

# 2025 SURVEY RESULTS

Population	Average Years of Experience
0-1500	12
1501-3000	13
3001-5000	13
5001-10,000	15
Over 10,000	10
All Numbers above include Clerks/Office, Operators/Laborers, DPW/Superintendents/Manager	

## Benefits Survey (by system size)

Clerks/Office													
Population	Medical	Dental	Eye	Life	Disability	Retirement	Overtime	Comp Time	On-Call	Vacation	Holiday	Longevity	Clothing
0-1500	56%	38%	29%	36%	31%	78%	53%	27%	1%	73%	78%	9%	10%
1501-3000	96%	73%	62%	89%	54%	96%	35%	39%	0%	100%	100%	7%	7%
3001-5000	80%	60%	40%	80%	20%	80%	60%	60%	20%	80%	80%	20%	20%
5001-10,000	100%	100%	100%	86%	50%	100%	75%	75%	0%	88%	100%	63%	63%
Over 10,000	100%	73%	59%	91%	55%	100%	73%	82%	9%	95%	100%	23%	50%

Operators/Laborers													
Population	Medical	Dental	Eye	Life	Disability	Retirement	Overtime	Comp Time	On-Call	Vacation	Holiday	Longevity	Clothing
0-1500	61%	46%	40%	39%	38%	79%	73%	44%	32%	80%	80%	10%	57%
1501-3000	98%	64%	48%	71%	49%	97%	95%	72%	58%	99%	99%	33%	82%
3001-5000	100%	89%	64%	80%	67%	100%	91%	78%	71%	96%	100%	42%	84%
5001-10,000	100%	92%	70%	95%	81%	100%	100%	70%	54%	100%	100%	30%	62%
Over 10,000	96%	85%	72%	91%	71%	98%	94%	86%	46%	97%	95%	16%	83%

DPW/Superintendent/Manager													
Population	Medical	Dental	Eye	Life	Disability	Retirement	Overtime	Comp Time	On-Call	Vacation	Holiday	Longevity	Clothing
0-1500	73%	46%	39%	61%	39%	89%	54%	39%	32%	100%	89%	11%	61%
1501-3000	98%	71%	46%	71%	52%	100%	48%	56%	42%	100%	100%	29%	75%
3001-5000	100%	84%	56%	81%	69%	97%	47%	47%	38%	100%	100%	41%	63%
5001-10,000	100%	97%	67%	94%	73%	100%	33%	33%	9%	100%	100%	18%	42%
Over 10,000	100%	87%	82%	96%	66%	100%	42%	47%	13%	100%	100%	21%	59%

# 2025 SURVEY RESULTS

## OPERATORS/LABORERS

	Low	Average	High
<i>0 - 1500 (population)</i>			
<b>Statewide</b>	14.00	25.25	36.00
<i>1501 - 3000 (population)</i>			
<b>Statewide</b>	19.00	29.86	53.80
<i>3001 - 5000 (population)</i>			
<b>Statewide</b>	22.00	35.28	54.84
<i>5001 - 10,000 (population)</i>			
<b>Statewide</b>	18.54	34.52	41.20
<i>Over 10,000 (population)</i>			
<b>Statewide</b>	16.19	34.48	46.85

## DPW/SUPERINTENDENT/MANAGER

	Low	Average	High
<i>0 - 1500 (population)</i>			
<b>Statewide</b>	22.00	31.77	46.50
<i>1501 - 3000 (population)</i>			
<b>Statewide</b>	30.70	37.64	60.10
<i>3001 - 5000 (population)</i>			
<b>Statewide</b>	30.36	46.44	74.61
<i>5001 - 10,000 (population)</i>			
<b>Statewide</b>	37.00	54.70	97.34
<i>Over 10,000 (population)</i>			
<b>Statewide</b>	24.17	49.95	96.16

## CLERKS/OFFICE

	Low	Average	High
<i>0 - 1500 (population)</i>			
<b>Statewide</b>	13.00	22.22	38.44
<i>1501 - 3000 (population)</i>			
<b>Statewide</b>	24.97	34.06	50.38
<i>3001 - 5000 (population)</i>			
<b>Statewide</b>	20.00	22.37	25.00
<i>5001 - 10,000 (population)</i>			
<b>Statewide</b>	21.81	32.36	52.63
<i>Over 10,000 (population)</i>			
<b>Statewide</b>	20.78	28.42	39.18

***Disclaimer: “The results of this survey are dependent on the information that is submitted to us by our membership. While we receive hundreds of responses, the information is submitted anonymously so we have no way to verify that the information submitted is correct and is representative of all areas of the state”.***