

2008 Compensation and Benefits Survey for: Engineers, Engineering Specialists, Land Surveyors, and Radio Engineers

Results

**State of Minnesota and the Minnesota Government
Engineers Council (MGEC)**

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INTRODUCTION

Purpose

The intent of this survey was to gather compensation and benefit data for jobs which match classifications used by the State of Minnesota that are covered by the labor agreement with the Minnesota Government Engineers Council. A mix of public and private entities were surveyed for the purpose of comparing the State of Minnesota's compensation practices to those of other public jurisdictions, and private companies that do engineering work for the State of Minnesota.

Author & 2008 Survey Committee Participants

Author & Statistical Analysis by Megan Forbes, MnDOT

2008 Survey Committee Participants:

Bob Wiesenberger, Mediator – Bureau of Mediation Services

Tony Brown, DOER

Joseph Pignato, MGEC, MnDOT

James Jorstad, MMB

Peter Buchen, MGEC, MnDOT

Chad Thuet, MMB

Dana Wheeler, MGEC

Theresa Johnson, MnDOT

Linda Heath, MGEC, MnDOT

Jill Pettis, MnDOT

Michael Lownsbury, MGEC, MnDOT

Jim Kochsiek, MnDOT

Ron Maas, MnDOT

Methods

The survey sample of 92 employers included both public and private organizations that contract with Mn/DOT, and have employees in the engineering and/or land surveying field. Participation in the survey was solicited via email and data was collected online using “survey monkey” between October 2008 and January 2009.

Survey respondents consisted of a wide variety of organization types and sizes. Therefore it was necessary to “weight” the responses to certain questions based on the number of employees represented. This process is necessary to insure that all employees represented by a single response contributed appropriately to the final average. In all instances that a weighted average (mean) was used it is clearly indicated.

Example: The following explanation describes the process used to calculate the weighted minimum salary for each group. This process is also completed for the weighted average salary and the weighted maximum salary.

Company X had 2 employees in the Engineering Trainee category with a minimum salary of \$45,000. Company Y had 45 employees in the Engineering Trainee category with a minimum salary of \$55,000. To calculate the weighted average (mean) of the minimum salary the following formula was used:

$$\text{Weighted Average} = \frac{(A)(B) + (C)(D)}{A+C}$$

A = Number of Employees in the Engineering Trainee class at Company X

B= Minimum Salary for the Engineering Trainee class at Company X

C= Number of Employees in the Engineering Trainee class at Company Y

D= Minimum Salary for the Engineering Trainee class at Company Y

The average of the two minimum salary values for Company X and Y is \$50,000. The weighted average of the minimum salary for Company X and Y is \$54,574. This more accurately represents the average minimum salary of all 47 employees.

The data summarized in this report consists of descriptive statistics that have not been tested for statistical significance. The results represent simple summary statistics from only those organizations that were sampled and responded. It is important to be aware of factors that may affect the use of this data to make inferences about the entire “universe” or target population. For example, it is not known how the answers of those who did not respond to the survey may differ from those who did respond.

RESULTS

Sample/Respondent Composition

	# Surveyed	# Responded	Response Rate
Private	29	10	34%
City	34	7	21%
County	15	7	47%
Other States	6	3	50%
Other Public	4	2	50%
Federal	4	0	0%
Total	92	29	32%

Table 1: Shows the number of organizations that were surveyed and the number of organizations that had a valid response, by sector. The response rate for each sector is also displayed.

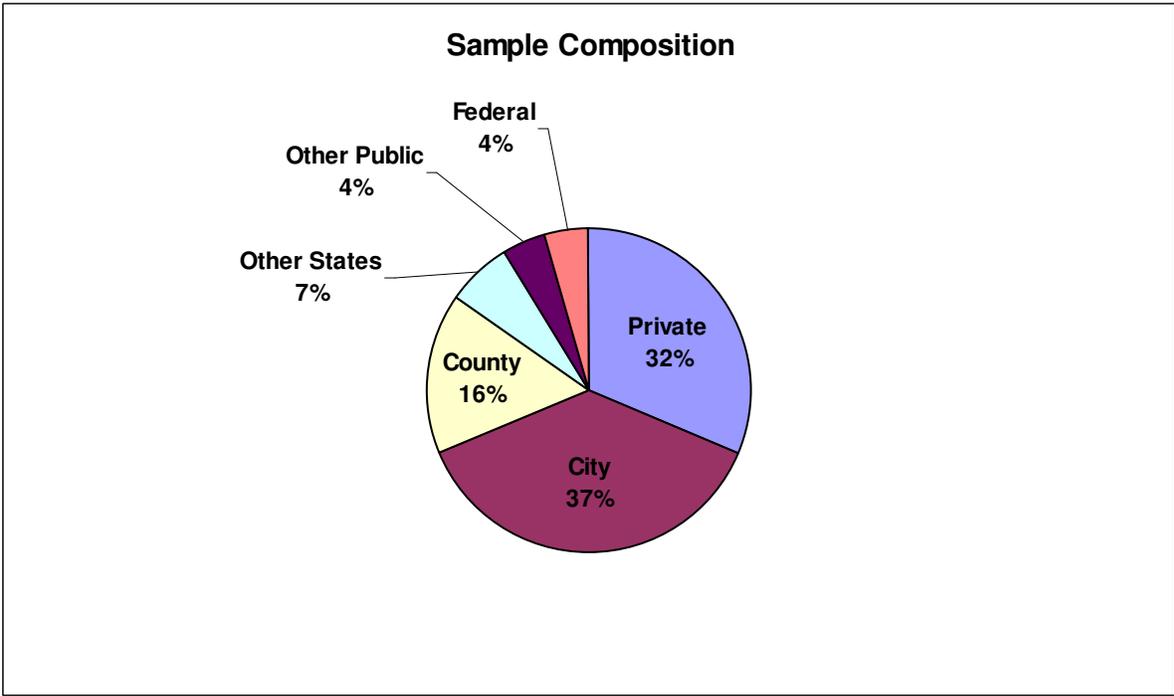


Figure 1: Shows the percentage of the sample set in each sector.

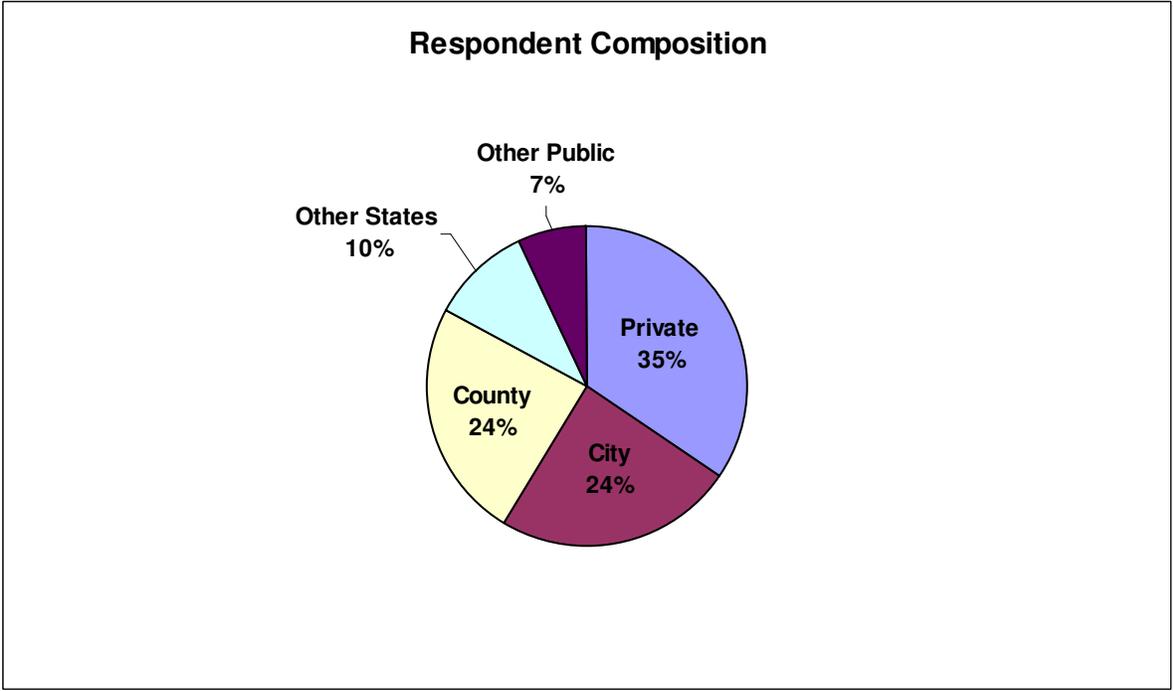


Figure 2: Shows the percentage of the respondents in each sector.

Direct Compensation-Salary

Engineer Trainee- This is a beginner-level position and requires a Bachelor degree in Engineering.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	NA	NA	NA	NA	NA	NA	NA
Private	67	\$43,457	\$48,898	\$56,710	(\$4,829)	(\$6,070)	(\$1,900)
Other States	152	\$40,365	\$47,198	\$54,038	(\$1,737)	(\$4,370)	\$772
Other Public	10	\$40,370	\$47,586	\$63,688	(\$1,742)	(\$4,758)	(\$8,878)
All Responded	229	\$41,270	\$47,712	\$55,241	(\$2,642)	(\$4,884)	(\$431)
Minnesota	69	\$38,628	\$42,828	\$54,810	NA	NA	NA

Table 2: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

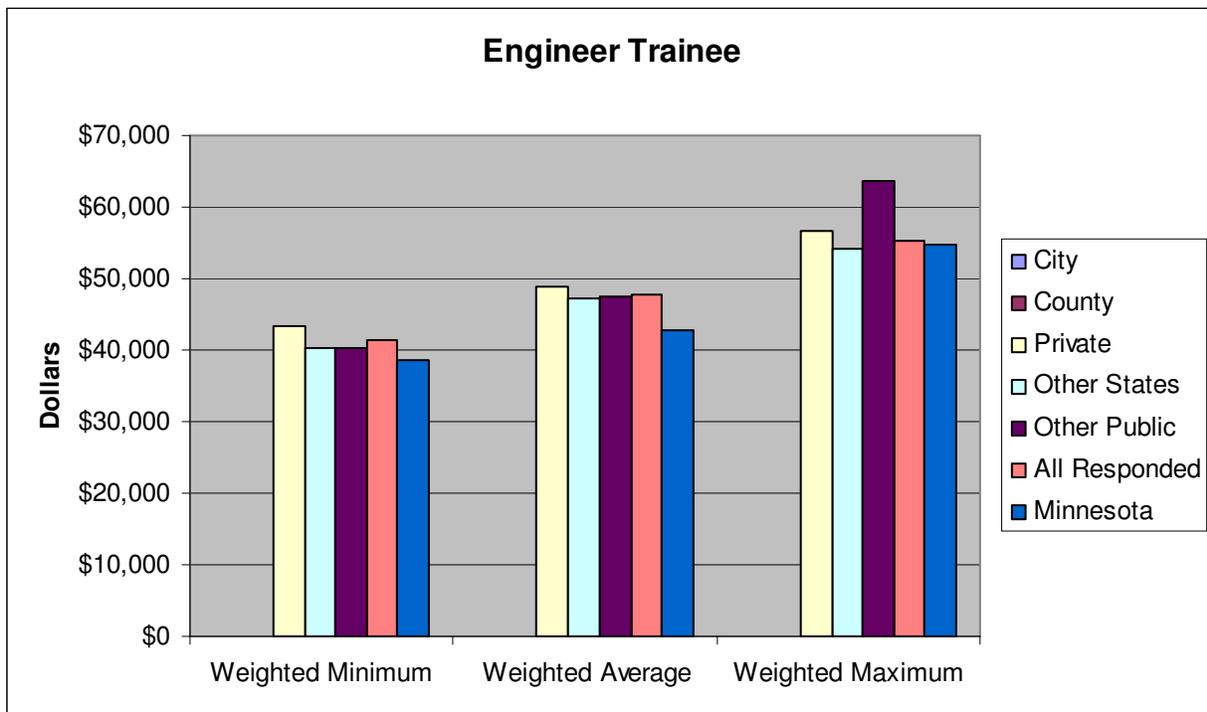


Figure 3: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Trainee” type positions.

Engineer Graduate II- This position requires a Bachelor degree in Engineering, two years post graduate level engineering experience (or 1 year experience plus a Master’s degree), and completion of the Fundamentals of Engineering exam. The intermediate work level is commensurate with 2 years experience working in an engineer’s position.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	7	\$50,815	\$55,453	\$61,067	(\$7,426)	(\$4,172)	(\$1,872)
County	6	\$44,330	\$53,044	\$62,489	(\$941)	(\$1,763)	(\$3,294)
Private	176	\$47,792	\$55,272	\$66,251	(\$4,403)	(\$3,991)	(\$7,056)
Other States	263	\$46,160	\$56,250	\$69,298	(\$2,771)	(\$4,969)	(\$10,103)
Other Public	12	\$41,413	\$59,615	\$73,653	\$1,976	(\$8,334)	(\$14,458)
All Responded	464	\$46,758	\$55,863	\$68,133	(\$3,369)	(\$4,582)	(\$8,938)
Minnesota	61	\$43,389	\$51,281	\$59,195	NA	NA	NA

Table 3: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

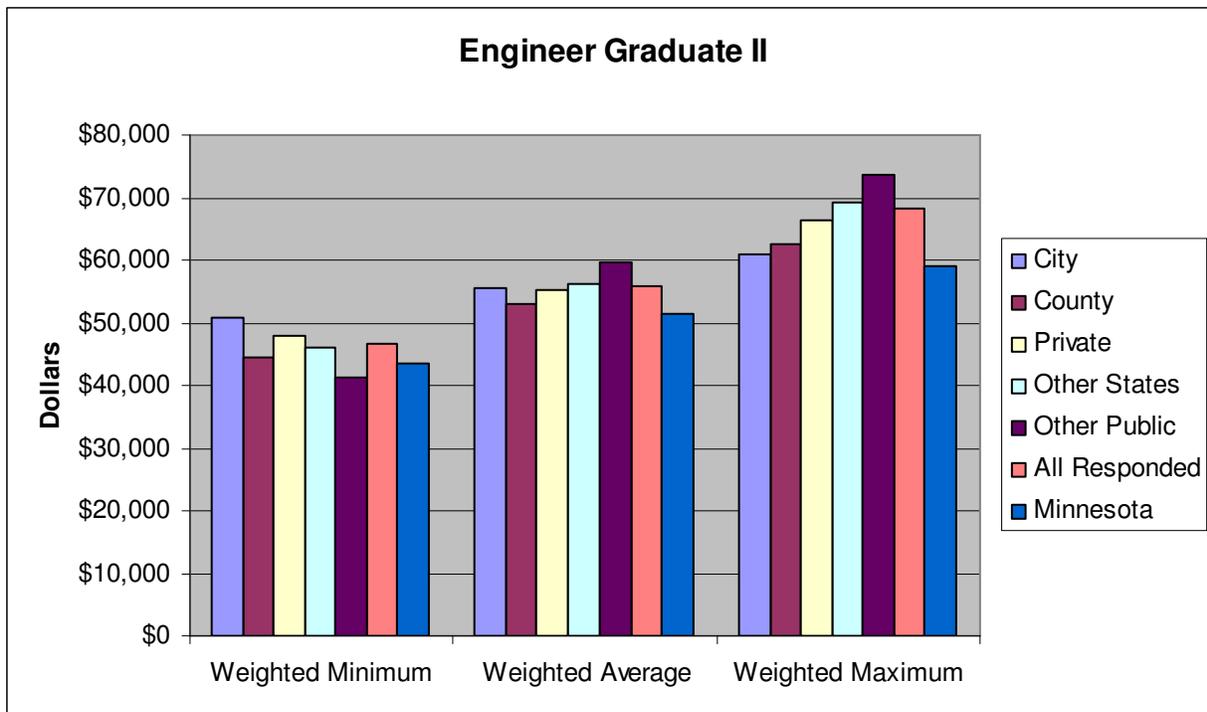


Figure 4: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Graduate II” type positions.

Engineer Senior- This position requires a Bachelor degree in Engineering and registration as a Professional Engineer. This is the first level of registered professional engineering work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	9	\$58,979	\$68,101	\$80,790	(\$6,278)	\$3,121	(\$5,058)
County	7	\$52,395	\$73,915	\$79,753	\$306	(\$2,693)	(\$4,021)
Private	238	\$58,300	\$70,137	\$90,148	(\$5,599)	\$1,085	(\$14,416)
Other States	594	\$52,573	\$69,948	\$91,377	\$128	\$1,274	(\$15,645)
Other Public	25	\$47,847	\$64,145	\$79,232	\$4,854	\$7,077	(\$3,500)
All Responded	873	\$54,123	\$69,761	\$90,583	(\$1,422)	\$1,461	(\$14,851)
Minnesota	220	\$52,701	\$71,222	\$75,732	NA	NA	NA

Table 4: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

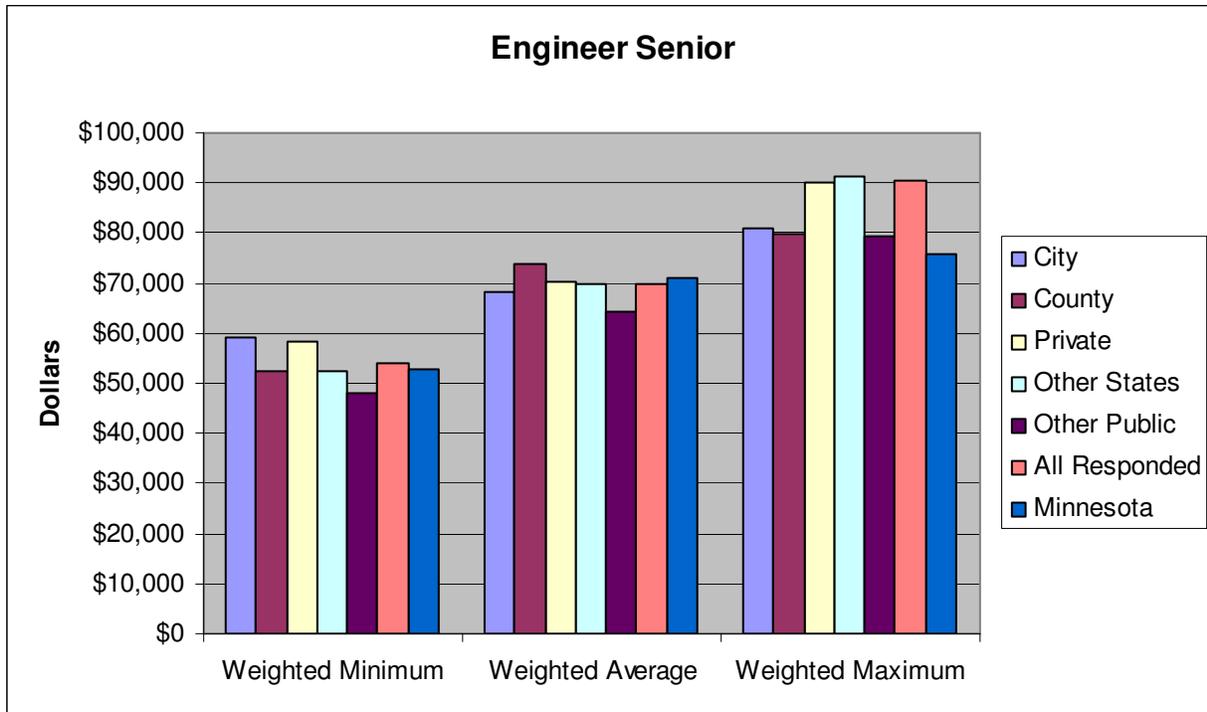


Figure 5: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Senior” type positions.

Engineer Principal- This position requires a Bachelor degree in Engineering, registration as a Professional Engineer and 2-5 years post registration engineering experience. This is advanced professional engineering work, including supervisory responsibility.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	8	\$70,759	\$81,660	\$86,163	(\$13,798)	\$2,069	(\$1,098)
County	25	\$59,107	\$84,032	\$89,269	(\$2,146)	(\$303)	(\$4,204)
Private	225	\$68,489	\$91,810	\$114,713	(\$11,528)	(\$8,081)	(\$29,648)
Other States	161	\$57,489	\$76,525	\$94,797	(\$528)	\$7,204	(\$9,732)
Other Public	37	\$54,889	\$79,595	\$84,532	\$2,072	\$4,134	\$533
All Responded	456	\$63,027	\$84,818	\$103,337	(\$6,066)	(\$1,089)	(\$18,272)
Minnesota	186	\$56,961	\$83,729	\$85,065	NA	NA	NA

Table 5: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

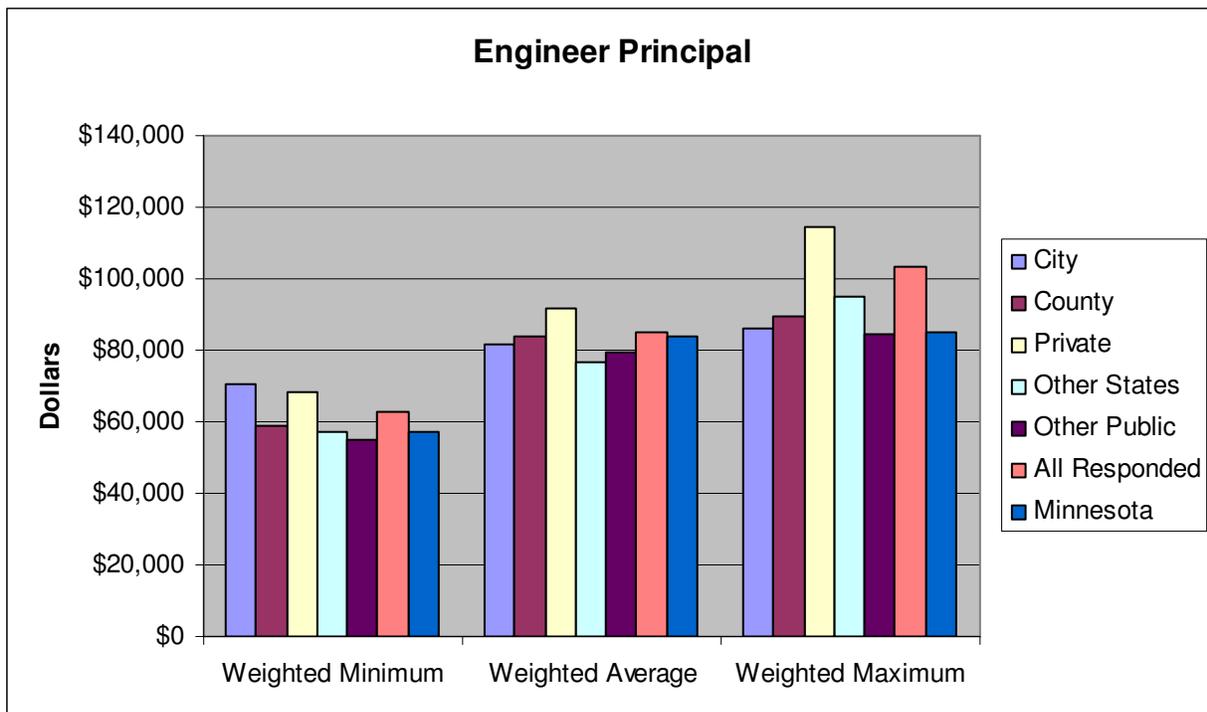


Figure 6: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Principal” type positions.

Engineer Administrative- This position requires a Bachelor degree in Engineering, registration as a Professional Engineer and 5-10 years post registration engineering experience. This is the highest level of specialized engineering work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	6	\$86,742	\$97,390	\$104,414	(\$22,787)	(\$3,555)	(\$10,162)
County	12	\$67,418	\$96,689	\$103,931	(\$3,463)	(\$2,854)	(\$9,679)
Private	137	\$93,781	\$117,759	\$162,590	(\$29,826)	(\$23,924)	(\$68,338)
Other States	73	\$67,432	\$84,509	\$96,397	(\$3,477)	\$9,326	(\$2,145)
Other Public	0	NA	NA	NA	NA	NA	NA
All Responded	228	\$83,772	\$105,468	\$136,778	(\$19,817)	(\$11,633)	(\$42,526)
Minnesota	54	\$63,955	\$93,835	\$94,252	NA	NA	NA

Table 6: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

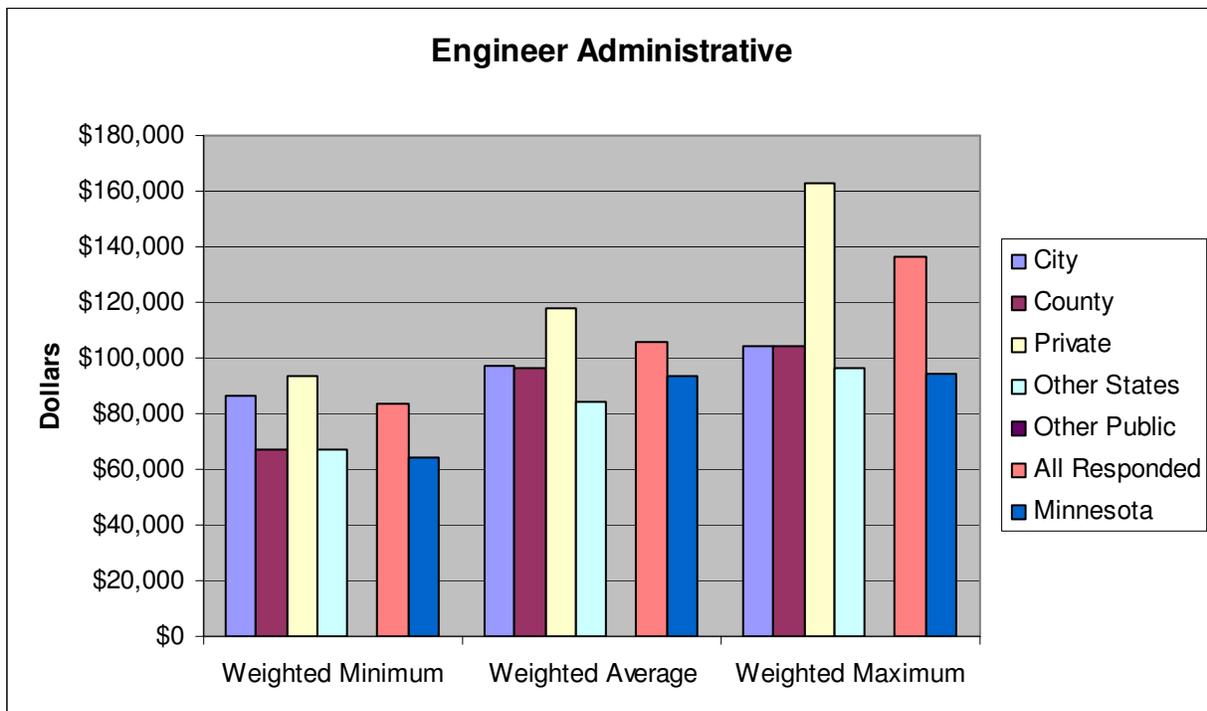


Figure 7: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Administrative” type positions.

Engineering Specialist- This position does not require a Bachelor degree, registration as a professional engineer or land surveyor. This is para-professional engineering work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	6	\$51,410	\$47,304	\$61,467	(\$6,267)	\$17,111	\$5,224
County	56	\$43,677	\$55,141	\$58,767	\$1,466	\$9,274	\$7,924
Private	96	\$42,740	\$56,179	\$72,735	\$2,403	\$8,236	(\$6,044)
Other States	165	\$32,826	\$40,032	\$48,135	\$12,317	\$24,383	\$18,556
Other Public	2	\$28,622	\$36,270	\$45,365	\$16,521	\$28,145	\$21,326
All Responded	325	\$37,941	\$47,516	\$57,463	\$7,202	\$16,899	\$9,228
Minnesota	178	\$45,143	\$64,415	\$66,691	NA	NA	NA

Table 7: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

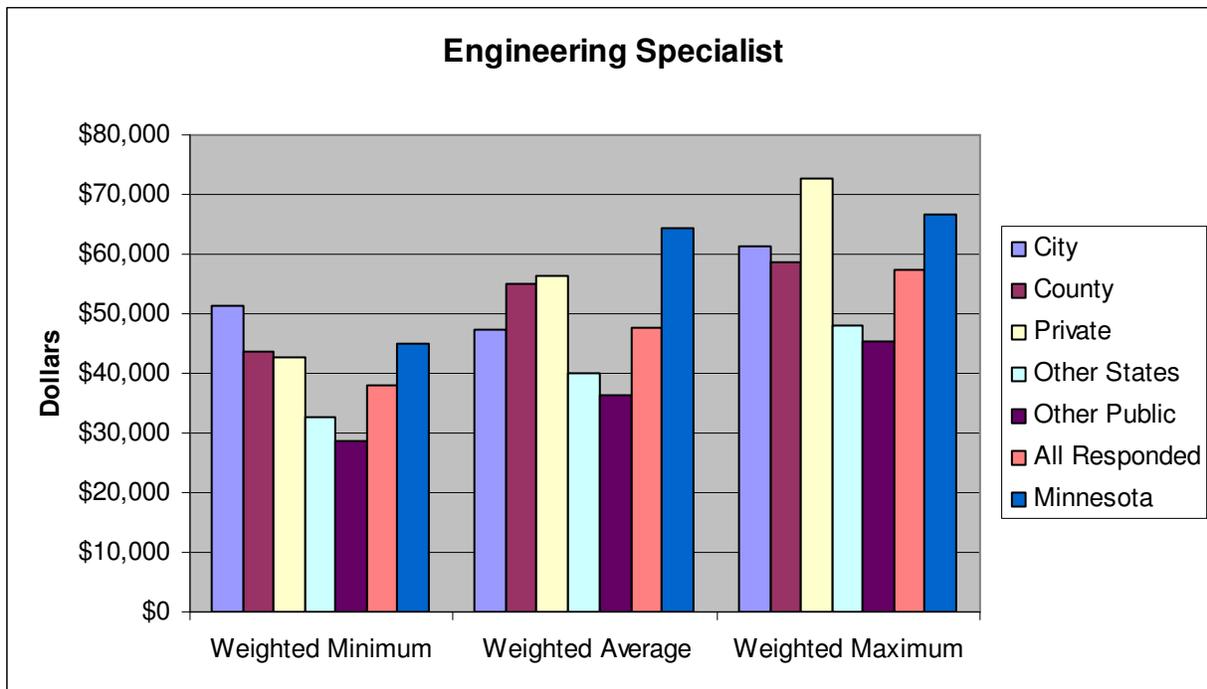


Figure 8: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineering Specialist” type positions.

Engineering Specialist Senior- This position does not require a Bachelor degree, registration as a professional engineer or land surveyor. This is advanced level para-professional engineering work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	8	\$57,297	\$66,689	\$70,206	(\$8,500)	\$4,616	\$1,831
County	69	\$47,445	\$61,971	\$65,672	\$1,352	\$9,334	\$6,364
Private	59	\$67,074	\$79,379	\$99,087	(\$18,277)	(\$8,074)	(\$27,051)
Other States	283	\$41,915	\$50,751	\$64,358	\$6,882	\$20,554	\$7,678
Other Public	4	\$32,427	\$48,381	\$54,246	\$16,370	\$22,924	\$17,790
All Responded	423	\$46,527	\$56,853	\$69,431	\$2,270	\$14,452	\$2,605
Minnesota	134	\$48,797	\$71,305	\$72,036	NA	NA	NA

Table 8: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

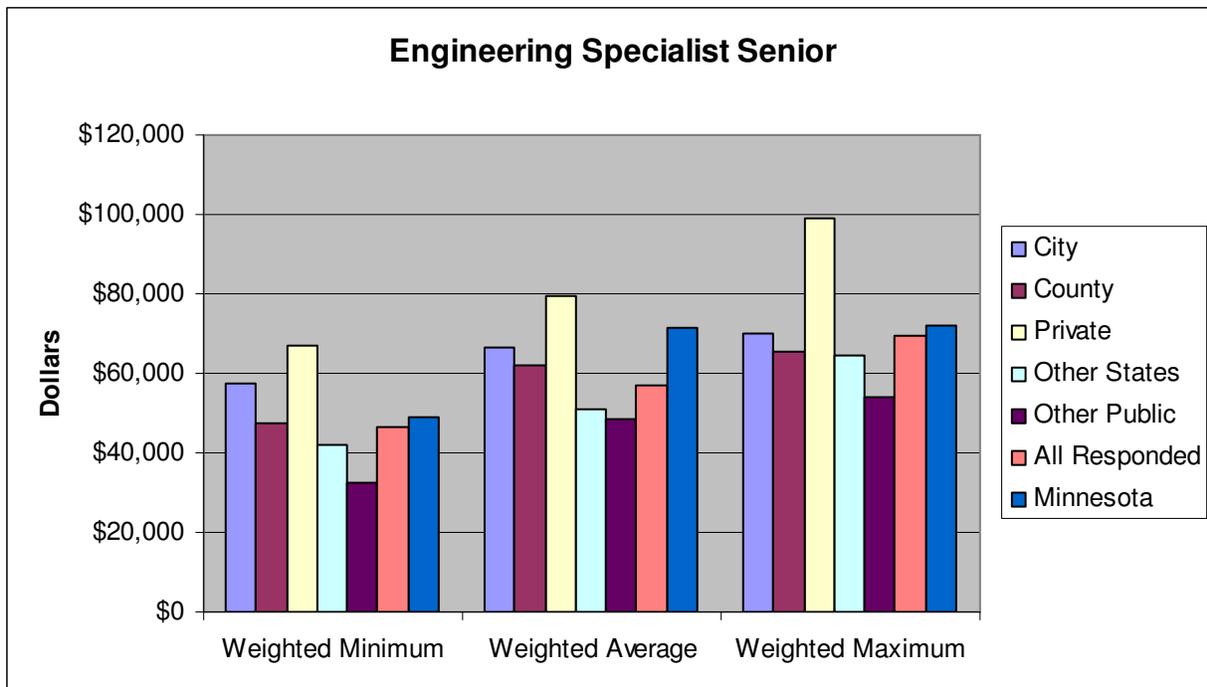


Figure 9: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineering Specialist Senior” type positions.

Land Surveyor Trainee- This position requires a Bachelor degree in Land Surveying. This is beginner-level Land Surveyor work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	1	\$46,159	\$45,613	\$63,320	(\$7,531)	\$6,733	(\$4,125)
Private	9	\$53,191	\$58,001	\$59,577	(\$14,563)	(\$5,655)	(\$382)
Other States	3	\$38,421	\$41,287	\$43,570	\$207	\$11,059	\$15,625
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	13	\$49,242	\$53,191	\$56,171	(\$10,614)	(\$845)	\$3,024
Minnesota	9	\$38,628	\$52,346	\$59,195	NA	NA	NA

Table 9: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

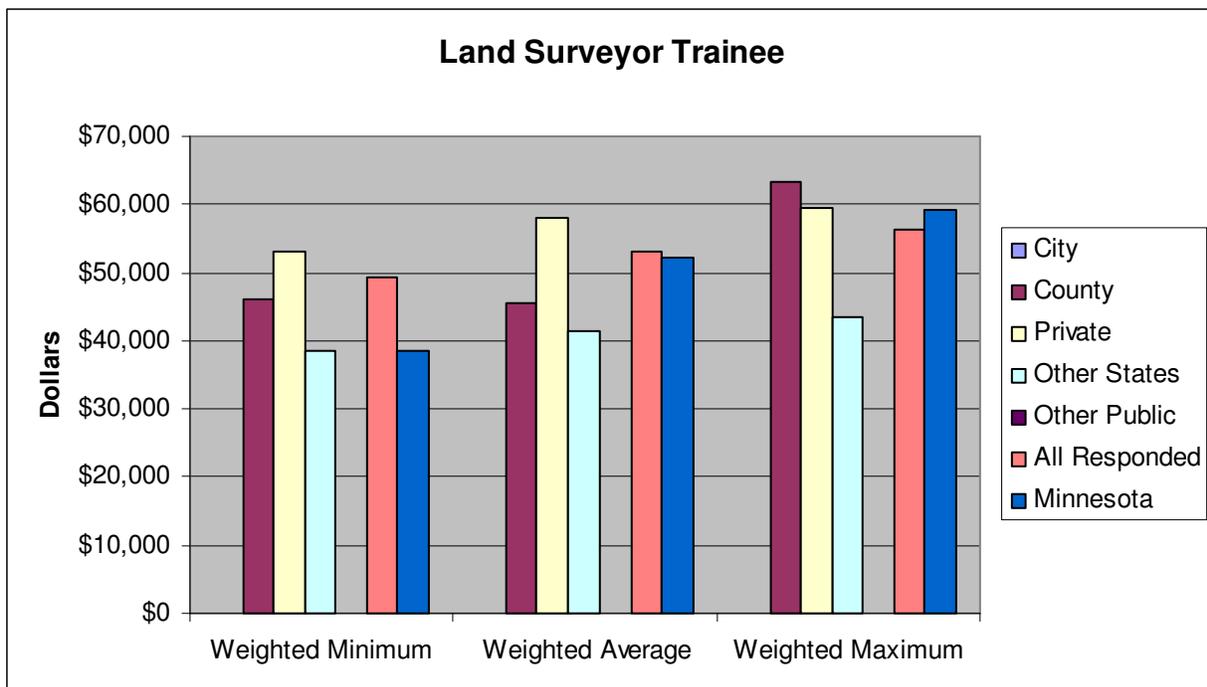


Figure 10: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Trainee” type positions.

Land Surveyor Senior- This position requires a Bachelor degree in Land Surveying and registration as a Professional Land Surveyor. This is the first level of professional land survey work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	1	\$57,360	\$66,800	\$81,940	(\$4,659)	\$3,482	(\$6,208)
County	6	\$47,940	\$56,520	\$67,098	\$4,761	\$13,762	\$8,634
Private	14	\$64,223	\$70,751	\$96,066	(\$11,522)	(\$469)	(\$20,334)
Other States	26	\$41,561	\$48,798	\$58,689	\$11,140	\$21,484	\$17,043
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	47	\$50,683	\$58,127	\$73,134	\$2,018	\$12,155	\$2,598
Minnesota	20	\$52,701	\$70,282	\$75,732	NA	NA	NA

Table 10: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

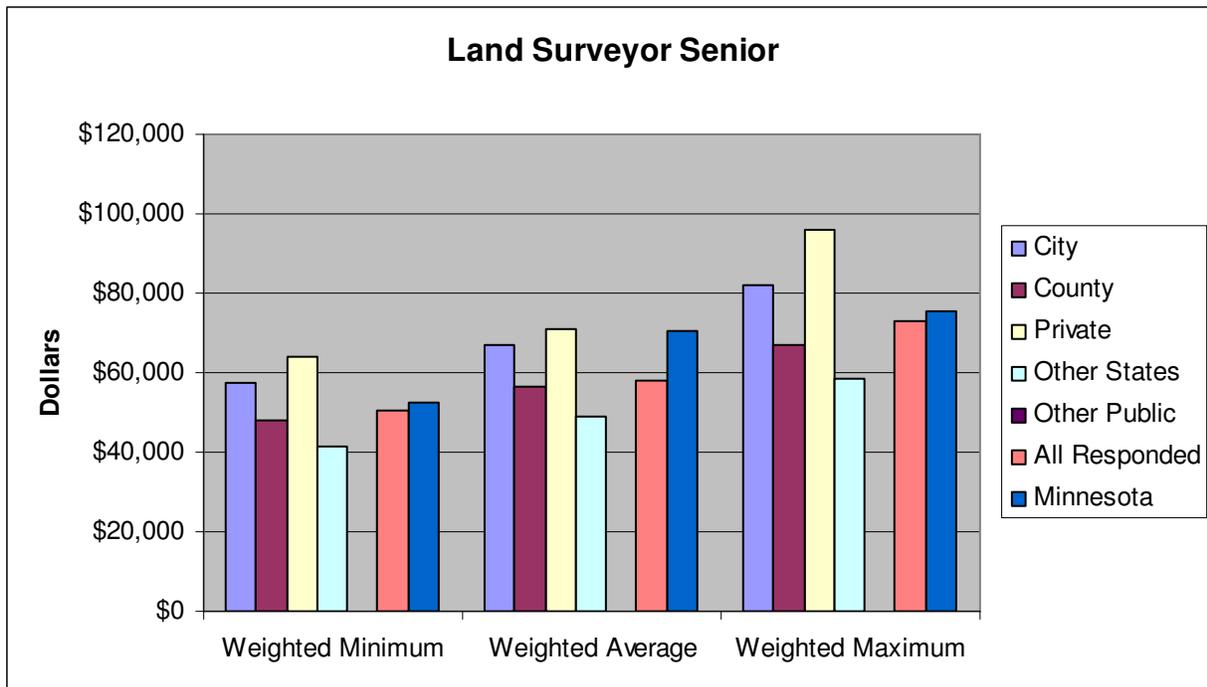


Figure 11: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Senior” type positions.

Land Surveyor Principal - This position requires a Bachelor degree in Land Surveying, registration as a Professional Land Surveyor and 2-5 years post registration surveying experience. This is advanced level or professional land survey work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	4	\$53,035	\$68,399	\$77,687	\$3,926	\$15,622	\$7,378
Private	10	\$64,750	\$74,526	\$90,958	(\$7,789)	\$9,495	(\$5,893)
Other States	8	\$49,241	\$54,489	\$69,380	\$7,720	\$29,532	\$15,685
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	22	\$56,981	\$66,126	\$80,699	(\$20)	\$17,895	\$4,366
Minnesota	14	\$56,961	\$84,021	\$85,065	NA	NA	NA

Table 11: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

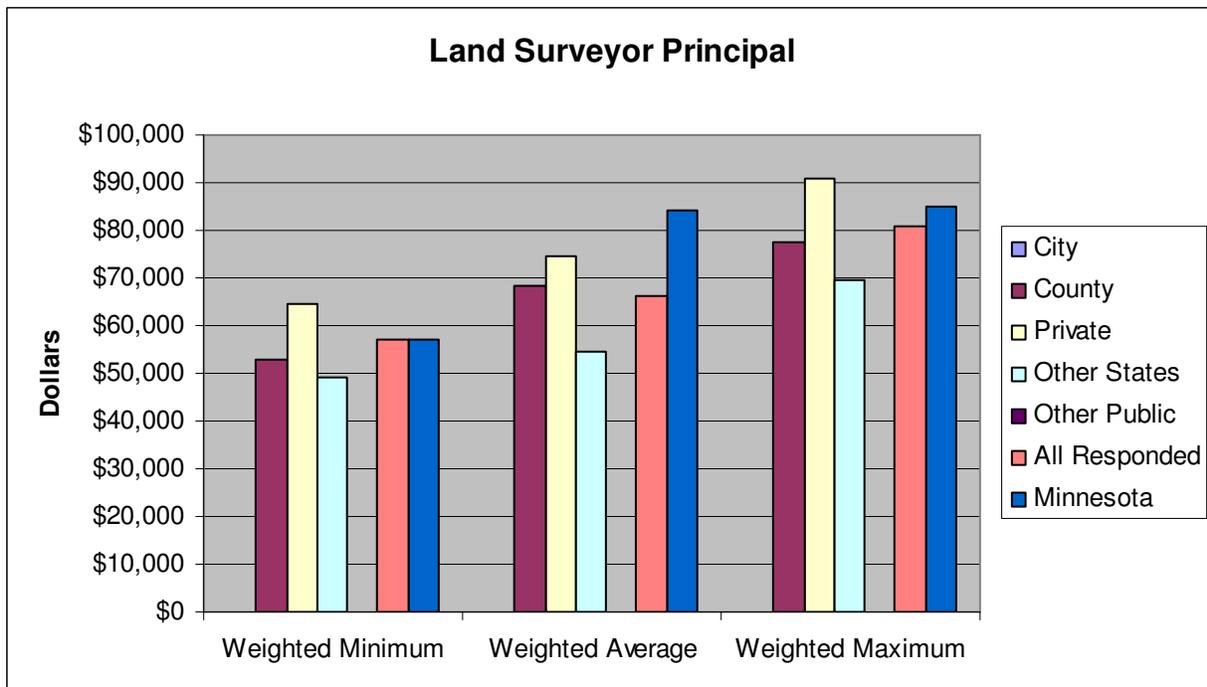


Figure 12: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Principal” type positions.

Land Surveyor Administrative- This position requires a Bachelor degree in Land Surveying, registration as a Professional Land Surveyor and 2-5 years post registration surveying experience. This is advanced level or professional land survey work.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	5	\$59,278	\$85,680	\$89,596	\$4,677	\$6,777	\$4,656
Private	1	\$95,264	\$95,264	\$95,264	(\$31,309)	(\$2,807)	(\$1,012)
Other States	NA	NA	NA	NA	NA	NA	NA
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	6	\$65,276	\$87,278	\$90,541	(\$1,321)	\$5,179	\$3,712
Minnesota	2	\$63,955	\$92,457	\$94,252	NA	NA	NA

Table 12: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

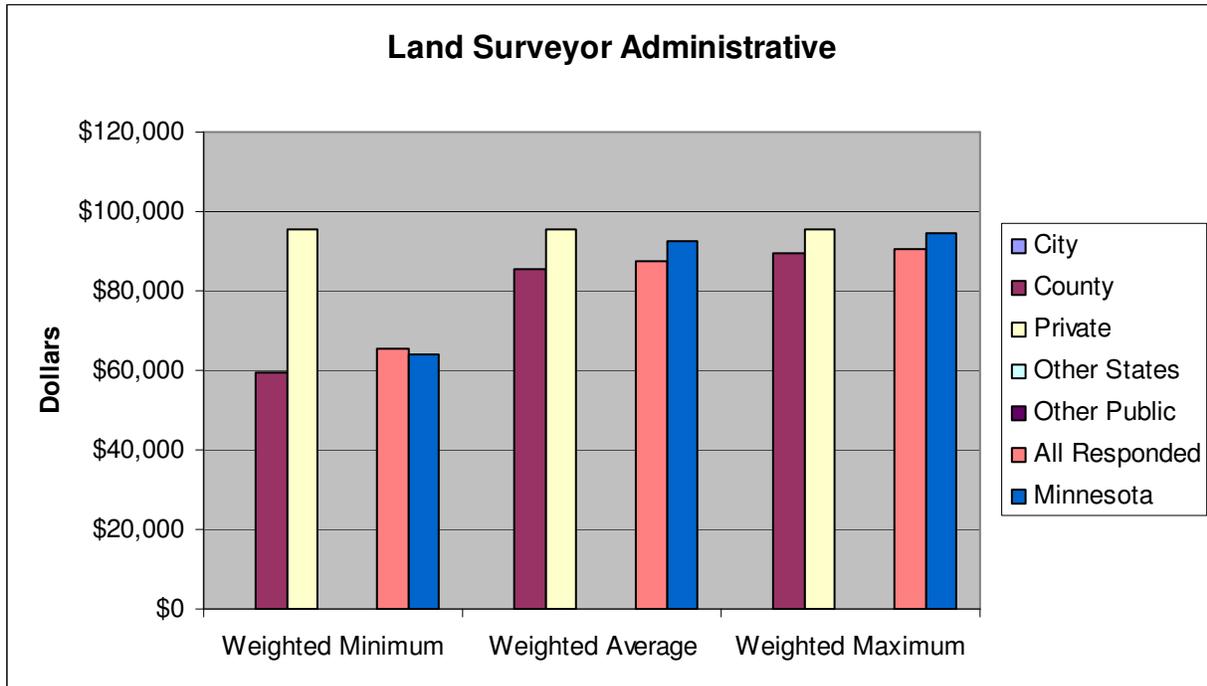


Figure 13: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Administrative” type positions.

Radio Engineer 1- This position requires a first class Federal radio-telephone license. This person performs professional radio engineering work developing extension of the present radio system including engineering, cost studies and installation inspections, develops new radio communication systems and supervises system maintenance.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	2	\$45,508	\$51,598	\$63,314	(\$365)	\$7,451	\$3,377
Private	NA	NA	NA	NA	NA	NA	NA
Other States	6	\$41,669	\$51,801	\$63,353	\$3,475	\$7,248	\$3,338
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	8	\$42,628	\$51,751	\$63,343	\$2,515	\$7,299	\$3,348
Minnesota	6	\$45,143	\$59,049	\$66,691	NA	NA	NA

Table 13: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

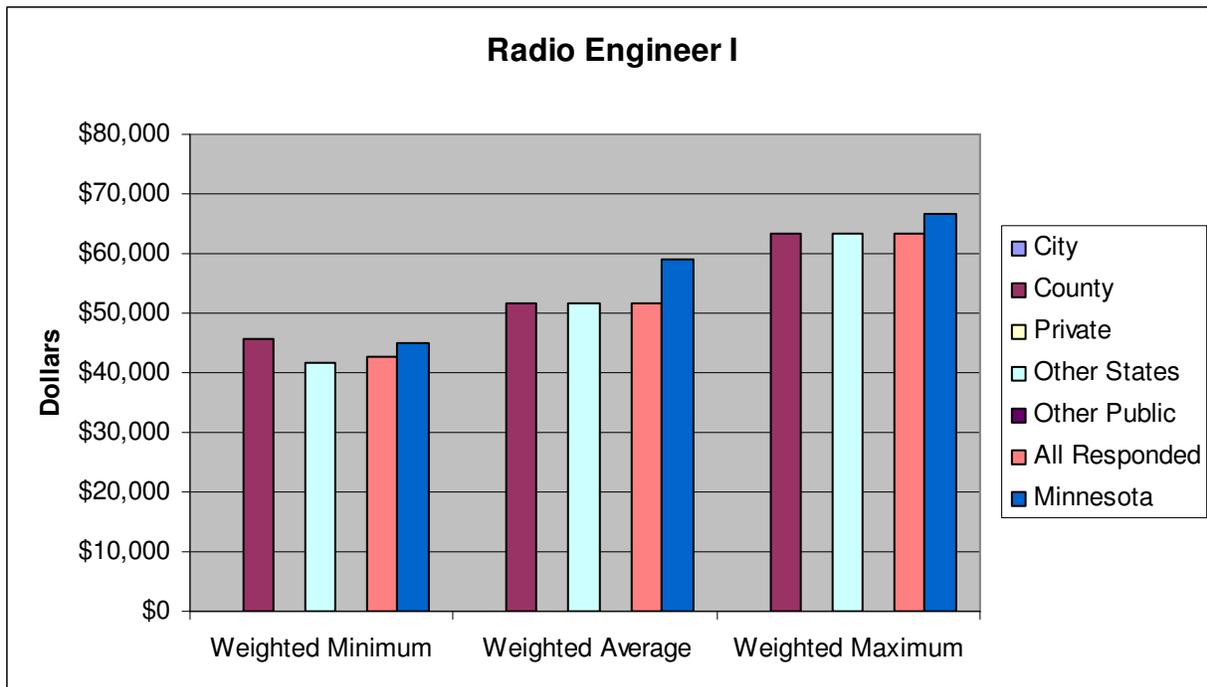


Figure 14: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Radio Engineer 1” type positions.

Radio Engineer II- This position requires a first class Federal radio-telephone license. This person performs professional radio engineering work with primary responsibility for the design, implementation or direction of maintenance of a statewide radio communications system for various departments.

	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	2	\$49,242	\$67,725	\$76,564	\$3,459	\$6,901	(\$832)
Private	NA	NA	NA	NA	NA	NA	NA
Other States	3	\$47,987	\$55,520	\$73,819	\$4,714	\$19,105	\$1,913
Other Public	NA	NA	NA	NA	NA	NA	NA
All Responded	5	\$48,489	\$61,622	\$74,917	\$4,212	\$13,003	\$815
Minnesota	7	\$52,701	\$74,625	\$75,732	NA	NA	NA

Table 14: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

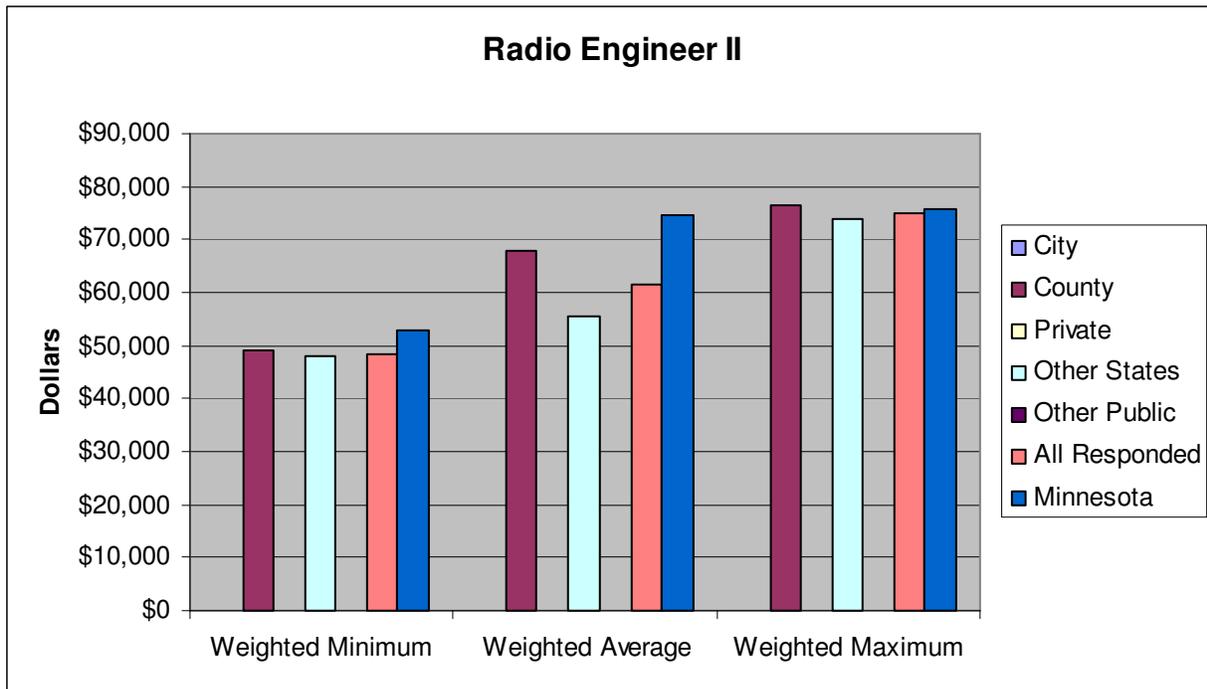


Figure 15: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Radio Engineer II” type positions.

Direct Compensation- All Other

Overtime Pay

Question 17: “Does your organization compensate for approved overtime hours over a standard work week for "exempt employees" as defined by the Fair Labor Standards Act?”

	No	Yes, straight time	Yes, time and a half	Comment
City	5	0	0	2
County	4	2	1	0
Private	4	5	0	2
Other States	1	0	0	2
Other Public	0	0	0	1
Minnesota	0	0	0	1

Table 15: Shows the frequency of each response by sector for question 17.

City	Anything over 80 is considered comp time at a 1:1 ratio
City	We get an extra week of vacation (40 Hours). Typical overtime hours exceed 80 hours on an annual basis.
Private	We consider overtime pay up through the engineering senior classification only if the individual exceeds their billable (chargeable) goal 100% per pay period.
Private	Compensatory (comp) time is the accumulation of hours worked in excess of an exempt (salaried) employee’s designated weekly work base. Those employees may then use the accumulated hours as additional time off with pay within the provisions of this and other company policies. Hours worked in excess of an exempt employee’s weekly work base may also be converted to cash subject to provisions outlined in Policy 705 (Conversion of Accumulated Time Off to Cash). Only exempt employees are eligible for comp time.
Other States	Varies by agency
Other States	Straight overtime pay is paid only when such hours were worked at the specific direction of and were previously approved by management.
Other Public	Straight time for extended periods of excessive work hours. If required to work on a day off, regular salary for a minimum of 4 hours or comp time.
Minnesota	Exempt employees are responsible for managing and accounting for their own hours of work and must account for 80 hours each two week pay period. They may make adjustments in hours of work in subsequent work days and/or payroll periods. With prior approval they may receive straight overtime pay or accrue compensatory time.

Table 16: Shows the full comments of those who responded by choosing the “other” category, by sector for question 17.

Additional Compensation

Question 18: “Does your organization provide additional compensation in addition to annual pay (not overtime)?”

	No	Bonus	Profit Sharing	Achievement or Performance Awards	Tickets to Entertainment Events	Other
City	5	1	0	1	0	0
County	4	0	0	1	0	1
Private	2	7	5	1	0	3
Other States	2	0	0	0	0	0
Other Public	1	0	0	1	0	0
Minnesota	0	0	0	1	0	1

Table 17: Shows the frequency of each response by sector for Question 18.

City	2.5% to 5% lump sum bonus based on excellent work performance. Annual
County	Stability Pay=\$1,200/yr after 18 yrs of service.
County	Employees receive paid vacation time off.
County	Extra Meritorious Award, 2% lump sum payment for recognition of special achievements outside the normal expectations of duties
Private	All employees are eligible for bonus. All full time and most part time employees are eligible for profit sharing.
Private	401K match of 0.25% for every 1% of employee contribution up to a total employee contribution of 6%.
Private	All employees are eligible for a semi-annual bonus based on profits, position and performance. All full time employees receive profit sharing equal to 5% of their base pay.
Private	Bonus, Profit Sharing, Paid-time Off
Private	ESOP
Other States	Paid vacations are not available as an above-and-beyond reward. Paid vacations are the standard amount available to all regular employees.
Other Public	Employer has the right to award compensation adjustments.
Minnesota	Achievement Awards - up to 35% of employees up to \$1,600 or a one step range adjustment (3.95%)

Table 18: Shows the full comments of those who provided additional information for Question 18.

Indirect Compensation

Question 19: “Does your organization offer the same indirect compensation and benefits for all of the classifications being surveyed?”

	No	Yes
City	1	6
County	0	7
Private	2	8
Other States	1	2
Other Public	0	2
Minnesota	0	1

Table 19: Shows the frequency of each response by sector for Question 19.

Question 20: “Select the classification with the highest number of employees?”

City	Engineering Specialist
Private	Engineer Principal
Private	Engineer Senior
Other States	Engineer Graduate
Minnesota	Senior Engineer

Table 20: Shows the responses received for Question 20.

Question 21: “Does your organization offer the following benefits or reimbursements?”

1. On-Call Services	City	County	Private	Other States	Other Public	Minnesota
No	6	5	7	2	0	0
Yes	1	2	1	1	1	0
See details below	0	1	0	1	1	1

2. Hazard Pay	City	County	Private	Other States	Other Public	Minnesota
No	7	7	8	3	0	1
Yes	0	0	0	0	0	0
See details below	0	0	0	0	0	0

3. Shift Differential	City	County	Private	Other States	Other Public	Minnesota
No	6	4	7	2	0	1
Yes	1	3	2	1	0	0
See details below	0	1	0	1	0	0

Tables 21-23: Shows the frequency of each response by category and sector for Question 21.

Question 21: (cont'd)

4. Stock Options	City	County	Private	Other States	Other Public	Minnesota
No	7	6	5	3	0	1
Yes	0	0	4	0	0	0
See details below	0	0	1	0	0	0

5. Hiring Bonus	City	County	Private	Other States	Other Public	Minnesota
No	7	6	2	2	0	1
Yes	0	0	5	1	0	0
See details below	0	0	2	0	0	0

6. Annual/Target Bonus	City	County	Private	Other States	Other Public	Minnesota
No	5	6	2	3	0	1
Yes	2	0	6	0	0	0
See details below	0	0	1	0	0	0

7. Longevity Pay	City	County	Private	Other States	Other Public	Minnesota
No	5	4	8	2	0	1
Yes	2	3	0	1	0	0
See details below	0	0	0	0	0	0

8. Professional Organization Membership Fee Reimbursement	City	County	Private	Other States	Other Public	Minnesota
No	0	1	0	2	0	0
Yes	6	5	10	1	0	0
See details below	0	0	0	0	0	1

9. Licensure/Registration Reimbursement	City	County	Private	Other States	Other Public	Minnesota
No	1	4	0	1	0	0
Yes	5	2	10	2	0	0
See details below	0	0	0	1	0	1

10. Vehicle Allowance	City	County	Private	Other States	Other Public	Minnesota
No	2	5	7	3	0	1
Yes	4	1	2	0	0	0
See details below	1	1	0	0	0	0

11. Employer Vehicle	City	County	Private	Other States	Other Public	Minnesota
No	4	1	4	1	0	0
Yes	3	4	3	2	1	0
See details below	0	3	1	1	1	1

Tables 24-31: Shows the frequency of each response by category and sector for Question 21.

Question 21: (cont'd)

12. Mileage	City	County	Private	Other States	Other Public	Minnesota
No	1	1	0	1	0	0
Yes	5	5	10	2	1	0
See details below	1	1	0	0	0	1

13. Cell Phones	City	County	Private	Other States	Other Public	Minnesota
No	0	2	1	2	0	0
Yes	6	5	9	1	0	0
See details below	1	1	0	0	0	1

14. Deferred Compensation Match	City	County	Private	Other States	Other Public	Minnesota
No	7	5	6	3	0	0
Yes	0	1	2	0	0	0
See details below	0	0	0	0	0	1

15. 401K Match	City	County	Private	Other States	Other Public	Minnesota
No	6	6	0	3	0	1
Yes	1	0	10	0	0	0
See details below	1	0	0	0	0	0

16. Educational Reimbursement	City	County	Private	Other States	Other Public	Minnesota
No	2	2	0	2	0	0
Yes	4	5	10	1	1	0
See details below	1	0	0	0	0	1

17. Relocation - Realtor Fees	City	County	Private	Other States	Other Public	Minnesota
No	6	6	7	3	0	0
Yes	0	0	1	0	0	0
See details below	0	0	0	0	0	1

18. Relocation - Moving Expenses	City	County	Private	Other States	Other Public	Minnesota
No	7	5	2	1	0	0
Yes	0	0	8	2	0	0
See details below	0	1	0	0	0	1

Tables 32-38: Shows the frequency of each response by category and sector for Question 21.

Question 21: (cont'd)

City	10. There are some people who do get vehicle allowance, such as the Mayor. 15. Since we are public we have PERA and the City does contribute a certain percentage to that.
City	13. Cell phone provided only for work related business.
County	11-12. Public Works has a pool of vehicles available for use. If personal vehicle used, mileage paid.
County	7. Longevity Pay - employees receive a percent salary increase for number of years worked. At the beginning of year: 6 - 1%, 11 - 2%, 16 - 3%, 21 - 4%, 26 - 5% and 31 - 6%. 11. Employer Vehicles - County has vehicles available to the employee once he/she has reported to work. 14. Deferred Compensation Match - County employees are part of the PERA (Public Employees Retirement Association of MN)
County	11. Vehicles available as needed. 12. IRS rate on mileage.
County	1,3: Per specific Bargaining Agreement and/or Countywide policies. 10-13, 18: Specific positions/negotiated.
Private	5. Varies by position 6. \$3,000 15. 50% match on the first 6% employees contribute
Private	4, 5, 14, and 15: Note: stock options, signing bonus, retirement benefits are not guaranteed.
Private	5, 11, and 13: Hiring bonus at manager's discretion. Principals and other who are high-mileage drivers receive a company vehicle. Cell phone at manager's discretion.
Private	9. The time and expenses for the employee to obtain his/her primary registration or certification are the responsibility of the employee. If an employee is required to obtain an additional license, registration or certification in other states or disciplines to enable him/her to conduct the firm's business, the company will pay the costs for such additional registrations. 8. The company provides some financial support for active participation in professional societies. Active participation in a society is defined by the company as attending at least half of the meetings of such an organization. Payment of expenses related to participation in the employee's primary professional society is the responsibility of the employee. However, if an employee is active in more than one professional society, related to the company's business, he/she will be eligible for reimbursement of expenses. 15. Company provides 401k Contribution (not really a match) of 3% of eligible employee's base salary.
Other States	12. Amounts vary by employing agency, except mileage which is 45 cents per mile

Table 39: Shows the full comments of those who provided additional information for Question 21.

Question 21: (cont'd)

Other States	<p>1. On Call - \$25 for each 8 hour period or any portion thereof. 3. \$0.75/hr Night Differential for hours between 6 pm and 6 am. \$1.25/hr Weekend Differential for hours between 12 am Saturday and 11:59 pm Sunday. 9. Licensure/Registration Reimbursement: Only for the initial examination and licensing fees when such licensure/registration becomes a requirement after while already employed in a job title. 11. Employer Vehicle: State vehicles are available for state business on a limited basis. 12. Mileage for personal vehicle use has just been increased to \$0.365/mile. 8. Time off for professional development: Employees are granted 5 days per year without loss of pay to attend professional development activities. Employees also receive time off without loss of pay to take professional examinations, or to attend minimum training requirements to maintain licenses/certificates, for employer required licenses/registrations/certificates. 16. Time off for part-time education: At the discretion of management employees may be allowed time off without loss of pay to attend work-related accredited courses, or specialized training through institutes, seminars, work shops, and professional society activities.</p>
Other Public	<p>#1 - On call services: 2 hours per 24/hour period; 3 hours weekends #11 - Employer vehicle: As required #12 - Mileage: As required #17 - Educational reimbursement: Agency discretion Other comments: Free bus and rail pass Employee recognition for years of service: 10 years = \$25; 15 years = \$50; 20 years = \$75; 25 years = \$100; 30 years = \$125; 35 years = \$150; 40 years = \$175; 45 years = \$200</p>
Minnesota	<p>1. On-Call \$45/day up to \$280 week 8. Professional organizations \$225 9. Certain License/Registration reimbursement 11. Vehicles as required 13. Cell for work only 14. Deferred Compensation Match up to \$300 12. IRS rate on mileage lodging, Meals to \$35 day 13. Phone \$3 day 16. Education at agency discretion 17-18. Relocation up to \$10K + some additional costs.)</p>

Table 39 (cont'd): Shows the full comments of those who provided additional information for Question 21.

PTO- Vacation/Sick/Holiday

Question 22: “Which of the following forms of paid time off does your organization offer?”

City	Holidays & Paid Time Off
City	Vacation / Sick / Holidays
City	Vacation / Sick / Holidays
City	Vacation / Sick / Holidays
City	Vacation / Sick / Holidays
City	Vacation / Sick / Holidays
City	Holidays, vacation, personal leave
City	No Response
City	No Response
County	Holidays & Paid Time Off
County	Paid Time Off Program (PTO) (includes vacation/sick/holidays), Also provide Vacation/Sick/Holidays under a plan prior to PTO. (we have two different plans in operation at present)
County	Paid Time Off Program (PTO) (includes vacation/sick/holidays)
County	Paid Time Off Program (PTO) (includes vacation/sick/holidays)
County	Vacation / Sick / Holidays
County	Vacation / Sick / Holidays
County	Vacation / Sick / Holidays
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Holidays & Paid Time Off
Private	Paid Time Off Program (PTO) (includes vacation/sick/holidays)
Private	Vacation / Sick / Holidays
Private	vacation, holiday, personal time off
Other States	Vacation / Sick / Holidays
Other States	Vacation / Sick / Holidays
Other States	Vacation / Sick / Holidays
Other Public	Vacation / Sick / Holidays
Other Public	Vacation / Sick / Holidays
Minnesota	Vacation/Sick/Holidays

Tables 40: Shows the responses received for Question 22.

Question 23-24: “How many paid holidays does your organization provide? How many vacation days per year does your organization provide?”

	Paid Holidays	Vacation Days- New Hire	Vacation Days- after 10 Years	Vacation Days- after 20 Years
City	11	11	16	22
County	11	10	21	24
Private	7	15	17	18
Other States	10	16	22	25
Other Public	12	15	26	29
All Responded	10	12	19	23
Minnesota	11	13	23	26

Table 41: Shows the average (non-weighted) number of Holiday and Vacation Days offered by sector. This question was only answered by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 25: “Can vacation time be carried over on an annual basis?”

	Yes	No
City	6	0
County	3	0
Private	1	1
Other States	3	0
Other Public	2	0
Minnesota	1	0

Table 42: Shows the frequency of each response by sector for Question 25. The one “No” response included that the existing balance would be liquidated. This question was only answered by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 26: “If vacation time can be carried over, what is your maximum amount of vacation hours or days that can be carried over (please specify)?”

City	200
City	Twice their annual accrual rate
City	248 hours
City	Whatever amount is accumulated that year can be rolled over
City	192 hours at end of calendar year.
City	1.5 times annual accrual rate
County	Accruals stop at 200 for union and 280 for non-union
County	224 Hours
County	270 hours
Private	240 hours
Other States	240 hours until 15 years then 320 hours
Other States	1040
Other States	240
Other Public	Must not exceed two years' total
Other Public	1040
Minnesota	Must be below 275 hours once within the state fiscal year

Tables 43: Shows the responses received for Question 26. This question was only answered by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 27: “Does your organization allow current employees to convert unused vacation?”

	No	Yes, to sick leave	Yes, to cash	Yes, to stock options	Yes, to deferred compensation	Other (please specify)
City	3	0	3	0	0	2
County	3	0	0	0	0	0
Private	2	0	0	0	0	0
Other States	2	0	0	0	0	1
Other Public	1	0	0	0	1	0
Minnesota	1	0	0	0	0	0

Table 44: Shows the frequency of each response by sector for Question 27. This question was only answered by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 27 (cont'd):

City	Up to 40 hours per year
City	Eligible employees may sell 40 hours of vacation time. In order to be eligible the employee must be earning vacation at a minimum rate of 3 weeks per year, minimum balance of 40 vacation hours after purchase and approval of employee's supervisor and city administrator.
Other States	Employees at the maximum vacation amount may convert up to 40 hours per year to cash.

Tables 45: Shows the full comments of those who provided additional information for Question 27. This information was only provided by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 28: Do you use the same vacation schedule for Engineers, Land Surveyors and Engineering Specialists?

	Yes	No
City	6	0
County	3	0
Private	2	0
Other States	2	1
Other Public	2	0
Minnesota	1	0

Table 46: Shows the frequency of each response by sector for Question 28. The one “No” response included that “vacation differences are based on FLSA exempt vs. non-exempt status: Non-exempt employees earn 2 days less vacation at each seniority level except they are equal at 25+ years.” This question was only answered by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 29: “How much sick leave per year do your employees earn?”

	Average Sick Days
City	12
County	14
Private	6
Other States	14
Other Public	10
All Responded	12
Minnesota	13

Table 47: Shows the average (non-weighted) number of Sick Days offered by sector. This information was only provided by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 29: (cont'd)

City	Employees do not accrue sick leave but personal leave in the amount of 96 hours per year. This can be used for rest and relaxation.
City	Personal Leave 78 hours
City	96.2 hours/year; once employee reached 800 hours than employee shall accrue additional sick leave at a rate of 1.85 per pay period (2 weeks)
Other Public	2 hrs per pay period = 6.5 days. Can only be used after 40 hours of absence

Tables 48: Shows the full comments of those who provided additional information for Question 29. This information was only provided by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 30: “Does your organization allow sick leave to be carried over on an annual basis?”

City	up to a maximum of 120 workdays
City	Employees can carry as much as 1000 hours of personal leave. Employees with over 1000 hours have the amount over 1000 hours deposited annually into a post employment health care savings account.
City	Personal Leave 204 hours
City	1,200 hours. After that the dollar amount gets up in a special retirement fund for them.
City	Yes
City	960 hours cap
County	no limit. Once 800 hours reached, accruals go into sick bank.
County	120 Days
County	1900 hours
Private	up to total of 480 hours
Private	all time can carry up to 160 hour max. hours over 160 convert to vacation
Other States	Unlimited
Other States	no limit
Other States	Unlimited
Other Public	400 Hours
Other Public	Yes
Minnesota	Yes, unlimited

Tables 49: Shows the full comments of those who responded to Question 30. This information was only provided by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 31: “At the end of employment, does an employee lose unused sick leave”

Organization	Yes/No	Comment
City	No	After 15 yrs of continuous service, 50% of unused accumulated sick leave is pd upon honorable separation.
City	No	Personal leave is paid out at termination to those employees who have a balance of less than 600 hours. For those employees with 600 hours or more all of those hours are converted to cash and deposited into a post employment health care savings account.
City	No	No
City	Yes	Yes, Unless the employee is retiring, then they get paid out for 50% of it.
City	Yes	Except for situations when an employee qualifies for severance then they get paid out 50% of unused sick leave, up to a maximum of 600 hours.
City	Yes	Yes
County	No	Paid out or HCSP after 5 years - amounts vary by union, age & years of service
County	No	No
County	Yes	Yes with resignation and termination. With retirement, sick leave can be rolled into Post Retirement Health Care Savings Plan
Private	Yes	Yes
Private	No	paid out at 50%
Other States		after 7 years employment 25% of unused sick is paid to a maximum of 480 hours
Other States	No	10% of balance paid out upon resignation/retirement with at least 10 yrs of service, remainder is lost
Other States	No	Employees lose unused sick leave unless they return to state service within 5 years, or are eligible to retire from the state. In the case of retirement, their accumulated sick leave is converted at their final hourly earnings rate into an account that may be used for the sole purpose of paying post-retirement health insurance premiums.
Other Public	Yes	Yes
Other Public	Yes	Yes
Minnesota	Yes	Yes, except for situations when an employee qualifies for severance and then they get paid out 35% of the unused sick leave value or if the employee returns to state service within four years.

Tables 50: Shows the responses for Question 31. It is important to note that the yes or no question was interpreted differently by some respondents. Therefore, please refer to the comments. This information was only provided by those who chose the Vacation/Sick/Holidays option to Question 22.

Question 32-33: “How many paid days off per year does your organization provide?”

	PTO-Holidays	PTO- New Hire	PTO-after 10 years	PTO-after 20 years
City	11	18	24	26
County	10	20	26	33
Private	8	15	22	24
Other States	NA	NA	NA	NA
Other Public	NA	NA	NA	NA
All Respondents	8	17	23	27
Minnesota	NA	NA	NA	NA

Table 51: Shows the average (non-weighted) number of days of PTO offered by sector. These two questions were only answered by those who chose the Holidays and Paid Time off option to Question 22.

Question 34: “Does your organization liquidate unused Paid Time Off upon separation of employment?”

	No	Yes
City	0	1
County	1	3
Private	0	8
Other States	NA	NA
Other Public	NA	NA
Minnesota	NA	NA

Table 52: Shows the frequency of each response by sector for Question 34. This question was only answered by those who chose the Holidays and Paid Time off option to Question 22.

County	If retired the employee may run out time, if resignation PTO is paid out in lump on last check
County	Payable as straight time, in accordance w/IRS provisions
County	Some groups have their separation pay directly put into MSRS.
Private	Full pay of PTO balance upon separation.
Private	Employees can only accrue up to 240 hours of paid time off. After that the time not used above this threshold is liquidated to sick time (to be used when and if all other sick leave/personal time is used up). We do allow persons to contribute liquidated PTO to a emergency pool that persons with family events or needs can tap into on for special reasons.
Private	Employees can not accrue more than twice their yearly accrue. If they have up to that amount on last day of employment, then they will receive that.
Private	yes, all is paid 100%
Private	Full liquidation of PTO upon separation of employment.
Private	When an employee’s employment ends, they will be paid for any accumulated and unused PTO at their regular rate of pay at the time of termination. Timing of the payment will be consistent with regular payroll processing schedules.

Table 53: Shows the full comments of those who provided additional information for Question 34. This question was only answered by those who chose the Holidays and Paid Time off option to Question 22.

Retirement Benefits

Question 35: “Does your organization offer a retirement benefit?”

	No	Yes, Defined Benefit Plan	Yes, Defined Contribution Plan
City	2	2	3
County	0	5	2
Private	6	0	4
Other States	0	3	0
Other Public	0	1	1
Minnesota	0	1	0

Table 54: Shows the frequency of each response by sector for Question 35.

Question 36: “What is the amount or percentage of employer contribution?”

City	2008 6.5% of gross wages
City	90%, 85% for some of Police.
City	6.50%
County	Depends on the coverage selected and retirees covered under retiree Board Resolution
Private	3%
Private	7.5% not guaranteed however.
Private	4%
Private	3% of gross earnings (excluding bonus)
Other Public	4.25%
Other Public	4.5% MSRS
Minnesota	4.50%

Table 55: Shows the responses by sector for Question 36.

Question 37: “If the type of retirement plan your organization offers is a defined benefit plan, please share the benefit formula.”

City	Same (as MN?)
City	1.7% x Years of Service x High Five Years Average Monthly Salary = Monthly Retirement Benefit
County	Standard PERA for Coordinated; Correctional and Police and Fire Plans
County	PERA 6.5% of gross
County	2.7% X Years of Service X High Five Years Avg Monthly Salary
County	Earn 1.7% X Years of Service X High Five Average Monthly Salary
County	MN PERA
Other States	1.625% x final avg. salary x credited service before July 1, 2002, plus 1.55% x final avg x credited service after July 1, 2002.
Other States	2.0 X Yrs of Svc X AFC (high 36 of last 120 months)
Other States	1.6% X Years of Service X High Three Years Average Monthly Earnings. Instead of 1.6%, for pre-2000 service the factor is 1.765%. The formula is reduced incrementally for early retirements.
Other Public	MSRS formula - same as State
Minnesota	1.7% X Years of Service X High Five Years Average Monthly Salary = Monthly Retirement Benefit

Table 56: Shows the responses by sector for Question 37.

Question 38: “Does your organization offer a Deferred Compensation Plan?”

	No	Yes
City	0	5
County	2	0
Private	7	2
Other States	0	0
Other Public	0	1
Minnesota	0	1

Table 57: Shows the frequency of each response by sector for Question 38.

Question 38: (cont'd)

City	Yes	0
City	Yes	None
City	Yes	None.
City	Yes	There is no employer match.
County	No	Employees may contribute to two different plans; however, the County does not contribute to the plans...only offers payroll deduction.
Private	Yes	401K match is 0.25% for every 1% of salary contributed by the employee up to a maximum employee contribution of 6%.
Other Public	Yes	No matching
Minnesota	Yes	up to \$300 matching funds per year

Table 58: Shows the additional responses by sector for Question 38.

Question 39: “Does your organization offer a severance payout?”

	No	Yes
City	4	1
County	1	1
Private	3	6
Other States	0	0
Other Public	0	1
Minnesota	0	1

Table 59: Shows the frequency of each response by sector for Question 39.

City	Yes	Determined by years of service
County	Yes	Depends on bargaining contracts and policy language.
Private	Yes	Severance pay, if provided, is typically one-half week’s pay for each year of credited service plus, if applicable, two weeks’ notice pay.

Table 60: Shows the additional responses by sector for Question 39.

Question 40: “Does your organization liquidate unused (Vacation/Sick) paid time off upon separation of employment?”

	No	Yes
City	0	5
County	0	2
Private	0	5
Other States	0	0
Other Public	0	0
Minnesota	0	1

Table 61: Shows the frequency of each response by sector for Question 40.

City	Yes	100% of vacation up to maximum of 25 days if leaving municipal service in good standing. 50% of unused accumulated sick leave upon honorable separation after 15 years of continuous employment.
City	Yes	Vacation is paid out, sick is not unless they retire or die then 50% of it is paid out.
City	Yes	Vacation balance of 260 can be liquidated. There is no policy for liquidating unused comp time.
City	Yes	25% of sick, 100% of vacation
County	Yes	Flex leave (Combination of vacation and sick leave) up to 400 hours
County	Yes	Depends on bargaining contracts and policy language. Maximum payout eligible for PTO is 432 if not governed by MSRS.
Private	Yes	We pay for unused vacation but not unused sick leave.
Private	Yes	yes vacation, no sick
Private	Yes	100% vacation paid out 50% personal time paid out
Private	Yes	When an employee’s employment ends, they will be paid for any accumulated and unused PTO at their regular rate of pay at the time of termination. Timing of the payment will be consistent with regular payroll processing schedules.
Private	Yes	All unused hours are paid out upon termination
Minnesota	Yes	vacation up to 260 hours paid out upon separation; Sick - 35% of unused sick leave balance paid as severance upon qualification for severance

Table 62: Shows the additional responses by sector for Question 40.

Question 41: “Please specify any length of service requirement to receive severance.”

City	No length of service for 100% vacation. 15 years of continuous service for 50% of sick leave.
City	3 years
City	15
County	Severance...2 weeks notice. Retiree benefits (insurance contribution)...Board Resolution. Retirees after Board Resolution may continue insurance coverage (at their expense) indefinitely.
Private	Average is one week of severance for every year of service.
Private	severance offered at different amounts based on the following ranges 1-10 years, 11-20 years, 30+ years
Private	1 year and severance scaled amounts per yos
Private	No specific length of service is required
Other Public	The employee must hold continuous Civil Service or Union appointment of 75% time or greater with appointment term of 9 months or more on the issue date of the layoff notice.
Minnesota	to be eligible for severance, an employee must accrue 20 or more continuous years of service; or have 10 years service and be eligible for retirement; or be laid off.

Table 63: Shows the responses by sector for Question 41.

Question 42: “Does your organization offer any additional benefits to retirees?”

City	No
City	No
City	No
City	None.
City	no
Private	No. Except that since we an ESOP, our participants can perform a one-time roll-over of their ESOP account to non- SEH stock without paying the capital gains tax at that point in time.
Private	None
Private	No
Private	no
Private	na
Private	no
Private	No
Other Public	During the Retirement Incentive Option period, employees who take this option will receive 36 months of benefit coverage for eligible U of M employees.
Minnesota	Retirees receive a one-time contribution of \$250 to a Health Care Savings Plan.

Table 64: Shows the responses by sector for Question 42.

Insurance Benefits

(Health Insurance benefits listed for the State of MN are based on Cost Level 2 because it is the guaranteed level of service.)

Questions 43-45: Does your organization offer health insurance benefits for employees? Does your organization allow retirees to participate in the health insurance plan(s)? Are retirees, over age 65, allowed to continue in the group?

	Insurance?	Retirees?	Over 65?
City	7	7	3
County	7	7	6
Private	10	3	1
Other States	3	3	1
Other Public	2	2	2
Minnesota	1	1	0

Table 65: Shows the “Yes” responses by sector for Questions 43-45.

City	until death
City	They can stay on a supplement plan as long as they want to, but they pay 100% of the premiums.
City	65
County	But need to enroll in " deleted name " Health Partners Plan-Medicare supplement w/ Part D coverage.
County	Indefinitely per " deleted policy number "
County	Depends upon if they become eligible for Medicare
County	Forever
County	Must apply for Medicare at required age/health insurance coverage is then supplemental coverage.
Private	as allowed by cobra
Other States	No limit
Other Public	Indefinitely

Table 66: Shows the additional responses given regarding limits on retiree coverage over the age of 65.

Question 46-47: How many employees (including retirees) does your organization have enrolled in health insurance plans? How many lives are covered by the health insurance plan(s)?

	Employees	Lives
City	334	617
County	2219	4865
Private	281	629
Other States	51500	27000*
Other Public	11364	23181
Minnesota	50000	125000

Table 67: Shows the average (non-weighted) responses by sector for Questions 46-47. *The “Other States” employer with the largest number of employees covered did not answer question 47.

Question 48: What type of health insurance plan has the LARGEST number of employees enrolled?

City	Cafeteria Plan
City	Traditional HMO \$20 office co pay
City	varies by employee
City	Traditional Plan
City	High Deductible Health Plan with Health Savings Account
City	Traditional Plan
City	High Deductible Health Plan with Health Savings Account
County	Traditional Plan
County	Traditional Plan
County	Cafeteria Plan
County	Major Medical
County	Self Insured
County	Major Medical
County	Self Insured
Private	Self Insured
Private	"Deleted name" is self insured therefore anyone using "Deleted name" health coverage is using our self insured program.
Private	Self Insured
Private	Major Medical
Private	Self Insured
Private	High Deductible Health Plan with Health Savings Account
Private	Self Insured
Private	Self Insured
Private	Traditional Plan
Other States	Self Insured
Other States	Traditional Plan
Other States	HMOs
Other Public	Self Insured
Other Public	Traditional Plan
Minnesota	Self Insured

Table 68: Shows the responses by sector for Question 48.

Question 49: Insurance premiums can be structured in various configurations (i.e. employee only, employee + spouse, employee + family, etc...) Check all that apply to your organization.

	Employee Only	Employee +1 (Dependent)	Employee + Any number of dependents
City	5	5	7
County	6	4	5
Private	10	6	7
Other States	2	1	3
Other Public	2	1	2
Minnesota	1	0	1

Table 69: Shows the affirmative responses by sector for Question 49.

Question 49 (cont'd):

County	The Employee +1 (Dependent): Dependent=Spouse. The Employee + Any number of dependents: dependents=Children and the Other: Other=Employee + Family.
County	Employee or Family
Private	Employee + 2, Employee + 3 or more
Private	employee + domestic partner
Private	family
Private	Employee + 2, Employee + 3 or more

Table 70: Shows the additional responses given for Question 49.

Question 50: EMPLOYEE ONLY COVERAGE: What are the employee and employer premium contributions?

	Employee Premium	Employer Premium	Total Premium
City	\$2	\$469	\$470
County	\$29	\$509	\$538
Private	\$71	\$340	\$410
Other States	\$14	\$478	\$492
Other Public	\$28	\$486	\$514
Minnesota	\$0	\$432	NA

Table 71: Shows the average (non-weighted) employee and employer premium contributions by sector for Employee Only Coverage.

Question 51: EMPLOYEE + 1 (Dependent): What are the employee and employer premium contributions?

	Employee Premium	Employer Premium	Total Premium
City	\$154	\$935	\$1,088
County	\$284	\$935	\$1,219
Private	\$294	\$592	\$885
Other States	\$83	\$481	\$564
Other Public	\$172	\$838	\$1,010
Minnesota	NA	NA	NA

Table 72: Shows the average (non-weighted) employee and employer premium contributions by sector for Employee +1 (Dependent).

Question 52: Is there an additional cost for each additional dependent?

City	975
County	0, N/A Also below for 4. Employee + children Employee Premium=\$258.24 and Employer Premium=\$1,193
Other States	employee + 2 = \$151/month, employer = \$481/month for the employee; employee + 3 or more = \$193/month, employer = \$481/moth for the employee

Table 73: Shows the Responses to Question 52.

Question 53: EMPLOYEE + FAMILY (ANY NUMBER OF DEPENDENTS) What are the employee and employer premium contributions?

	Employee Premium	Employer Premium	Total Premium
City	\$334	\$977	\$1,311
County	\$348	\$1,154	\$1,502
Private	\$332	\$827	\$1,159
Other States	\$136	\$774	\$910
Other Public	\$243	\$1,140	\$1,383
Minnesota	\$126	\$1,145	NA

Table 74: Shows the average (non-weighted) employee and employer premium contributions by sector for Employee + Family (Any number of dependents).

Question 54: Are preventative services covered at 100% by the health plan (e.g. routine physical, well being, checkups, etc.)?

	No	Yes
City	0	6
County	0	5
Private	1	9
Other States	2	1
Other Public	0	2
Minnesota	0	1

Table 75: Shows the Responses to Question 54.

Question 55: For services other than preventative, does the insurance have a first dollar deductible amount that must be paid before the insurance covers any cost?

	No	Yes
City	2	4
County	4	1
Private	6	3
Other States	1	1
Other Public	2	0
Minnesota	0	1

Table 76: Shows the Responses to Question 55.

Question 55 (cont'd):

City	We have four plans some plans. Plan 1, no deductible, Plan 2 no deductible, plan 3 \$350 hosp deductible, plan 4 \$1500 single/\$3000 family deductible
City	co-pays vary
City	Depending on the plan: Single - \$300 or \$150 Family - \$900 or \$450
City	HDHP - Single \$2300 Family \$4600
City	200, 600
County	\$250 per person per calendar year
County	20/80 coverage
Private	\$1,250 single/\$2,500 family
Private	Depends on plan. Either \$200, \$500, or \$1000.
Private	\$500/\$1600
Private	250-500
Other States	\$300 individual, \$750 family
Minnesota	\$140 individual / \$280 family)

Table 77: Shows the additional responses given for Question 55.

Question 56: Office Visit - what is the amount of the employee's co-pay/co-insurance?

City	Plan 1 \$0, Plan 2 \$20, Plan 3 \$30, or Plan 4 80% after deductible
City	\$30
City	Plan 1: 80% after deductible Plan 2: \$25
City	NA
City	\$10
City	\$0
County	level 1= \$10.00 & Level 2= \$25.00 w/ health assessment otherwise \$15.00 & \$30.00.
County	\$15 co-pay
County	\$0
County	\$20
Private	\$20
Private	\$25
Private	\$25
Private	\$15
Private	20/80 co-insurance
Private	\$20 co-pay
Private	\$25
Private	\$20, \$10 for retail health clinic
Private	\$20
Private	\$10
Other States	75/25 co-insurance
Other States	\$25
Other States	\$0
Other Public	\$10
Other Public	\$10
Minnesota	\$27 / \$22 if employee takes an annual health assessment and agrees to health coaching

Table 78: Shows the responses given for Question 56.

Question 57: Emergency Room Services employee cost?

City	Plan 1 \$50, Plan 2 \$50, Plan 3 \$55 or Plan 4 80% after deductible
City	\$75.00
City	Plan 1: 80% after deductible Plan 2: \$55
City	NA
City	\$50.00
City	90% after deductible up to maximum
County	\$75.00
County	\$60 co-pay
County	\$50 co-pay + 10% co-insurance
County	\$75.00
Private	\$75.00
Private	\$50.00
Private	\$100.00
Private	\$150 co pay
Private	\$35 co-pay
Private	\$75.00
Private	\$75.00
Private	\$60.00 (waived if admitted to hospital within 24 hours of visit)
Private	\$75.00
Other States	co-pay \$200, following \$300 deductible
Other States	\$60.00
Other Public	\$50.00
Other Public	\$40.00
Minnesota	\$75.00

Table 79: Shows the responses given for Question 57.

Question 58: Outpatient Procedures employee cost?

City	Plan 1 \$0, Plan 2 80/20 to \$750, Plan 3 80/20 after \$350 Deductible, Plan 4 80/20 after \$1500 single/\$3000 family deductible
City	No cost
City	Plan 1: 80% after deductible Plan 2: Scheduled 100%, MRI & CTs 80%
City	NA
City	\$0
City	90% after deductible up to maximum
County	Same as for 3. above
County	\$15 co-pay
County	Deductible + 10%
County	\$20
Private	10%
Private	\$150
Private	20% after Deductible
Private	20%
Private	\$25
Private	10%
Private	20% up to Out-of-Pocket Maximum
Private	20%
Other States	co-pay \$450, following \$300 deductible
Other States	\$0
Other Public	\$0
Other Public	\$0
Minnesota	\$110

Table 80: Shows the responses given for Question 58.

Question 59: Hospitalization (in-patient) employee cost?

City	Same as 5
City	No cost
City	Plan 1: 80% after deductible Plan 2: 90% of first \$5000, then 100%
City	NA
City	\$0
City	90% after deductible up to maximum
County	level 1= \$125.00 & Level 2= \$250.00
County	\$0
County	Deductible + 10%
County	20%
Private	10%
Private	\$200
Private	20% after Deductible
Private	20%
Private	10%
Private	20% up to Out-of-Pocket Maximum
Private	20%
Other States	co-pay \$550, following \$300 deductible
Other States	\$0
Other Public	\$0
Other Public	\$0
Minnesota	\$180

Table 81: Shows the responses given for Question 59.

Question 60: What is the most common co-pay for a drug prescription?

City	\$11
City	25 max
City	\$15 generic, \$30 name-brand
City	NA
City	\$15
City	tiered 10, 20, 40
County	\$12.00 generic
County	\$15
County	\$10
County	Minimum=\$10; Maximum=\$25
Private	\$20
Private	\$25
Private	\$30
Private	\$5/generic
Private	\$20
Private	\$15
Private	\$10 - for generic drugs
Private	\$10 or 20% of the cost of the prescription (up to a \$35 maximum), whichever is greater
Private	\$10 generic; \$25 formulary; \$50 non-formulary
Other States	\$11, following \$50 deductible
Other States	\$5
Other Public	\$8
Other Public	\$10
Minnesota	\$16

Table 82: Shows the responses given for Question 60.

Question 61: Durable Medical Equipment employee cost?

City	80 %
City	80-20
City	Plan 1: 80% after deductible Plan 2: 80%
City	NA
City	80%
County	20%
County	20%
County	Deductible + 10%
County	10%
Private	10%
Private	10%
Private	20% after Deductible
Private	20%
Private	10%
Private	10%
Private	20% up to Out-of-Pocket Maximum
Private	20%
Other States	deductible, then 75/25 co-insurance
Other States	20%
Other Public	20%
Other Public	20%
Minnesota	20%

Table 83: Shows the responses given for Question 61.

Question 62: Is there a maximum amount an employee pays per year for co-pays, deductibles, and any form of out-of-pocket costs (non-drugs)?

City	Plan 1 and 2 \$750 max per person; \$2250 family, plan 3 \$1500 single/\$3000 family plan 4 \$2,500 single/\$4000 family
City	depends upon policy
City	Plan 1: \$1200 single \$2400 family Plan 2: \$2000 single \$3000 family
City	Single \$2300 Family \$4600
City	\$1,000 individual / \$2,000 Family
City	1200, 2400
County	\$3,000 per person & \$5,000 per family
County	\$1,500 single/\$4,500 family includes drugs
County	\$750/per person per calendar year-not including RX co-pays
County	Individual = \$1,500; Family = \$4,500
Private	\$1,250 individual / \$2,500 family including RX
Private	\$2,750 single/\$5,500 family
Private	depends on which of our three plans is chosen
Private	\$3,200
Private	\$2,000 individual / \$4,000 family
Private	1200-1500
Private	\$1,250 per person, \$2,500 per family (includes all copays)
Private	\$2,500/individual; \$5,000/family
Private	\$1500 Individual/\$5,500 Family
Other States	\$2,500 per person
Other States	\$1,150
Other States	Out-of-pocket limit of \$500/yr for durable medical equipment. Otherwise, no out-of-pocket limits.
Other Public	2,500 individual/\$4,000 per family
Other Public	\$500 individual; \$1,500 family
Minnesota	\$1,100 individual / \$2,200 family

Table 84: Shows the responses given for Question 62.

Question 63: Is there a maximum amount an employee pays per year for prescription drug co-pays?

	No	Yes
City	2	3
County	2	0
Private	7	3
Other States	0	3
Other Public	0	3
Minnesota	0	1

Table 85: Shows the responses given for Question 63.

Question 63 (cont'd):

City	same as above except for plan 3 is \$500 per person/\$1000 per family on rx's
City	depends upon policy
City	Single \$500, Family \$750
City	Single \$2300 Family \$4600
County	Same as out-of-pocket
County	see above
County	See number 9 for total out-of-pocket expenses.
Private	\$1,000
Private	\$1,250 per person, \$2,500 per family (includes all co pays)
Private	\$500 Individual/\$1,000 Family
Other States	\$500 individual, \$2,000 family
Other States	\$1,000
Other States	Assuming this question meant to refer to drug costs: \$350 individual/\$750 family.
Other Public	750 individual/1,500 family
Other Public	Included in #9
Minnesota	\$800 individual / \$1,600 family

Table 86: Shows the additional responses given for Question 63.

Question 64: Select all services available to your employees.

	Free Flu Vaccine	Health Club Discount	Smoking Cessation	Diabetic Program	Cholesterol Program	Health Risk Assessment	Health Coaching	Disease Mgmt Programs
City	5	5	3	2	2	2	2	2
County	6	4	6	5	3	5	3	5
Private	7	7	8	3	3	3	3	7
Other States	1	1	2	2	0	1	1	2
Other Public	2	2	2	1	1	2	2	2
Minnesota	1	0	1	1	0	1	1	1

Table 87: Shows the affirmative responses given for Question 64.

County	Weight Watchers @ work
County	Wellness Program sets up different programs/clinics offered to all employees.
Other States	Wellness programs
Other States	Most of the above services are offered, but they vary by the HMO that an employee may select.
Minnesota	Health Education & Health Promotion Programs

Table 88: Shows the additional responses given for Question 64.

Dental Insurance

Question 65: Does your organization offer dental insurance? If yes, what is the annual maximum benefit, if any?

	No	Yes	Max
City	2	5	\$1,375
County	0	6	\$1,188
Private	0	10	\$1,344
Other States	0	3	\$550
Other Public	0	2	\$1,500
Minnesota	0	1	\$1,000

Table 89: Shows the responses given for Question 65 along with the average (non-weighted) maximum benefit by sector.

Question 66: If your organization offers dental coverage, what amount does the employer pay towards dental insurance per employee per month?

	Single	Dependent	Family
City	\$29	\$81	\$64
County	\$15	\$39	\$45
Private	\$16	\$15	\$40
Other States	\$0	\$0	\$0
Other Public	\$33	\$41	\$79
Minnesota	\$22	\$25	\$47

Table 90: Shows the average (non-weighted) employer contribution for dental insurance by sector for Question 66.

City	Both dependent and family is \$36 per month
County	we pay entire cost of preventive dental \$12.42 single/\$38.48 family
Private	employee pays full cost
Other Public	\$46

Table 91: Shows the additional responses given for Question 66.

Question 67: If your organization offers dental coverage, does the dental insurance cover orthodontics?

	No	Yes
City	3	1
County	3	3
Private	1	9
Other States	1	2
Other Public	0	2
Minnesota	0	1

Table 92: Shows responses given for Question 67.

Question 67 (cont'd):

City	\$2,250
County	50% up to age 19
County	\$1,500 lifetime max
Private	\$2,000
Private	1500 lifetime maximum
Private	Up to 19th birthday and a \$1,500 lifetime maximum benefit
Private	50%
Private	\$1500.00 lifetime max
Private	50% after deductible \$1,800 lifetime max
Private	2000 lifetime maximum 0-99 age
Private	All ages with a \$2,000 lifetime maximum benefit
Private	ages 8-18 with a \$1,000 lifetime maximum benefit
Other States	1st \$100 at 100% then 60%
Other States	50%/\$1500 life max
Other States	No employer-paid benefit.
Other Public	All ages \$2,000 or \$1,500 depending on provider network level
Minnesota	Yes, ages 8-18 with a \$2,400 lifetime maximum benefit)

Table 93: Shows the additional responses given for Question 67.

Other Insurance

Question 68: Does your organization provide employer paid life insurance for the employee?

	No	Yes
City	1	4
County	0	6
Private	0	10
Other States	0	3
Other Public	0	2
Minnesota	0	1

Table 94: Shows responses given for Question 68.

Question 69: If life insurance is provided, how is the amount of employer paid life insurance determined?

City	Employer paid; coverage is \$30,000
City	Flat \$25,000.00 Additional insurance may be purchased by the employee
City	\$20,000 per employee
City	\$15,000 per all full-time employees
City	\$15,000
County	\$20,000
County	\$50,000. We also pay for dependent life (\$2,000 spouse/\$1,000 per child)
County	Employees annual base pay rounded to the nearest \$5000-cap of \$50,000
County	\$10,000 per employee
Private	1x annual pay up to \$50,000
Private	\$50,000
Private	1.5 X Employees' annual base pay to a maximum of \$200,000
Private	1 times your annual salary.
Private	25,000.00 employee/\$4,000 spouse/\$2,000 per dependent child
Private	\$50,000 flat rate for all
Private	all employees 50,000
Private	1x annual salary up to \$50,000
Private	Employees Annual Base pay rounded up to the nearest \$1,000
Private	\$50,000 max benefit: Annual base pay rounded up to next \$1,000
Other States	all employees get \$25,000
Other States	Flat \$1300
Other States	Annual base pay rounded up to nearest \$1,000
Other Public	Employee annual base pay rounded up to the nearest \$5,000.
Other Public	2 x salary up to \$200,000
Minnesota	Employees Annual Base pay rounded up to the nearest \$5,000

Table 95: Shows the responses given for Question 69.

Question 70: Does your organization offer employees disability insurance?

	No		Yes		Yes	
	Short-term Disability (STD)	Long-term Disability (LTD)	employee pays 100% of premium - Short-term Disability (STD)	employee pays 100% of premium - Long-term Disability (LTD)	employer pays part/all of the premium - Short-term Disability (STD)	employer pays part/all of the premium - Long-term Disability (LTD)
City	3	2	2	2	1	2
County	2	1	2	2	1	2
Private	0	0	2	2	8	9
Other States	0	0	1	1	1	1
Other Public	0	0	1	1	1	2
Minnesota	0	0	1	1	0	0

Table 96: Shows the responses given for Question 70.

Question 70 (cont'd): If the employer pays premium, what is the amount paid towards STD and LTD?

City	100%
City	100%
City	\$15,000 for Life, \$30,000 LTD
County	% of pay for LTD
County	Employee pays entire STD Premium; employer pays entire LTD premium.
Private	STD is self-funded, Basic LTD company pays 100%, Supp LTD EE pays 100%
Private	294/ year
Private	100% of STD premium = \$1.76 per emp 100% of LTD premium = \$0.31 per \$100 of covered payroll
Private	100%
Private	100%
Private	STD is self-administered - no premium; For LTD the most common % of the premium the employer pays is 100%
Other States	long term disability is part of the retirement plan
Other States	On average, the employer pays about 50% of the short-term disability premium cost.
Other Public	Benefit is 66-2/3% of salary up to a maximum of \$5,000 benefit per month. We pay .27 per \$1,000

Table 97: Shows the responses given for the second part of question 70.

Question 71: Does your organization offer the employee long-term care insurance?

	No	Yes
City	5	0
County	2	3
Private	8	2
Other States	1	2
Other Public	0	1
Minnesota	0	1

Table 98: Shows the responses given for Question 71.

Question 72: If long-term care insurance is provided, does it allow coverage for (check all that apply)?

	Employee	Spouse	Others
City	0	0	0
County	3	3	2
Private	2	2	0
Other States	1	0	0
Other Public	1	1	1
Minnesota	1	1	1

Table 99: Shows the affirmative responses given for Question 72.

Question 73: If long-term care insurance is provided, what amount does your organization pay towards long-term care insurance per employee per month?

County	\$0
County	\$0
Private	100%
Private	\$0
Other States	\$0
Other States	\$0
Other Public	\$0
Minnesota	\$0

Table 100: Shows the responses given for Question 73.

Question 74: Please list any unique feature(s) of your benefits package that have not been addressed by the previous questions.

County	College Savings Plan;Commuting Options;Flexible Spending Accounts;Trade Time for Fitness;Vacation Donation Program; and Health Care Saving Plan and more (they just keep getting better)!
Private	long term care insurance is for principal owners only
Private	Adoption benefit \$4,000/ adoption Wellness Reimbursement \$250/ee 12 week paid maternity leave 1 week paid paternity leave
Private	We offer Flexible Spending Accounts for eligible health and dependent care expenses.
Private	Employer contributes \$150.00 per month to employees enrolled in HDHP / HSA
Other Public	Free bus pass and rail service; supplemental life available (EE and dependents); flexible spending account (medical, dental, daycare, parking); EAP

Table 101: Shows the responses given for Question 74.

SUMMARY

Direct Compensation

All Respondents

	# of Respondent Employees	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	229	69	(\$2,642)	(\$4,884)	(\$431)
Engineer Graduate II	464	61	(\$3,369)	(\$4,582)	(\$8,938)
Engineer Senior	873	220	(\$1,422)	\$1,461	(\$14,851)
Engineer Principal	456	186	(\$6,066)	(\$1,089)	(\$18,272)
Engineer Administrative	228	54	(\$19,817)	(\$11,633)	(\$42,526)
Engineering Specialist	325	178	\$7,202	\$16,899	\$9,228
Engineering Specialist Senior	423	134	\$2,270	\$14,452	\$2,605
Radio Engineer I	8	6	\$2,515	\$7,299	\$3,348
Radio Engineer II	5	7	\$4,212	\$13,003	\$815
Land Surveyor Trainee	13	9	(\$10,614)	(\$845)	\$3,024
Land Surveyor Senior	47	20	\$2,018	\$12,155	\$2,598
Land Surveyor Principal	22	14	(\$20)	\$17,895	\$4,366
Land Surveyor Administrative	6	2	(\$1,321)	\$5,179	\$3,712

Table 102: Shows a summary of the difference of the State of Minnesota’s Minimum, Average (not median), and Maximum Salary and the respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

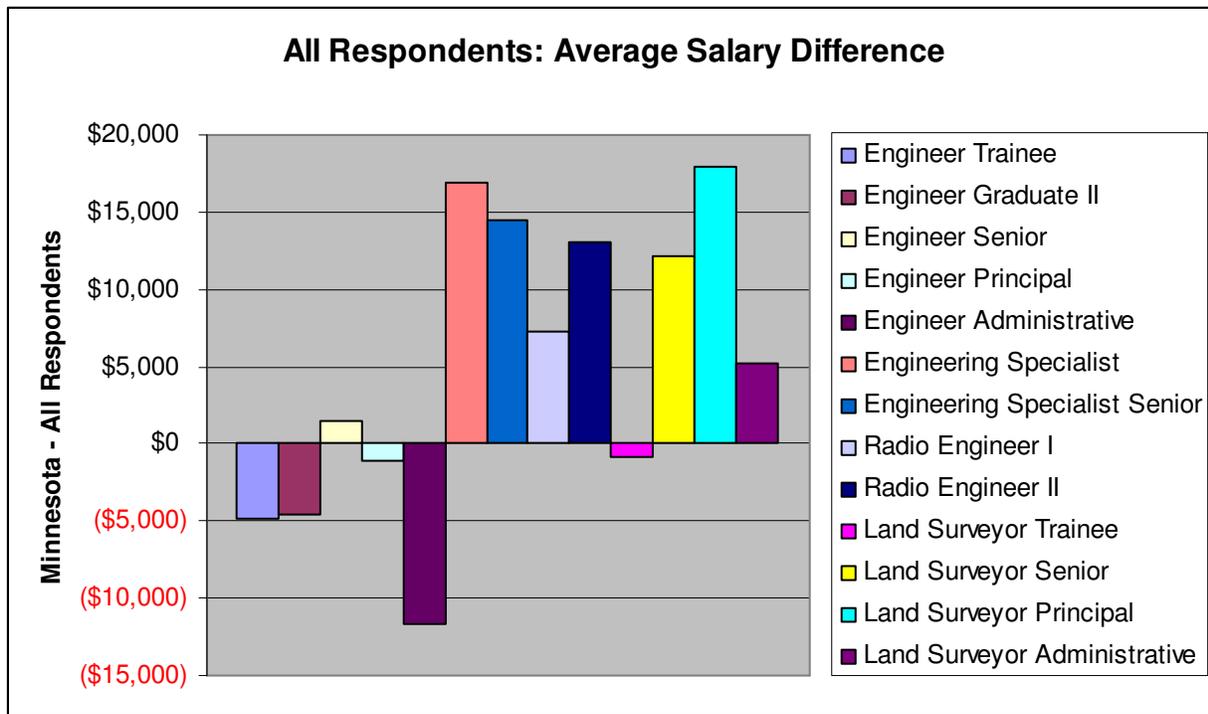


Figure 16: Shows a summary of the difference of the State of Minnesota’s Average (not median) Salary and the respondents Weighted Average (not median) for all job classes.

Public Sector

	# of Respondent Employees	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	162	69	(\$1,739)	(\$4,564)	(\$4,053)
Engineer Graduate II	288	61	(\$2,290)	(\$4,809)	(\$7,432)
Engineer Senior	635	220	(\$247)	\$2,195	(\$7,056)
Engineer Principal	231	186	(\$3,600)	\$3,276	(\$3,625)
Engineer Administrative	91	54	(\$9,909)	\$972	(\$7,328)
Engineering Specialist	229	178	\$6,009	\$19,728	\$13,257
Engineering Specialist Senior	364	134	\$4,026	\$14,357	\$8,416
Radio Engineer I	8	6	\$1,555	\$7,349	\$3,358
Radio Engineer II	5	7	\$4,086	\$13,003	\$540
Land Surveyor Trainee	4	9	(\$3,662)	\$8,896	\$5,750
Land Surveyor Senior	33	20	\$3,747	\$12,909	\$6,490
Land Surveyor Principal	12	14	\$5,823	\$22,577	\$11,532
Land Surveyor Administrative	5	2	\$4,677	\$6,777	\$4,656

Table 103: Shows a summary of the difference of the State of Minnesota’s Minimum, Average (not median), and Maximum Salary and the average of the public sector respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

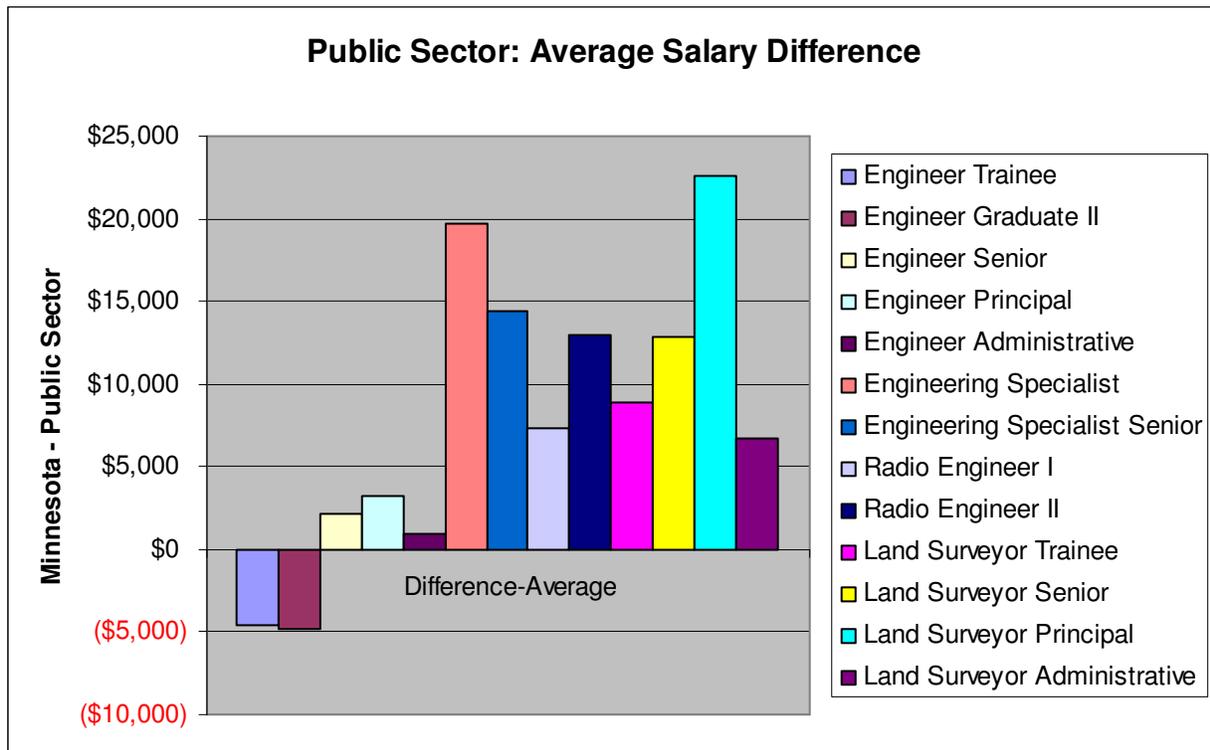


Figure 17: Shows a summary of the difference of the State of Minnesota’s Average (not median) Salary and the public sector respondents Weighted Average (not median) for all job classes.

Private Sector

	# of Respondent Employees	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	67	69	(\$4,829)	(\$6,070)	(\$1,900)
Engineer Graduate II	176	61	(\$4,403)	(\$3,991)	(\$7,056)
Engineer Senior	238	220	(\$5,599)	\$1,085	(\$14,416)
Engineer Principal	225	186	(\$11,528)	(\$8,081)	(\$29,648)
Engineer Administrative	137	54	(\$29,826)	(\$23,924)	(\$68,338)
Engineering Specialist	96	178	\$2,403	\$8,236	(\$6,044)
Engineering Specialist Senior	59	134	(\$18,277)	(\$8,074)	(\$27,051)
Radio Engineer I	NA	6	NA	NA	NA
Radio Engineer II	NA	7	NA	NA	NA
Land Surveyor Trainee	9	9	(\$14,563)	(\$5,655)	(\$382)
Land Surveyor Senior	14	20	(\$11,522)	(\$469)	(\$20,334)
Land Surveyor Principal	10	14	(\$7,789)	\$9,495	(\$5,893)
Land Surveyor Administrative	1	2	(\$31,309)	(\$2,807)	(\$1,012)

Table 104: Shows a summary of the difference of the State of Minnesota’s Minimum, Average (not median), and Maximum Salary and the average of the private sector respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

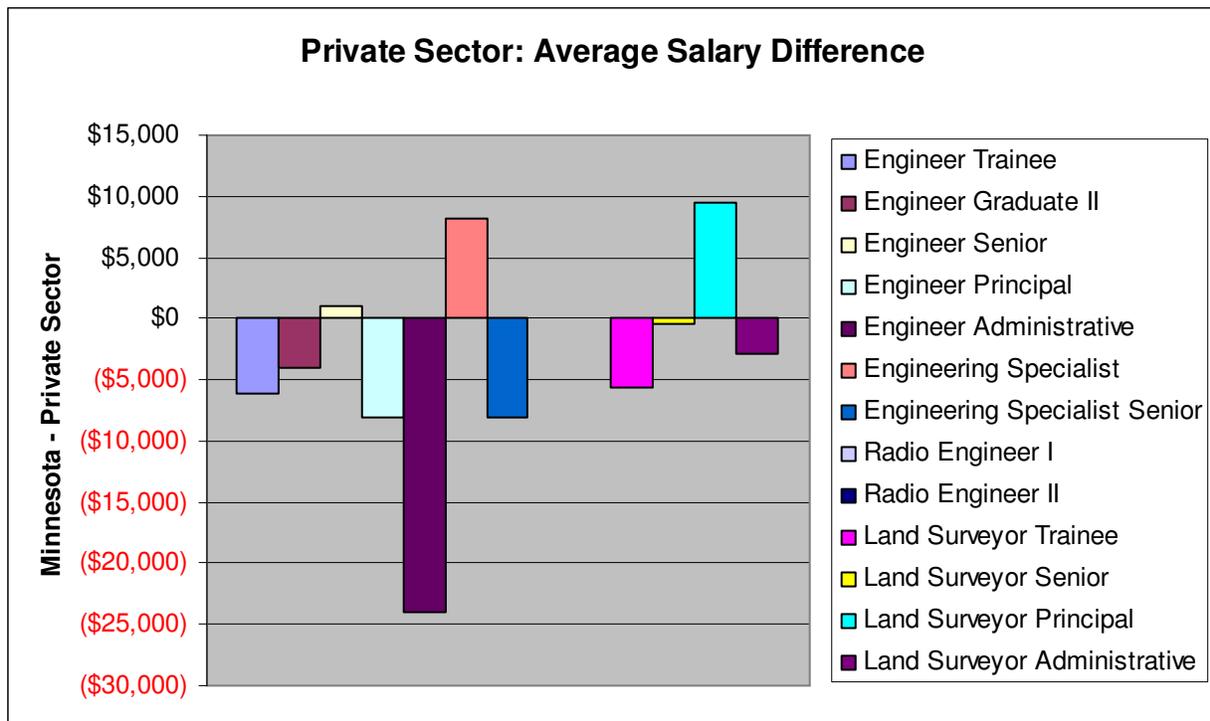


Figure 18: Shows a summary of the difference of the State of Minnesota’s Average (not median) Salary and the private sector respondents Weighted Average (not median) for all job classes.

Direct Compensation-Other

All Respondents	MN	Majority of Respondents	Y	N
“Does your organization compensate for approved overtime hours over a standard work week for "exempt employees" as defined by the Fair Labor Standards Act?”	Y	Y	15	14
“Does your organization provide additional compensation in addition to annual pay (not overtime)?”	Y	Y	15	14

Public Sector	MN	Majority of Respondents	Y	N
“Does your organization compensate for approved overtime hours over a standard work week for "exempt employees" as defined by the Fair Labor Standards Act?”	Y	N	8	10
“Does your organization provide additional compensation in addition to annual pay (not overtime)?”	Y	N	7	12

Private Sector	MN	Majority of Respondents	Y	N
“Does your organization compensate for approved overtime hours over a standard work week for "exempt employees" as defined by the Fair Labor Standards Act?”	Y	Y	7	4
“Does your organization provide additional compensation in addition to annual pay (not overtime)?”	Y	Y	8	2

Tables 105-107: Show a summary of the responses given for questions related to forms of direct compensation “other” than salary. These tables list Minnesota’s response, the response of the majority of the respondents as well as tallies of the “Yes” and “No” responses for the three categories: All Respondents, Public Sector, and Private Sector. **Methods of overtime and additional compensation varied widely.**

	Minnesota Benefit
	Respondent Benefit

Indirect Compensation

All Respondents

Does your organization offer the following benefits or reimbursements?	MN	Majority of Respondents	Y	N
1. On-Call Services	Y	N	9	20
2. Hazard Pay	N	N	0	25
3. Shift Differential	N	N	9	19
4. Stock Options	N	N	5	21
5. Hiring Bonus	N	N	8	17
6. Annual/Target Bonus	N	N	9	16
7. Longevity Pay	N	N	6	19
8. Professional Organization Membership Fee Reimbursement	Y	Y	22	3
9. Licensure/Registration Reimbursement	N	Y	20	6
10. Vehicle Allowance	N	N	9	17
11. Employer Vehicle	Y	Y	19	10
12. Mileage	Y	Y	25	3
13. Cell Phones	Y	Y	23	5
14. Deferred Compensation Match	Y	N	3	21
15. 401K Match	N	N	12	15
16. Educational Reimbursement	Y	Y	22	6
17. Relocation - Realtor Fees	Y	N	1	22
18. Relocation - Moving Expenses	Y	N	11	15

Table 108: Shows a summary of the responses given for questions related to forms of indirect compensation. The table lists Minnesota’s response, the response of the majority of the respondents as well as tallies of the “Yes” and “No” responses. **Analyst interpreted written answers as yes/no.**

	Minnesota Benefit
	Respondent Benefit

Public Sector

Does your organization offer the following benefits or reimbursements?	MN	Majority of Respondents	Y	N
1. On-Call Services	Y	N	8	13
2. Hazard Pay	N	N	0	17
3. Shift Differential	N	N	7	12
4. Stock Options	N	N	0	16
5. Hiring Bonus	N	N	1	15
6. Annual/Target Bonus	N	N	2	14
7. Longevity Pay	N	N	6	11
8. Professional Organization Membership Fee Reimbursement	Y	Y	12	3
9. Licensure/Registration Reimbursement	N	Y	10	6
10. Vehicle Allowance	N	N	7	10
11. Employer Vehicle	Y	Y	15	6
12. Mileage	Y	Y	15	3
13. Cell Phones	Y	Y	14	4
14. Deferred Compensation Match	Y	N	1	15
15. 401K Match	N	N	2	15
16. Educational Reimbursement	Y	Y	12	6
17. Relocation - Realtor Fees	Y	N	0	15
18. Relocation - Moving Expenses	Y	N	3	13

Table 109: Shows a summary of the responses given for questions related to forms of indirect compensation. The table lists Minnesota’s response, the response of the majority of the respondents (public sector) as well as tallies of the “Yes” and “No” responses. **Analyst interpreted written answers as yes/no.**

	Minnesota Benefit
	Respondent Benefit

Private Sector

Does your organization offer the following benefits or reimbursements?	MN	Majority of Respondents	Y	N
1. On-Call Services	Y	N	1	7
2. Hazard Pay	N	N	0	8
3. Shift Differential	N	N	2	7
4. Stock Options	N	Equal	5	5
5. Hiring Bonus	N	Y	7	2
6. Annual/Target Bonus	N	Y	7	2
7. Longevity Pay	N	N	0	8
8. Professional Organization Membership Fee Reimbursement	Y	Y	10	0
9. Licensure/Registration Reimbursement	N	Y	10	0
10. Vehicle Allowance	N	N	2	7
11. Employer Vehicle	Y	Equal	4	4
12. Mileage	Y	Y	10	0
13. Cell Phones	Y	Y	9	1
14. Deferred Compensation Match	Y	N	2	6
15. 401K Match	N	Y	10	0
16. Educational Reimbursement	Y	Y	10	0
17. Relocation - Realtor Fees	Y	N	1	7
18. Relocation - Moving Expenses	Y	Y	8	2

Table 110: Shows a summary of the responses given for questions related to forms of indirect compensation. The table lists Minnesota’s response, the response of the majority of the respondents (private sector) as well as tallies of the “Yes” and “No” responses. **Analyst interpreted written answers as yes/no.**

	Minnesota Benefit
	Respondent Benefit

PTO- Vacation/Sick/Holiday

Multiple forms of paid time off were offered by the organizations that responded including: Holidays & Paid Time Off, Vacation/Sick/Holidays and Paid Time Off Program (PTO).

	Paid Holidays	PTO-New Hire (Days)	PTO-after 10 years (Days)	PTO-after 20 Years (Days)
Public	11	23	29	35
Private	7	16	22	24
All Responded	10	21	27	32
Minnesota	11	26	36	39

Table 111: This table shows the average (non-weighted) number of Paid Holidays and Paid Time Off days offered by sector. For the purpose of summarizing the data, **PTO = Vacation days + Sick days or Paid Time Off.**

All Respondents	MN	Majority of Respondents	Y	N
Can vacation time be carried over on an annual basis?	Y	Y	15	1
Does your organization allow current employees to convert unused vacation?	N	N	4	11
Do you use the same vacation schedule for Engineers, Land Surveyors and Engineering Specialists?	Y	Y	15	1
Does your organization allow sick leave to be carried over on an annual basis?	Y	Y	16	0
At the end of employment, does an employee lose unused sick leave?	Y	N	7	9
Does your organization liquidate unused Paid Time Off upon separation of employment?	NA	Y	12	1

Table 112: Shows a summary of the responses given for questions related to PTO-Vacation/Sick./Holiday. The table lists Minnesota’s response, the response of the majority of the respondents as well as tallies of the “Yes” and “No” responses. **It is important to note that the yes or no questions were interpreted differently by some respondents. In addition a summary by sector does not show meaningful results because different questions were given for the different forms of PTO.**

	Minnesota Benefit
	Respondent Benefit

Retirement Benefits

All Respondents	MN	Majority of Respondents	Y	N
Does your organization offer a retirement benefit?	Y	Y	21	8
Does your organization offer a Deferred Compensation Plan?	Y	N	8	9
Does your organization offer a severance payout?	Y	Y	9	8
Does your organization liquidate unused (Vacation/Sick) paid time off upon separation of employment?	Y	Y	12	0

Public Sector	MN	Majority of Respondents	Y	N
Does your organization offer a retirement benefit?	Y	Y	17	2
Does your organization offer a Deferred Compensation Plan?	Y	Y	6	2
Does your organization offer a severance payout?	Y	N	3	5
Does your organization liquidate unused (Vacation/Sick) paid time off upon separation of employment?	Y	Y	7	0

Private Sector	MN	Majority of Respondents	Y	N
Does your organization offer a retirement benefit?	Y	N	4	6
Does your organization offer a Deferred Compensation Plan?	Y	N	2	7
Does your organization offer a severance payout?	Y	Y	6	3
Does your organization liquidate unused (Vacation/Sick) paid time off upon separation of employment?	Y	Y	5	0

Tables 113-115: Show a summary of the responses given for questions related to retirement benefits. These tables list Minnesota’s response, the response of the majority of the respondents as well as tallies of the “Yes” and “No” responses for the three categories: All Respondents, Public Sector, and Private Sector. **Average employer contribution to a retirement plan is 4.9%.**

	Minnesota Benefit
	Respondent Benefit

Insurance Benefits

(Health Insurance benefits listed for the State of MN are based on Cost Level 2 because it is the guaranteed level of service.)

HEALTH INSURANCE	
How many employees (including retirees) does your organization have enrolled in health insurance plans? (State of MN: 50,000 employees/retirees)	Answers ranged from 100 – 89,000 employees (employees/retirees)
How many lives are covered by the health insurance plan(s)? (State of MN: 125,000 lives)	Answers ranged from 318 – 37,291 lives *Largest “Other States” employer did not respond to this questions.
What type of health insurance plan has the LARGEST number of employees enrolled? (State of MN: Self Insured Plan)	Answers varied
Insurance premiums can be structured in various configurations (i.e. employee only, employee + spouse, employee + family, etc...) Check all that apply to your organization. (State of MN: Employee Only; and Employee + Any number of dependents)	Answers varied. 82% have Employee + Any number of dependents
EMPLOYEE ONLY COVERAGE What are the employee and employer premium contributions? (State of MN: Employee premium = \$0; employer premium = \$432.16/month)	40% have the same single premium structure \$32.89 - \$34.14 Average employee premium \$417.07 - \$441.32 Average employer premium \$432.89 - \$457.07 Average total premium 8.3% Average employee premium as a percent of total premium
EMPLOYEE + (Dependent) What are the employee and employer premium contributions? (State of MN: NA)	__% have the same employee/dependent premium structure \$221.75 - \$243.16 Average employee premium \$745.62 - \$775.79 Average employer premium \$967.37 - \$1018.95 Average total premium 33.2% - 24.1% Average employee/dependent premium as a percent of total premium
Is there an additional cost for each additional dependent? (State of MN: NA)	Two organizations reported this insurance cost structure. Amounts varied.
EMPLOYEE + FAMILY (ANY NUMBER OF DEPENDENTS) What are the employee and employer premium contributions? (State of MN: Employee premium = \$125.80; employer premium + \$1,145 (\$432.16 for employee & \$712.90 for dependents(s), for full-time employees.)	__% have the same employee/dependent premium structure \$284.82 - \$324.38 Average employee premium \$936.29 - \$956.37 Average employer premium \$1221.11 - \$1545.49 Average total premium 23.3% - 20.3% Average employee/dependent premium as a percent of total premium
Are preventative services covered at 100% by the health plan (e.g. routine physical, well being, checkups, etc.)? (State of MN: Yes)	11.5% No 88.5% Yes

For services other than preventative, does the insurance have a first dollar deductible amount that must be paid before the insurance covers any cost? (State of MN: Yes, \$140 individual / \$280 family)	100% Yes Answers ranged from \$200 to \$2300; of plans were employee pays 20%
Office Visit – what is the amount of the employee’s co-pay/co-insurance? (State of MN: \$27 / \$22 if employee takes an annual health assessment and agrees to health coaching)	Average \$15.43
Emergency Room Services employee cost? (State of MN: \$75)	Average \$71.52
Outpatient Procedures employee cost? (State of MN: \$110)	Average \$67.27 If percentage 17%
Hospitalization (in-patient) employee cost? (State of MN: \$180)	23.8% (5 organizations) with no in-patient employee cost \$0 Average w/ 2 outliers of \$125 & \$500 15% Percentage of cost
What is the most common co-pay for a drug prescription? (State of MN: \$16)	\$14.22 Generic Average \$17.62 Formulary Average \$22.75 Non-Formulary Average
Durable Medical Equipment employee cost? (State of MN: 20%)	20% Average employee cost
Is there a maximum amount an employee pays per year for co-pays, deductibles, and any form of out-of-pocket costs (non-drugs)? (State of MN: Yes, \$1,100 individual / \$2,200 family)	\$1,737.50 Individual Average \$3,964.29 Family Average *1 respondent has no limit
Is there a maximum amount an employee pays per year for prescription drug co-pays? (State of MN: Yes, \$800 individual / \$1,600 family)	\$831.25 Individual Average \$1,762.50 Family Average *11 respondents have no limit
Select all services available to your employees. (State of MN: Free Flu Vaccination, Smoking Cessation, Health Education & Health Promotion Programs, Health Risk Assessments, Health Coaching, Disease Management Program)	80.8% Free Flue Vaccination 73.1% Health Club Discount 80.8% Smoking Cessation 53.8% Diabetic program 34.6% Cholesterol program 50.0% Health Risk Assessments 42.3% Health Coaching 69.2% Disease Management Programs 3.8% Offer Other
DENTAL INSURANCE	
Does your organization offer dental insurance? (State of MN: Yes, \$1,000 annual maximum benefit)	96.3% Yes offer dental \$1,252.78 to \$1,308.33 Average maximum benefit
If your organization offers dental coverage, what amount doe the employer pay towards dental insurance per employee per month?	\$19.88 Average employer premium for single \$22.84 Average employer premium for dependent

(State of MN: Employee pays up to \$21.90; Dependent \$25.48; Family up to \$47.38)	\$39.37 Average employer premium for family
If your organization offers dental coverage, does the dental insurance cover orthodontics? (State of MN: Yes, ages 8-18 with a \$2,400 lifetime maximum benefit)	93.8% offer orthodontics 33% the benefit is a percentage \$1,713 Average maximum benefit
LIFE INSURANCE	
Does your organization provide employer paid life insurance for the employee? (State of MN: Yes)	96.2% Yes
If life insurance is provided, how is the amount of employer paid life insurance determined? (State of MN: Employees Annual Base pay rounded up to the nearest \$5,000)	Cap: \$0 - \$30,000- 10 (42%) \$30,001 to \$49,999 – 1 (4%) \$50,000 to \$69,999 – 8 (33%) \$70,000 to \$100,000 – \$200,000 – 2 (8%) Multiple of wage: 1X rounded up to nearest \$1,000 – 3 (12.5%) 1X rounded up to nearest \$5,000 - 2 (8%) 1.5X up to \$200,000 - 1 (4%) 2X up to \$200,000 – 1 (4%)
DISABILITY INSURANCE	
Does your organization offer employees disability insurance? (State of MN: Both are available as an employee optional coverage at employee expense)	24% No 44% Yes, employee pays 100% of premium 68% Yes, employer pays part/all of the premium 50% Employer pays 100% of premium (STD or LTD)
LONG-TERM CARE INSURANCE	
Does your organization offer the employee long-term care insurance? (State of MN: Yes, upon hire)	66.7% No 33.3% Yes
If long-term care insurance is provided, does it allow coverage for employee, spouse, others? (State of MN: all)	100% Employee 85.7% Spouse 42.9% Others
SEVERANCE	
Please specify any length of service requirement to receive severance. (State of MN: To be eligible for severance, an employee must accrue 20 or more continuous years of service; or have 10 years service and be eligible for retirement; or be laid off.)	Answers ranged from no length of service required; 0 – 15 years

Table 116: Shows a summary of the responses given regarding insurance benefits.

APPENDICES

Additional Information

Performance Based Wage Increases-2008 ONLY

	City	County	Private	State	Other Public	Minnesota
Engineer Trainee	NA	NA	5.19%	NA	3.25%	3.50%
Engineer Graduate	3.50%	2.50%	5.49%	NA	3.86%	3.50%
Engineer Senior	NA	2.50%	5.04%	NA	3.64%	3.50%
Engineer Principal	3.10%	2.75%	4.47%	NA	3.30%	3.50%
Administrative Engineer	3.36%	3.00%	3.98%	NA	NA	3.50%
Engineering Specialist	2.96%	2.50%	5.31%	NA	0.00%	3.50%
Engineering Specialist Senior	2.72%	2.77%	4.38%	NA	0.00%	3.50%
Land Surveyor Trainee	NA	5.00%	4.68%	NA	0.00%	3.50%
Land Surveyor Senior	NA	3.00%	4.62%	NA	0.00%	3.50%
Land Surveyor Principal	NA	2.00%	4.47%	NA	0.00%	3.50%
Land Surveyor Administrative	NA	3.00%	4.50%	NA	NA	3.50%
Radio Engineer 1	NA	3.00%	6.00%	NA	0.00%	3.50%
Radio Engineer 2	NA	2.50%	6.00%	NA	NA	3.50%
Average of all Job Classes	3.1%	2.9%	4.9%	NA	1.4%	3.5%

Table 117: Shows the average performance based wage increase grouped by job class and sector for 2008 only.

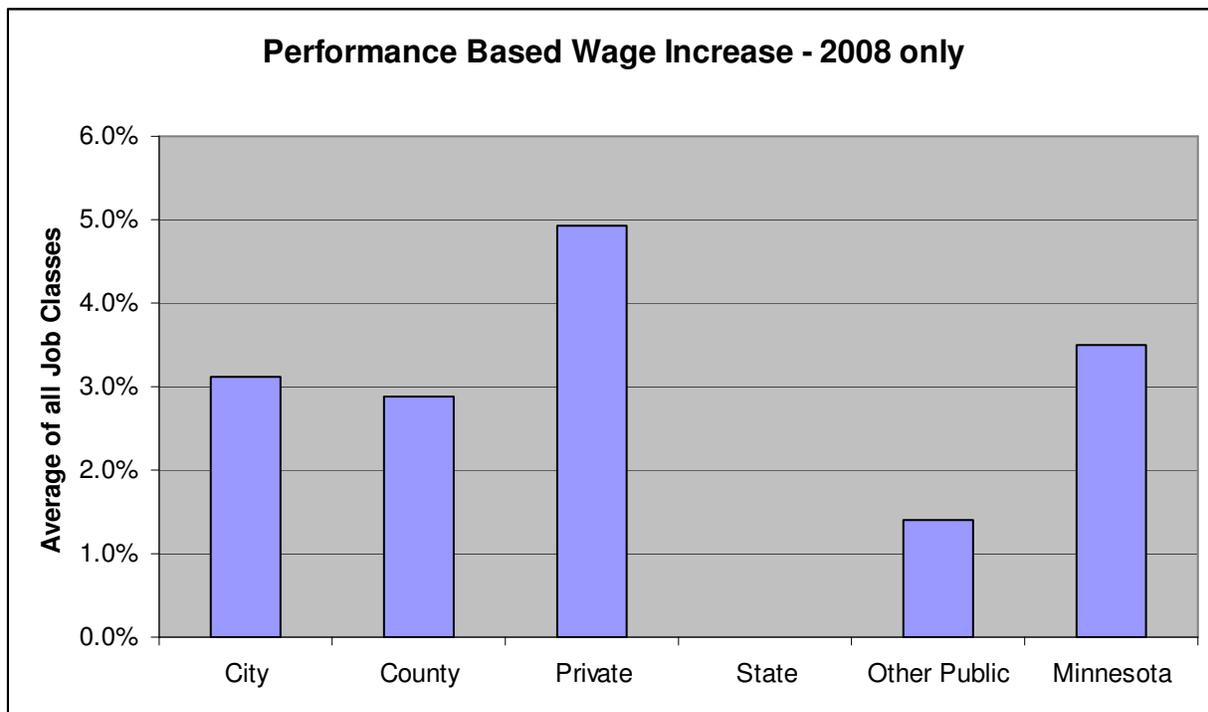


Figure 19: Shows the average performance based wage increase by sector for 2008 only.