	\$7,241.00	\$22,880.00	\$28,777.50	14
Administrative Assistant							
Over 20,000 Residents	\$43,195.37	\$29,453.00	\$75,000.00	\$37,092.64	\$39,790.40	\$46,333.20	10
10,000 to 19,999 Residents	\$41,690.95	\$29,120.00	\$41,690.95	\$35,500.00	\$39,000.00	\$45,062.78	9
5,000 to 9,999 Residents	\$37,909.63	\$30,881.76	\$45,968.00	\$35,918.75	\$38,077.50	\$38,959.75	6
1,000 to 4,999 Residents	\$34,155.38	\$24,024.00	\$52,000.00	\$30,994.60	\$32,032.00	\$36,400.00	9

PUBLIC WORKS STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Public Works Director							
Over 20,000 Residents	\$99,476.05	\$62,649.00	\$162,751.00	\$76,356.40	\$97,323.20	\$110,920.00	11
10,000 to 19,999 Residents	\$69,066.43	\$59,159.88	\$90,875.00	\$63,975.60	\$66,300.00	\$72,321.00	10
5,000 to 9,999 Residents	\$71,284.49	\$45,917.40	\$139,193.00	\$56,175.63	\$60,450.00	\$70,133.00	10
1,000 to 4,999 Residents	\$47,455.38	\$45.00	\$71,656.00	\$40,764.94	\$50,000.00	\$53,945.00	31
0 to 999 Residents	\$36,210.30	\$10,200.00	\$57,456.00	\$30,014.40	\$34,900.00	\$43,680.00	21
Street Superintendent							
Over 20,000 Residents	\$63,606.81	\$41,600.00	\$85,000.00	\$57,941.08	\$63,250.50	\$71,463.60	8
10,000 to 19,999 Residents	\$54,232.84	\$38,000.00	\$70,590.00	\$47,584.94	\$52,000.00	\$65,000.00	9
5,000 to 9,999 Residents	\$53,225.93	\$38,000.00	\$66,898.00	\$45,073.60	\$53,812.00	\$61,862.15	7
1,000 to 4,999 Residents	\$43,308.52	\$25,708.00	\$64,188.80	\$36,699.54	\$41,020.00	\$46,635.00	12
0 to 999 Residents	\$33,908.21	\$26,000.00	\$44,720.00	\$30,140.93	\$33,760.00	\$35,646.00	6
Foreman							
Over 20,000 Residents	\$41,010.68	\$27,310.40	\$63,000.00	\$34,538.25	\$39,539.07	\$45,311.08	8
10,000 to 19,999 Residents	\$38,140.41	\$25,000.00	\$47,049.00	\$33,696.00	\$38,480.00	\$44,530.93	7
5,000 to 9,999 Residents	\$42,058.08	\$36,070.60	\$51,875.20	\$38,324.00	\$40,757.50	\$44,898.00	10
1,000 to 4,999 Residents	\$34,846.20	\$22,859.00	\$42,000.00	\$31,976.00	\$36,220.00	\$39,858.00	10
0 to 999 Residents	\$33,435.00	\$30,720.00	\$37,500.00	\$31,080.00	\$32,760.00	\$35,115.00	4
Truck Driver							
Over 20,000 Residents	\$32,191.43	\$29,120.00	\$35,817.60	\$29,400.75	\$32,125.50	\$34,632.00	6
10,000 to 19,999 Residents	\$32,601.33	\$24,960.00	\$43,534.00	\$29,405.85	\$32,125.60	\$35,620.00	8
5,000 to 9,999 Residents	\$35,881.18	\$28,000.00	\$44,575.00	\$32,760.00	\$33,280.00	\$52,547.65	9
1,000 to 4,999 Residents	\$28,837.64	\$17,940.00	\$36,088.00	\$26,000.00	\$28,392.00	\$31,980.00	11
Laborer							
Over 20,000 Residents	\$28,551.48	\$18,720.00	\$35,360.00	\$24,971.96	\$29,120.00	\$32,843.20	11
10,000 to 19,999 Residents	\$25,988.31	\$18,720.00	\$32,240.00	\$53,780.00	\$25,708.80	\$29,099.00	9
5,000 to 9,999 Residents	\$31,193.27	\$23,690.00	\$45,968.00	\$32,068.00	\$30,000.00	\$31,945.50	11
1,000 to 4,999 Residents	\$28,935.90	\$18,240.00	\$73,430.00	\$24,990.00	\$31,680.00	\$32,433.00	32
0 to 999 Residents	\$27,692.84	\$18,564.00	\$49,128.00	\$22,880.00	\$25,768.95	\$27,712.65	16

PARKS & RECREATION STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Parks and Recreation Director							
Over 20,000 Residents	\$79,601.61	\$60,000.00	\$105,000.00	\$69,740.43	\$75,000.00	\$89,903.60	11
10,000 to 19,999 Residents	\$56,933.91	\$42,000.00	\$73,151.76	\$49,491.40	\$50,000.00	\$67,600.00	9
5,000 to 9,999 Residents	\$52,433.39	\$40,144.00	\$63,440.00	\$48,469.81	\$52,602.00	\$58,834.88	10
1,000 to 4,999 Residents	\$31,179.82	\$3,000.00	\$64,188.80	\$12,179.00	\$32,000.00	\$43,142.50	19
Parks and Recreation Laborer							
Over 20,000 Residents	\$28,791.37	\$18,720.00	\$35,360.00	\$25,480.00	\$30,816.00	\$32,968.00	11
10,000 to 19,999 Residents	\$26,356.49	\$18,720.00	\$31,761.00	\$23,774.40	\$27,040.00	\$29,712.80	7
5,000 to 9,999 Residents	\$32,629.96	\$23,690.00	\$45,968.00	\$30,000.00	\$33,925.00	\$34,881.60	9
1,000 to 4,999 Residents	\$30,178.49	\$13,104.00	\$64,188.80	\$24,960.00	\$28,500.00	\$34,040.00	14

BUILDING CODE & ENFORCEMENT STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Director							
Over 20,000 Residents	\$88,918.05	\$74,948.19	\$105,747.20	\$77,978.90	\$82,994.95	\$101,389.10	7
10,000 to 19,999 Residents	\$61,358.72	\$47,218.00	\$75,400.00	\$55,625.00	\$61,915.60	\$66,610.13	6
5,000 to 9,999 Residents	\$49,249.67	\$38,000.00	\$60,000.00	\$43,874.50	\$49,749.00	\$54,874.50	3
1,000 to 4,999 Residents	\$31,266.67	\$2,400.00	\$75,000.00	\$12,000.00	\$18,000.00	\$52,000.00	9
Planner							
Over 20,000 Residents	\$68,216.94	\$28,610.00	\$110,340.00	\$52,000.00	\$55,000.00	\$83,200.00	9
10,000 to 19,999 Residents	\$59,101.95	\$51,500.80	\$66,703.10	\$55,301.38	\$59,101.95	\$62,902.53	2
5,000 to 9,999 Residents	\$45,184.53	\$39,000.00	\$52,873.60	\$41,340.00	\$43,680.00	\$48,276.80	3
Building Official							
Over 20,000 Residents	\$63,670.73	\$49,504.00	\$80,000.00	\$53,773.80	\$95,274.40	\$72,220.20	10
10,000 to 19,999 Residents	\$51,551.15	\$38,867.00	\$73,049.00	\$42,640.00	\$47,070.00	\$60,174.40	9
5,000 to 9,999 Residents	\$57,685.54	\$45,000.00	\$68,744.00	\$52,873.60	\$60,274.29	\$62,837.00	9
1,000 to 4,999 Residents	\$30,566.64	\$5,100.00	\$75,000.00	\$15,000.00	\$28,800.00	\$46,000.00	9
Code Enforcement Officer							
Over 20,000 Residents	\$42,921.76	\$32,760.00	\$62,982.00	\$39,436.80	\$41,834.08	\$45,330.25	12
10,000 to 19,999 Residents	\$41,308.94	\$32,198.40	\$56,493.00	\$35,537.50	\$39,950.00	\$44,891.50	10
5,000 to 9,999 Residents	\$44,472.56	\$28,000.00	\$66,989.00	\$36,000.00	\$42,536.00	\$52,000.00	9
1,000 to 4,999 Residents	\$24,560.26	\$2,400.00	\$75,000.00	\$8,173.47	\$17,774.82	\$37,938.00	14

POLICE STATISTICAL SUMMARY

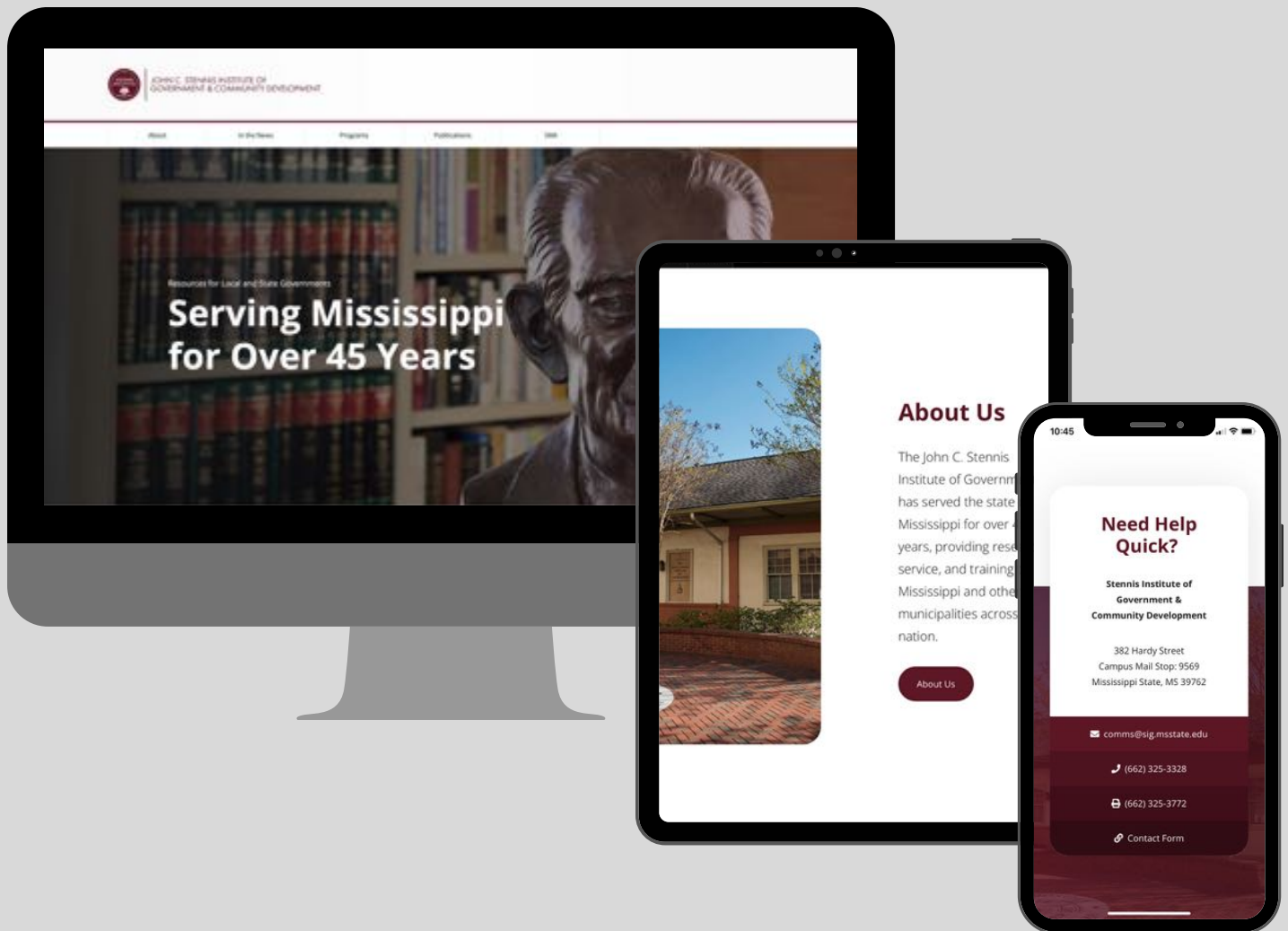
Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Police Chief							
Over 20,000 Residents	\$98,577.15	\$73,360.00	\$111,550.40	\$93,819.57	\$36,680.50	\$107,117.75	12
10,000 to 19,999 Residents	\$75,617.48	\$61,200.10	\$93,371.00	\$70,469.32	\$75,140.00	\$79,952.53	12
5,000 to 9,999 Residents	\$131,084.29	\$57,980.00	\$699,956.25	\$60,068.57	\$67,418.19	\$76,206.25	10
1,000 to 4,999 Residents	\$49,618.97	\$11,540.00	\$75,000.00	\$45,860.00	\$50,000.00	\$56,975.40	40
0 to 999 Residents	\$30,490.84	\$1,200.00	\$69,000.00	\$15,400.00	\$36,700.00	\$39,880.00	30
Police Lieutenant							
Over 20,000 Residents	\$64,388.45	\$53,602.00	\$79,188.00	\$60,124.85	\$63,513.58	\$69,677.46	12
10,000 to 19,999 Residents	\$43,925.10	\$4,826.17	\$53,750.00	\$45,166.12	\$49,071.00	\$50,000.00	10
5,000 to 9,999 Residents	\$50,531.97	\$44,051.28	\$57,876.00	\$48,335.50	\$49,970.00	\$53,254.10	10
1,000 to 4,999 Residents	\$41,875.17	\$33,280.00	\$60,000.00	\$37,000.00	\$41,759.00	\$44,690.09	17
Police Sergeant							
Over 20,000 Residents	\$57,002.78	\$47,000.00	\$67,500.00	\$51,460.07	\$56,999.80	\$62,047.50	11
10,000 to 19,999 Residents	\$45,390.50	\$33,196.80	\$56,194.00	\$44,161.00	\$45,669.50	\$47,654.00	12
5,000 to 9,999 Residents	\$44,834.73	\$38,000.00	\$52,439.00	\$41,091.90	\$42,000.00	\$49,090.86	10
1,000 to 4,999 Residents	\$38,738.24	\$21,840.00	\$52,000.00	\$34,324.94	\$40,134.00	\$43,019.00	12
Police Officer							
Over 20,000 Residents	\$49,514.90	\$38,542.00	\$64,000.00	\$41,226.90	\$47,469.68	\$57,452.46	12
10,000 to 19,999 Residents	\$39,841.75	\$29,848.00	\$51,083.00	\$37,505.46	\$39,760.50	\$41,457.09	12
5,000 to 9,999 Residents	\$40,724.83	\$33,360.00	\$49,019.00	\$36,000.00	\$40,000.00	\$45,968.00	9
1,000 to 4,999 Residents	\$34,405.24	\$21,840.00	\$42,741.00	\$31,200.00	\$35,500.00	\$38,390.00	35
0 to 999 Residents	\$23,614.56	\$1,200.00	\$41,600.00	\$12,000.00	\$28,000.00	\$31,200.00	21

FIRE STATISTICAL SUMMARY

Job Title / Population Group	Mean	Minimum	Maximum				Number of Responses
				25%	50% (Median)	75%	
Fire Chief							
Over 20,000 Residents	\$91,777.23	\$70,800.00	\$110,000.00	\$87,728.68	\$93,644.60	\$98,372.21	12
10,000 to 19,999 Residents	\$70,618.78	\$59,159.88	\$90,875.00	\$65,280.06	\$71,448.00	\$73,500.00	12
5,000 to 9,999 Residents	\$62,275.04	\$57,925.14	\$68,180.00	\$59,734.50	\$61,124.65	\$64,500.00	10
1,000 to 4,999 Residents	\$36,959.92	\$2,400.00	\$66,000.00	\$20,978.00	\$40,659.84	\$52,500.00	21
0 to 999 Residents	\$10,018.85	\$1,500.00	\$33,696.00	\$2,288.28	\$4,800.00	\$7,809.96	5
Fire Lieutenant							
Over 20,000 Residents	\$54,251.17	\$40,569.10	\$66,584.00	\$50,496.19	\$53,960.35	\$60,607.32	12
10,000 to 19,999 Residents	\$44,052.74	\$25,937.60	\$56,175.00	\$41,423.50	\$44,048.00	\$47,718.21	10
5,000 to 9,999 Residents	\$43,828.38	\$32,000.00	\$50,162.00	\$41,644.25	\$42,758.50	\$49,715.75	8
1,000 to 4,999 Residents	\$42,695.77	\$33,111.00	\$51,292.00	\$39,233.68	\$43,000.00	\$46,500.00	7
Fire Sergeant							
Over 20,000 Residents	\$44,415.95	\$42,387.28	\$46,066.50	\$43,446.82	\$44,605.00	\$45,574.13	4
10,000 to 19,999 Residents	\$46,393.41	\$32,406.40	\$60,383.14	\$43,414.00	\$47,622.00	\$48,757.15	7
5,000 to 9,999 Residents	\$43,631.83	\$34,794.50	\$49,367.00	\$41,375.00	\$45,501.25	\$46,345.88	6
1,000 to 4,999 Residents	\$41,133.00	\$34,560.00	\$48,597.00	\$39,972.00	\$40,510.00	\$42,248.75	6
Firefighter							
Over 20,000 Residents	\$42,806.90	\$33,610.00	\$58,500.00	\$36,078.55	\$39,730.00	\$48,514.20	12
10,000 to 19,999 Residents	\$34,815.60	\$21,632.00	\$46,440.00	\$33,685.00	\$35,357.12	\$38,833.50	12
5,000 to 9,999 Residents	\$36,521.69	\$30,000.00	\$41,597.00	\$33,557.40	\$37,948.03	\$38,931.00	10
1,000 to 4,999 Residents	\$30,202.42	\$144.00	\$42,992.04	\$26,447.20	\$33,090.00	\$35,875.00	14

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MEDICAL INSURANCE PERCENTAGES

Population	Medical Insurance Full-Time				
	Offer Medical Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	77.24%	83.16%	72.92%	0.00%	27.08%
Over 20,000	100.00%	100.00%	75.00%	0.00%	25.00%
10,000 to 19,999	100.00%	100.00%	41.67%	0.00%	58.33%
5,000 to 9,999	100.00%	90.91%	63.64%	0.00%	36.36%
1,000 to 4,999	95.24%	87.50%	91.89%	0.00%	8.11%
1 to 999	43.48%	50.00%	62.50%	0.00%	37.50%
Overall Count	95/123	79/95	70/96	0/96	26/96
Over 20,000	12/12	12/12	9/12	0/12	3/12
10,000 to 19,999	12/12	12/12	5/12	0/12	7/12
5,000 to 9,999	11/11	10/11	7/11	0/11	4/11
1,000 to 4,999	40/42	35/40	34/37	0/37	3/37
1 to 999	20/46	10/20	15/24	0/24	9/24

Population	Medical Insurance Part-Time				
	Offer Medical Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	2.44%	33.33%	33.33%	66.67%	0.00%
Over 20,000	0.00%	0.00%	0.00%	0.00%	0.00%
10,000 to 19,999	0.00%	0.00%	0.00%	0.00%	0.00%
5,000 to 9,999	18.18%	50.00%	0.00%	100.00%	0.00%
1,000 to 4,999	2.38%	0.00%	100.00%	0.00%	0.00%
1 to 999	0.00%	0.00%	0.00%	0.00%	0.00%
Overall Count	3/123	1/3	1/3	2/3	0/3
Over 20,000	0/12	0/0	0/0	0/0	0/0
10,000 to 19,999	0/12	0/0	0/0	0/0	0/0
5,000 to 9,999	2/11	1/2	0/2	2/2	0/2
1,000 to 4,999	1/42	0/1	1/1	0/1	0/1
1 to 999	0/46	0/0	0/0	0/0	0/0

DENTAL INSURANCE PERCENTAGES

Population	Dental Insurance Full-Time				
	Offer Dental Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	69.11%	85.88%	34.12%	51.76%	14.12%
Over 20,000	41.67%	100.00%	80.00%	0.00%	20.00%
10,000 to 19,999	91.67%	72.73%	27.27%	45.45%	27.27%
5,000 to 9,999	72.73%	87.50%	25.00%	50.00%	25.00%
1,000 to 4,999	76.19%	81.25%	31.25%	59.38%	9.38%
1 to 999	63.04%	93.10%	34.48%	55.17%	10.34%
Overall Count	85/123	73/85	29/85	44/85	12/85
Over 20,000	5/12	5/5	4/5	0/5	1/5
10,000 to 19,999	11/12	8/11	3/11	5/11	3/11
5,000 to 9,999	8/11	7/8	2/8	4/8	2/8
1,000 to 4,999	32/42	26/32	10/32	19/32	3/32
1 to 999	29/46	27/29	10/29	16/29	3/29

Population	Dental Insurance Part-Time				
	Offer Dental Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	4.07%	40.00%	20.00%	80.00%	0.00%
Over 20,000	0.00%	0.00%	0.00%	100.00%	0.00%
10,000 to 19,999	8.33%	0.00%	0.00%	100.00%	0.00%
5,000 to 9,999	9.09%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	2.38%	0.00%	100.00%	0.00%	0.00%
1 to 999	4.35%	50.00%	0.00%	100.00%	0.00%
Overall Count	5/123	2/5	1/5	4/5	0/5
Over 20,000	0/12	0/0	0/1	1/1	0/1
10,000 to 19,999	1/12	0/1	0/1	1/1	0/1
5,000 to 9,999	1/11	1/1	0/1	1/1	0/1
1,000 to 4,999	1/42	0/1	1/1	0/1	0/1
1 to 999	2/46	1/2	0/1	1/1	0/1

VISION INSURANCE PERCENTAGES

Population	Vision Insurance Full-Time				
	Offer Vision Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	60.98%	86.67%	20.00%	68.00%	12.00%
Over 20,000	25.00%	100.00%	33.33%	66.67%	0.00%
10,000 to 19,999	75.00%	88.89%	22.22%	77.78%	0.00%
5,000 to 9,999	54.55%	100.00%	16.67%	50.00%	33.33%
1,000 to 4,999	66.67%	78.57%	28.57%	64.29%	7.14%
1 to 999	63.04%	89.66%	10.34%	72.41%	17.24%
Overall Count	75/123	65/75	15/75	51/75	9/75
Over 20,000	3/12	3/3	1/3	2/3	0/3
10,000 to 19,999	9/12	8/9	2/9	7/9	0/9
5,000 to 9,999	6/11	6/6	1/6	3/6	2/6
1,000 to 4,999	28/42	26/28	8/28	18/28	2/28
1 to 999	29/46	26/29	3/29	21/29	5/29

Population	Vision Insurance Part-Time				
	Offer Vision Insurance	Spouses and Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	4.88%	66.67%	16.67%	83.33%	0.00%
Over 20,000	0.00%	0.00%	0.00%	0.00%	0.00%
10,000 to 19,999	16.67%	50.00%	0.00%	100.00%	0.00%
5,000 to 9,999	9.09%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	2.38%	0.00%	100.00%	0.00%	0.00%
1 to 999	4.35%	100.00%	0.00%	100.00%	0.00%
Overall Count	6/123	4/6	1/6	5/6	0/6
Over 20,000	0/12	0/0	0/0	0/0	0/0
10,000 to 19,999	2/12	1/2	0/2	2/2	0/2
5,000 to 9,999	1/11	1/1	0/1	1/1	0/1
1,000 to 4,999	1/42	0/1	1/1	0/1	0/1
1 to 999	2/46	2/2	0/2	2/2	0/2

SHORT TERM DISABILITY PERCENTAGES

Population	Short Term Disability Insurance Full-Time			
	Offer Short Term Disability	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	48.78%	10.00%	86.67%	3.33%
Over 20,000	41.67%	60.00%	40.00%	0.00%
10,000 to 19,999	66.67%	12.50%	87.50%	0.00%
5,000 to 9,999	54.55%	0.00%	100.00%	0.00%
1,000 to 4,999	47.62%	5.00%	95.00%	0.00%
1 to 999	45.65%	4.76%	85.71%	9.52%
Overall Count	60/123	6/60	52/60	2/60
Over 20,000	5/12	3/5	2/5	0/5
10,000 to 19,999	8/12	1/8	7/8	0/8
5,000 to 9,999	6/11	0/6	6/6	0/6
1,000 to 4,999	20/42	1/20	19/20	0/20
1 to 999	21/46	1/21	18/21	2/21

Population	Short Term Disability Insurance Part-Time			
	Offer Short Term Disability	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	7.32%	0.00%	100.00%	0.00%
Over 20,000	16.67%	16.67%	100.00%	0.00%
10,000 to 19,999	16.67%	16.67%	100.00%	0.00%
5,000 to 9,999	9.09%	9.09%	100.00%	0.00%
1,000 to 4,999	2.38%	2.38%	100.00%	0.00%
1 to 999	6.52%	6.52%	100.00%	0.00%
Overall Count	9/123	0/9	9/9	0/9
Over 20,000	2/12	2/12	2/2	0/2
10,000 to 19,999	2/12	2/12	2/2	0/2
5,000 to 9,999	1/11	1/11	1/1	0/1
1,000 to 4,999	1/42	1/42	1/1	0/1
1 to 999	3/46	3/46	3/3	0/3

LONG TERM DISABILITY PERCENTAGES

Population	Long Term Disability Full-Time			
	Offer Long Term Disability	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	32.52%	17.50%	82.50%	0.00%
Over 20,000	25.00%	66.67%	33.33%	0.00%
10,000 to 19,999	58.33%	28.57%	71.43%	0.00%
5,000 to 9,999	27.27%	0.00%	100.00%	0.00%
1,000 to 4,999	23.81%	0.00%	100.00%	0.00%
1 to 999	36.96%	18.75%	81.25%	0.00%
Overall Count	40/123	7/40	33/40	0/40
Over 20,000	3/12	2/3	1/3	0/3
10,000 to 19,999	7/12	2/7	5/7	0/7
5,000 to 9,999	3/11	0/3	3/3	0/3
1,000 to 4,999	10/42	0/11	11/11	0/11
1 to 999	17/46	3/16	13/16	0/16

Population	Long Term Disability Part-Time			
	Offer Long Term Disability	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall Percentages	4.88%	16.67%	83.33%	0.00%
Over 20,000	16.67%	50.00%	50.00%	0.00%
10,000 to 19,999	16.67%	0.00%	100.00%	0.00%
5,000 to 9,999	0.00%	0.00%	0.00%	0.00%
1,000 to 4,999	0.00%	0.00%	0.00%	0.00%
1 to 999	4.35%	0.00%	100.00%	0.00%
Overall Count	6/123	1/6	5/6	0/6
Over 20,000	2/12	1/2	1/2	0/2
10,000 to 19,999	2/12	0/2	2/2	0/2
5,000 to 9,999	0/11	0/0	0/0	0/0
1,000 to 4,999	0/42	0/0	0/0	0/0
1 to 999	2/46	0/2	2/2	0/0

PAID PERSONAL & VACATION LEAVE PERCENTAGES

Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time			
	Offer Paid Personal Leave	Average Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered		
		1 Yr	4 Yrs	10 Yrs		1 Yr	4 Yrs	10 Yrs
Overall Percentages	47.15%	7.10	10.07	14.24	82.11%	7.23	10.64	15.69
Over 20,000	41.67%	4.50	5.75	5.75	66.67%	5.53	7.67	13.29
10,000 to 19,999	41.67%	7.50	11.25	17.75	100.00%	8.75	12.08	17.08
5,000 to 9,999	54.55%	7.17	9.67	11.33	72.73%	6.13	10.63	15.25
1,000 to 4,999	42.86%	7.81	13.13	22.23	83.33%	8.54	12.05	17.49
1 to 999	52.17%	8.53	10.56	14.13	82.61%	7.19	10.77	15.35
Overall Count	58/123	n/a	n/a	n/a	101/123	n/a	n/a	n/a
Over 20,000	5/12	n/a	n/a	n/a	8/12	n/a	n/a	n/a
10,000 to 19,999	5/12	n/a	n/a	n/a	12/12	n/a	n/a	n/a
5,000 to 9,999	6/11	n/a	n/a	n/a	8/11	n/a	n/a	n/a
1,000 to 4,999	18/42	n/a	n/a	n/a	35/42	n/a	n/a	n/a
1 to 999	24/46	n/a	n/a	n/a	38/46	n/a	n/a	n/a

Population	Paid Personal Leave Part-Time	Paid Vacation Leave Part-Time
	Offer Paid Personal Leave	Offer Paid Vacation Leave
Overall Percentages	2.44%	4.07%
Over 20,000	8.33%	8.33%
10,000 to 19,999	0.00%	0.00%
5,000 to 9,999	0.00%	0.00%
1,000 to 4,999	4.76%	9.52%
1 to 999	0.00%	0.00%
Overall Count	3/123	5/123
Over 20,000	1/12	1/12
10,000 to 19,999	0/12	0/12
5,000 to 9,999	0/11	0/11
1,000 to 4,999	2/42	4/42
1 to 999	0/46	0/46

PAID SICK & HOLIDAY LEAVE PERCENTAGES

Population	Paid Sick Leave Full-Time				Paid Holidays Full-Time	
	Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
		1 Year	4 Years	10 Years		
Overall Percentages	80.49%	9.29	9.97	10.66	90.24%	10.87
Over 20,000	58.33%	7.93	7.94	7.94	75.00%	11.11
10,000 to 19,999	100.00%	9.83	10.17	10.83	100.00%	10.83
5,000 to 9,999	81.82%	8.44	7.94	7.61	90.91%	10.80
1,000 to 4,999	78.57%	10.18	13.43	15.84	92.86%	10.74
1 to 999	82.61%	10.09	10.37	11.07	89.13%	10.88
Overall Count	99/123	n/a	n/a	n/a	111/123	n/a
Over 20,000	7/12	n/a	n/a	n/a	9/12	n/a
10,000 to 19,999	12/12	n/a	n/a	n/a	12/12	n/a
5,000 to 9,999	9/11	n/a	n/a	n/a	10/11	n/a
1,000 to 4,999	33/42	n/a	n/a	n/a	39/42	n/a
1 to 999	38/46	n/a	n/a	n/a	41/46	n/a

Population	Paid Sick Leave Part-Time	Paid Holidays Part-Time	
	Offer Paid Sick Leave	Offer Paid Holidays	Number of Days Offered
Overall Percentages	4.88%	8.13%	10.70
Over 20,000	8.33%	16.67%	11
10,000 to 19,999	0.00%	0.00%	n/a
5,000 to 9,999	0.00%	18.18%	10
1,000 to 4,999	11.90%	11.90%	9.8
1 to 999	0.00%	2.17%	12
Overall Count	6/123	10/123	n/a
Over 20,000	1/12	2/12	n/a
10,000 to 19,999	0/12	0/12	n/a
5,000 to 9,999	0/11	2/11	n/a
1,000 to 4,999	5/42	5/42	n/a
1 to 999	0/46	1/46	n/a

LIFE INSURANCE PERCENTAGES

Population	Life Insurance Full-Time						
	Offer Life Insurance	Premiums Paid			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less Than \$10,000	\$10,000 to \$25,000	More Than \$25,000
Overall Percentages	69.92%	79.07%	13.95%	6.98%	10.47%	67.44%	22.09%
Over 20,000	41.67%	80.00%	0.00%	20.00%	0.00%	0.00%	100.00%
10,000 to 19,999	83.33%	50.00%	40.00%	10.00%	0.00%	80.00%	20.00%
5,000 to 9,999	72.73%	75.00%	12.50%	12.50%	0.00%	87.50%	12.50%
1,000 to 4,999	71.43%	86.67%	13.33%	0.00%	16.67%	66.67%	16.67%
1 to 999	71.74%	81.82%	9.09%	9.09%	12.12%	69.70%	18.18%
Overall Count	86/123	68/86	12/86	6/86	9/86	58/86	19/86
Over 20,000	5/12	4/5	0/5	1/5	0/5	0/5	5/5
10,000 to 19,999	10/12	5/10	4/10	1/10	0/10	8/10	2/10
5,000 to 9,999	8/11	6/8	1/8	1/8	0/8	7/8	1/8
1,000 to 4,999	30/42	26/30	4/30	0/30	5/30	20/30	5/30
1 to 999	33/46	27/33	3/33	3/33	4/33	23/33	6/33

Population	Life Insurance Part-Time						
	Offer Life Insurance	Premiums Paid			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less Than \$10,000	\$10,000 to \$25,000	More Than \$25,000
Overall Percentages	9.76%	75.00%	25.00%	0.00%	8.33%	91.67%	0.00%
Over 20,000	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10,000 to 19,999	16.67%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%
5,000 to 9,999	18.18%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
1,000 to 4,999	7.14%	100.00%	0.00%	0.00%	33.33%	66.67%	0.00%
1 to 999	10.87%	80.00%	20.00%	0.00%	0.00%	100.00%	0.00%
Overall Count	12/123	9/12	3/12	0/12	1/12	11/12	0/12
Over 20,000	0/12	0/0	2/2	0/0	0/0	0/0	0/0
10,000 to 19,999	2/12	0/2	2/2	0/2	0/2	2/2	0/2
5,000 to 9,999	2/11	2/2	0/2	0/2	0/2	2/2	0/2
1,000 to 4,999	3/42	3/3	0/3	0/3	1/3	2/3	0/3
1 to 999	5/46	4/5	1/5	0/5	0/5	5/5	0/5

RETIREMENT & LONGEVITY PERCENTAGES

Population	Retirement Full-Time		Longevity Pay Full-Time
	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay
Overall Percentages	85.37%	48.78%	13.82%
Over 20,000	83.33%	41.67%	25.00%
10,000 to 19,999	100.00%	58.33%	8.33%
5,000 to 9,999	63.64%	36.36%	18.18%
1,000 to 4,999	88.10%	50.00%	14.29%
1 to 999	84.78%	50.00%	10.87%
Overall Count	105/123	60/123	17/123
Over 20,000	10/12	5/12	3/12
10,000 to 19,999	12/12	7/12	1/12
5,000 to 9,999	7/11	4/11	2/11
1,000 to 4,999	37/42	21/42	6/42
1 to 999	39/46	23/46	5/46

Population	Retirement Part-Time		Longevity Pay Part-Time
	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay
Overall Percentages	23.58%	4.07%	0.81%
Over 20,000	8.33%	0.00%	8.33%
10,000 to 19,999	58.33%	58.33%	0.00%
5,000 to 9,999	18.18%	0.00%	0.00%
1,000 to 4,999	26.19%	7.14%	0.00%
1 to 999	17.39%	2.17%	0.00%
Overall Count	29/123	5/123	1/123
Over 20,000	1/12	0/12	1/12
10,000 to 19,999	7/12	7/12	0/12
5,000 to 9,999	2/11	0/11	0/11
1,000 to 4,999	11/42	3/42	0/42
1 to 999	8/46	1/46	0/46

MISCELLANEOUS BENEFITS PERCENTAGES

Population	Offer Childcare Benefits	Offer Child Tuition Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends
Overall Percentages	0.00%	0.81%	12.20%	58.54%	14.63%	8.13%
Over 20,000	0.00%	0.00%	8.33%	50.00%	16.67%	0.00%
10,000 to 19,999	0.00%	0.00%	0.00%	91.67%	8.33%	0.00%
5,000 to 9,999	0.00%	0.00%	9.09%	36.36%	9.09%	9.09%
1,000 to 4,999	0.00%	2.38%	11.90%	59.52%	11.90%	4.76%
1 to 999	0.00%	0.00%	17.39%	56.52%	19.57%	15.22%
Overall Count	0/123	1/123	15/123	72/123	18/123	10/123
Over 20,000	0/12	0/12	1/12	6/12	2/12	0/12
10,000 to 19,999	0/12	0/12	0/12	11/12	1/12	0/12
5,000 to 9,999	0/11	0/11	1/11	4/11	1/11	1/11
1,000 to 4,999	0/42	1/42	5/42	25/42	5/42	2/42
1 to 999	0/46	0/46	8/46	26/46	9/46	7/46

Population	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Overall Percentages	9.76%	8.94%	8.94%	8.94%	15.45%
Over 20,000	8.33%	16.67%	16.67%	16.67%	0.00%
10,000 to 19,999	16.67%	0.00%	0.00%	8.33%	8.33%
5,000 to 9,999	0.00%	9.09%	9.09%	9.09%	18.18%
1,000 to 4,999	11.90%	9.52%	4.76%	9.52%	16.67%
1 to 999	8.70%	8.70%	13.04%	6.52%	19.57%
Overall Count	12/123	11/123	11/123	11/123	19/123
Over 20,000	1/12	2/12	2/12	2/12	0/12
10,000 to 19,999	2/12	0/12	0/12	1/12	1/12
5,000 to 9,999	0/11	1/11	1/11	1/11	2/11
1,000 to 4,999	5/42	4/42	2/42	4/42	7/42
1 to 999	4/46	4/46	6/46	3/46	9/46

MISCELLANEOUS BENEFITS PERCENTAGES *cont'd*

Population	Offer Childcare Benefits	Offer Child Tuition Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends
Overall Percentages	0.00%	0.81%	1.63%	35.77%	7.32%	1.63%
Over 20,000	0.00%	0.00%	0.00%	33.33%	8.33%	0.00%
10,000 to 19,999	0.00%	0.00%	0.00%	58.33%	0.00%	0.00%
5,000 to 9,999	0.00%	0.00%	9.09%	36.36%	0.00%	0.00%
1,000 to 4,999	0.00%	2.38%	2.38%	30.95%	7.14%	0.00%
1 to 999	0.00%	0.00%	0.00%	34.78%	10.87%	4.35%
Overall Count	0/123	1/123	2/123	44/123	9/123	2/123
Over 20,000	0/12	0/12	0/12	4/12	1/12	0/12
10,000 to 19,999	0/12	0/12	0/12	7/12	0/12	0/12
5,000 to 9,999	0/11	0/11	1/11	4/11	0/11	0/11
1,000 to 4,999	0/42	1/42	1/42	13/42	3/42	0/42
1 to 999	0/46	0/46	0/46	16/46	5/46	2/46

Population	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Overall Percentages	0.81%	1.63%	3.25%	2.44%	14.63%
Over 20,000	8.33%	8.33%	8.33%	0.00%	25.00%
10,000 to 19,999	0.00%	8.33%	0.00%	0.00%	16.67%
5,000 to 9,999	0.00%	0.00%	0.00%	0.00%	9.09%
1,000 to 4,999	0.00%	0.00%	0.00%	0.00%	14.29%
1 to 999	0.00%	0.00%	6.52%	6.52%	13.04%
Overall Count	1/123	2/123	4/123	3/123	18/123
Over 20,000	1/12	1/12	1/12	0/12	3/12
10,000 to 19,999	0/12	1/12	0/12	0/12	2/12
5,000 to 9,999	0/11	1/11	0/11	0/11	1/11
1,000 to 4,999	0/42	0/42	0/42	0/42	6/42
1 to 999	0/46	0/46	3/46	3/46	6/46

COST OF BENEFITS PERCENTAGES

Population	Average Cost of Insurance	Average Cost of Retirement Plans
Overall Average		\$1,052,734.45
Over 20,000	\$2,706,007.09	\$3,226,839.49
10,000 to 19,999	\$664,040.34	\$1,198,961.08
5,000 to 9,999	\$394,041.19	\$638,356.42
1,000 to 4,999	\$133,483.14	\$157,017.72
1 to 999	\$56,795.34	\$42,497.56

RECRUITMENT PERCENTAGES

Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall Percentages	35.80%	38.27%	22.22%	3.70%	0.00%
Over 20,000	9.09%	63.64%	27.27%	0.00%	0.00%
10,000 to 19,999	33.33%	50.00%	16.67%	0.00%	0.00%
5,000 to 9,999	27.27%	54.55%	9.09%	9.09%	0.00%
1,000 to 4,999	31.58%	31.58%	31.58%	5.26%	0.00%
1 to 999	100.00%	0.00%	0.00%	0.00%	0.00%

Population	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?					
	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral
Overall Percentages	5.70%	19.62%	15.19%	15.19%	31.01%	13.29%
Over 20,000	0.00%	14.29%	14.29%	14.29%	14.29%	42.86%
10,000 to 19,999	8.00%	12.00%	12.00%	16.00%	32.00%	20.00%
5,000 to 9,999	0.00%	18.18%	27.27%	18.18%	36.36%	0.00%
1,000 to 4,999	3.45%	15.52%	13.79%	17.24%	39.66%	10.34%
1 to 999	10.00%	30.00%	16.00%	12.00%	24.00%	8.00%

Population	Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall Percentages	37.61%	31.19%	26.61%	3.67%	0.92%
Over 20,000	36.36%	36.36%	27.27%	0.00%	0.00%
10,000 to 19,999	50.00%	41.67%	8.33%	0.00%	0.00%
5,000 to 9,999	36.36%	27.27%	27.27%	9.09%	0.00%
1,000 to 4,999	41.03%	23.08%	30.77%	5.13%	0.00%
1 to 999	30.56%	36.11%	27.78%	2.78%	2.78%

RETENTION PERCENTAGES

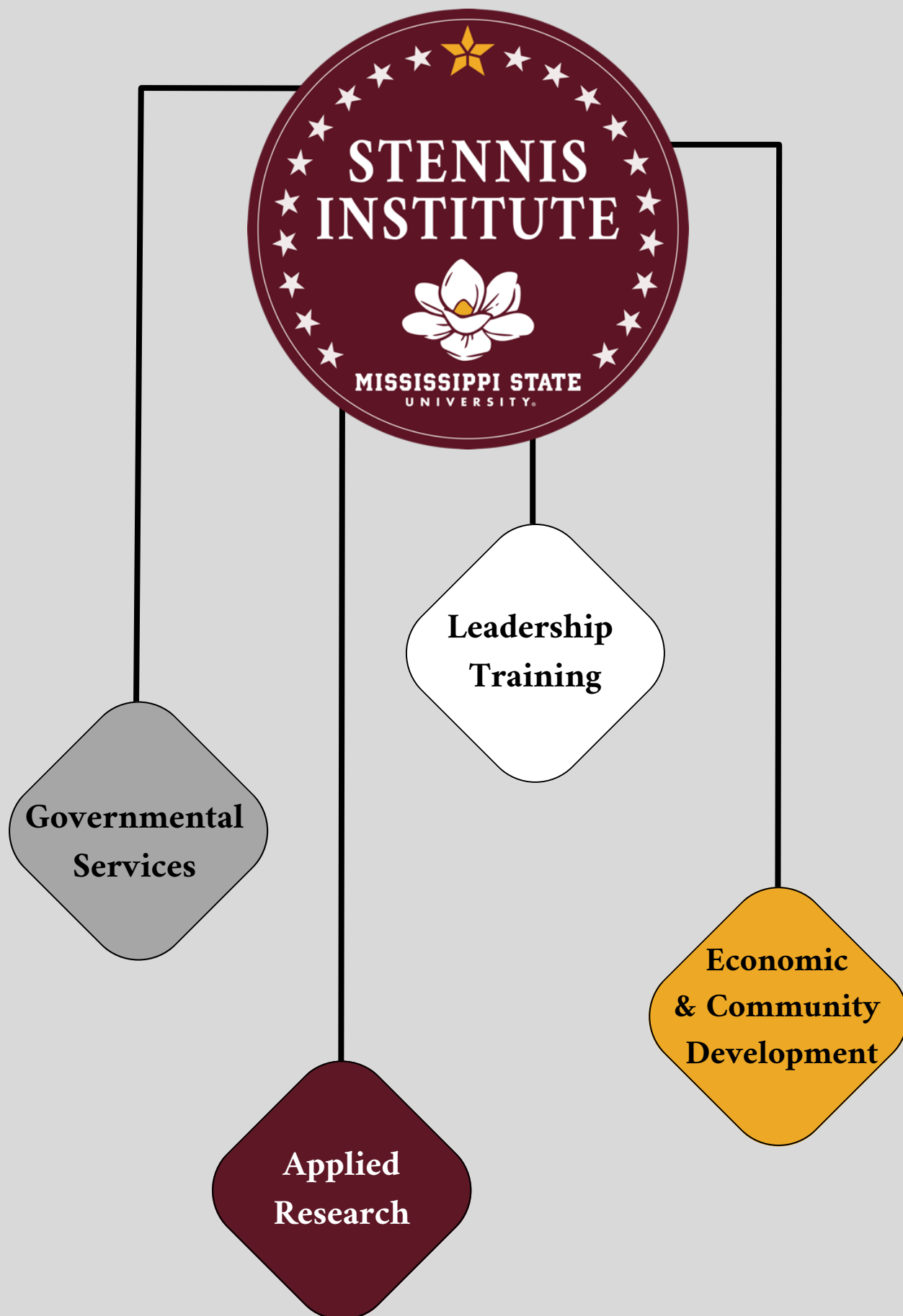
Population	Is it Difficult to Retain Current Employees with Your Municipality?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall Percentages	3.48%	34.78%	39.13%	20.87%	1.74%
Over 20,000	0.00%	41.67%	41.67%	16.67%	0.00%
10,000 to 19,999	16.67%	58.33%	25.00%	0.00%	0.00%
5,000 to 9,999	9.09%	36.36%	36.36%	18.18%	0.00%
1,000 to 4,999	0.00%	36.59%	43.90%	17.07%	2.44%
1 to 999	2.56%	23.08%	38.46%	33.33%	2.56%

Population	What is the Top Reason Employees are Resigning with your Municipality?				
	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer
Overall Percentages	58.47%	7.63%	13.56%	12.71%	7.63%
Over 20,000	88.89%	0.00%	11.11%	0.00%	0.00%
10,000 to 19,999	71.43%	0.00%	0.00%	21.43%	7.14%
5,000 to 9,999	60.00%	0.00%	30.00%	0.00%	10.00%
1,000 to 4,999	59.09%	15.91%	6.82%	9.09%	9.09%
1 to 999	46.34%	4.88%	21.95%	19.51%	7.32%

Population	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall Percentages	10.48%	24.76%	30.48%	30.48%	3.81%
Over 20,000	11.11%	33.33%	44.44%	0.00%	11.11%
10,000 to 19,999	18.18%	27.27%	18.18%	27.27%	9.09%
5,000 to 9,999	9.09%	18.18%	45.45%	27.27%	0.00%
1,000 to 4,999	5.41%	29.73%	24.32%	37.84%	2.70%
1 to 999	13.51%	18.92%	32.43%	32.43%	2.70%

Population	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal or County Employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall Percentages	17.31%	26.92%	28.85%	22.12%	4.81%
Over 20,000	22.22%	33.33%	33.33%	0.00%	11.11%
10,000 to 19,999	18.18%	36.36%	18.18%	18.18%	9.09%
5,000 to 9,999	18.18%	27.27%	27.27%	27.27%	0.00%
1,000 to 4,999	13.51%	24.32%	29.73%	29.73%	2.70%
1 to 999	19.44%	25.00%	30.56%	19.44%	5.56%

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662-325-3328

SURVEY INSTRUMENT



February 9, 2023

Dear Municipal Official,

The John C. Stennis Institute of Government and Community Development, on behalf of the Mississippi Municipal League, is conducting the **2023 Municipal Salary and Benefits Survey**. The completed survey will be available in time for the Mississippi Municipal League (MML) Annual Conference this summer as well as online.

Please complete the attached survey, which includes a listing of common municipal positions from several departments. We understand that municipalities are different and may not have every position listed on the survey. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job with similar responsibilities, please report the needed information for the similar job.

Please mail, fax, or e-mail the completed survey to us by **Friday, May 26, 2023**.

Mailing Address:
ATTN: 2023 MML Survey
Stennis Institute
P.O. Drawer LV,
Mississippi State, MS, 39762
Fax: 662-325-3772
E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out online at the link below:
<https://www.sig.msstate.edu/2023-municipal-salary-survey-submission>

If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Mississippi Municipal League and the Stennis Institute, we thank you for your time and effort.

Sincerely,

Matthew L. Peterson, PhD
Research Associate II
John C. Stennis Institute of Government
Office: 662-325-7010



John C. Stennis Institute of Government and Community Development
Mississippi Municipal League
2023 Municipal Salary Survey

Name of Municipality: _____

Mailing Address: _____

Physical Address: _____

Phone Number: _____ Fax Number: _____

Municipal Website: _____

Mayor's Name: _____

City Clerk's Name: _____

Person Completing This Form:
(Name/Job Title) _____

Total Municipal Population: _____

Total Number of Full-Time Employees: _____

Total Number of Part-Time Employees: _____

Elected Officials 2023 Annual Salaries

Mayor (According to State Statute): Full-Time: ☐ Part-Time: ☐

Mayor Annual Salary: \$ _____

Council ☐ / Alderman ☐ / Commissioner ☐ / Selectmen ☐
(Please Check One)

Elected Official Annual Salary: \$ _____

Clerk of the Council: Elected ☐ Appointed ☐
(Please Check One)

Clerk of the Council Annual Salary: \$ _____

City Clerk: Elected ☐ Appointed ☐
(Please Check One)

City Clerk Annual Salary: \$ _____

Administration 2023 Annual Salaries

City Manager: \$ _____

HR Director: \$ _____

Deputy City Clerk: \$ _____

Municipal Court Clerk: \$ _____

Administrative Assistant: \$ _____

Public Works 2023 Annual Salaries

Public Works Director: \$ _____

Street Superintendent: \$ _____

Foreman: \$ _____

Truck Driver: \$ _____

Laborer: \$ _____

Parks & Recreation 2023 Annual Salaries

Parks & Recreation Director: \$ _____

Parks & Recreation Laborer: \$ _____

Building & Code Enforcement 2023 Annual Salaries

City Engineer: \$ _____

Director: \$ _____

Planner: \$ _____

Building Official: \$ _____

Code Enforcement Officer: \$ _____

Risk Manager: \$ _____

Public Safety 2023 Annual Salaries

Police Chief: Elected ☐ Appointed ☐

Police Chief Annual Salary: \$ _____

Police Lieutenant: \$ _____

Police Sergeant: \$ _____

Police Officer: \$ _____

Fire Chief: Elected ☐ Appointed ☐

Fire Chief Annual Salary: \$ _____

Fire Lieutenant: \$ _____

Fire Sergeant: \$ _____

Firefighter: \$ _____

SURVEY INSTRUMENT



John C. Stennis Institute of Government and Community Development Mississippi Municipal League 2023 Municipal Benefits Survey

Instructions:

- For accurate results, it is important that you fill out and return this survey even if your organization does not offer any benefits.
- Please answer the following questions for both full-time and part-time employees separately. If you have no part-time employees leave this column blank.

Medical, Dental, and Vision Insurance

Medical Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered medical insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in medical insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in medical insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are medical insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Dental Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer dental insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered dental insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in dental insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer dental insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in dental insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are dental insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Vision Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered vision insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in vision insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer vision insurance for employees' spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in vision insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Disability Insurance

Short Term Disability Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered short-term disability insurance coverage?	_____ Employees	_____ Employees
How many employees are enrolled in short-term disability insurance coverage?	_____ Employees	_____ Employees
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
Long Term Disability Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer long-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered long-term disability insurance coverage?	_____ Employees	_____ Employees
How many employees are enrolled in long-term disability insurance coverage?	_____ Employees	_____ Employees
For most employees, are long-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Leave

Paid Personal Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid personal leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
(Include sick leave and paid vacation leave if your municipality does not differentiate between these types of leave)		
How many days of paid personal leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Vacation Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid vacation leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many days of paid vacation leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Sick Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid sick leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many days of paid sick leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Holidays	Full-Time Employees	Part-Time Employees
Does your municipality offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____	Number of Days: _____

SURVEY INSTRUMENT

Life Insurance, Retirement, and Longevity Pay

Life Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer life insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered life insurance?	_____ Employees	_____ Employees
How many employees are enrolled in life insurance?	_____ Employees	_____ Employees
For most employees, are life insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	Full-Time Employees	Part-Time Employees
Does your municipality offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer a supplemental retirement plan? (Ex: deferred compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity Pay	Full-Time Employees	Part-Time Employees
Does your municipality offer any type of longevity pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how much is offered?	\$ _____	\$ _____
At 5 years of service?	\$ _____	\$ _____
At 10 years of service?	\$ _____	\$ _____
At 15 years of service?	\$ _____	\$ _____
At 20 years of service?	\$ _____	\$ _____
At 25 years of service?	\$ _____	\$ _____

Miscellaneous Benefits

Miscellaneous Benefits	Full-Time Employees	Part-Time Employees
Does your municipality offer childcare benefits? (on-site childcare, reimbursements, vouchers, etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer child tuition or child educational assistance or reimbursement?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible spending accounts? (Accounts allowing employees to set aside money out of their paycheck pre-tax to pay insurance or medical premiums)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does any part of your municipality operate on shifts? (Ex: Fire or Police Departments)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, does your municipality offer shift differentials?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any other types of stipends?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, what types? (Please explain in the space provided)		
Does your municipality offer an employee education reimbursement program?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer additional pay for educational attainment? (Ex: Associates', Bachelors', or Masters', etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any type of performance-based pay incentives?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer the ability to work remotely?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible work schedules?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

Total Cost of Benefits

Cost of Benefits	
How much did your municipality spend on each of the following components of compensation?	
Insurance (employer contributions for medical, dental and vision)	\$ _____
Retirement plans (employer contributions only)	\$ _____

Recruitment


Recruitment	
Do you feel it is difficult to attract applicants with the skills your municipal government needs?	Very difficult to attract skilled applicants <input type="checkbox"/> Somewhat difficult to attract skilled applicants <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to attract skilled applicants <input type="checkbox"/> Very easy to attract skilled applicants <input type="checkbox"/>
What is the most common recruitment strategy to fill positions within your city?	Internal postings <input type="checkbox"/> External postings to the public on city website <input type="checkbox"/> Advertising through 3 rd party website <input type="checkbox"/> Advertising through social media website <input type="checkbox"/> In-person application <input type="checkbox"/> Employee referral <input type="checkbox"/>
Do you believe your municipality is able to pay what the labor market demands?	Very difficult to pay what the labor market demands <input type="checkbox"/> Somewhat difficult to meet what the labor market demands <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to pay what the labor market demands <input type="checkbox"/> Very easy to pay what the labor market demands <input type="checkbox"/>
Which positions/functions are the least challenging to fill within your municipality?	
Which positions/functions are the most challenging to fill within your municipality?	

SURVEY INSTRUMENT

Retention	
Is it difficult to retain current employees with your municipality?	Very difficult to retain employees <input type="checkbox"/> Somewhat difficult to retain employees <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to retain employees <input type="checkbox"/> Very easy to retain employees <input type="checkbox"/>
What is the top reason employees are resigning with your municipality?	Better compensation <input type="checkbox"/> Career change <input type="checkbox"/> Retirement <input type="checkbox"/> Opportunity with another public employer <input type="checkbox"/> Opportunity with a private employer <input type="checkbox"/>
What was your overall employee turnover rate % in 2022?	
Which positions/functions are the least challenging to retain within your municipality?	
Which positions/functions are the most challenging to retain within your municipality?	
To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>
To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>

Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.



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2023 MISSISSIPPI MUNICIPAL SALARY AND BENEFITS SURVEY

**Made possible through a partnership between the
John C. Stennis Institute of Government & Community Development and
the Mississippi Municipal League**

Interested in your own salary or benefits survey?

Contact Dr. Matt Peterson at mpeterson@sig.msstate.edu or call 662-325-7010

Scan the QR code to view our other salary and
benefits surveys, as well as catch the full 2023
Mississippi Municipal Salary and Benefits Survey!



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