

Q1 Please identify your municipality:

Answered: 23 Skipped: 0

#	RESPONSES	DATE
1	City of New Castle	9/9/2019 6:10 AM
2	Town of Delmar	9/9/2019 5:28 AM
3	Ocean View, Delaware	9/9/2019 4:36 AM
4	Milford	9/7/2019 5:20 AM
5	Town of Georgetown	9/6/2019 10:59 AM
6	Lewes	9/6/2019 9:20 AM
7	Milton	9/6/2019 9:11 AM
8	Henlopen Acres	9/6/2019 8:38 AM
9	City of Harrington	9/6/2019 8:30 AM
10	Newark	9/6/2019 7:48 AM
11	City of Rehoboth Beach	9/6/2019 7:44 AM
12	Seaford	9/6/2019 7:36 AM
13	Elsmere	9/6/2019 7:25 AM
14	Dewey Beach	9/6/2019 7:11 AM
15	Town of Smyrna	9/6/2019 6:42 AM
16	Bridgeville	9/6/2019 6:12 AM
17	Fenwick Island	9/6/2019 5:48 AM
18	Townsend	9/6/2019 5:33 AM
19	Camden	9/6/2019 5:27 AM
20	Selbyville	9/6/2019 5:24 AM
21	Town of Cheswold	9/6/2019 5:22 AM
22	South Bethany	9/6/2019 5:20 AM
23	Newport	9/6/2019 5:17 AM

Q2 Population of your municipality:

Answered: 22 Skipped: 1

#	RESPONSES	DATE
1	5300	9/9/2019 6:10 AM
2	4600 (DE/MD)	9/9/2019 5:28 AM
3	2039 from 2010 census	9/9/2019 4:36 AM
4	11,000	9/7/2019 5:20 AM
5	6422	9/6/2019 10:59 AM
6	3,083 (based on 2017 Census estimate)	9/6/2019 9:20 AM
7	2576	9/6/2019 9:11 AM
8	122 census 800+/- summer	9/6/2019 8:38 AM
9	3600	9/6/2019 8:30 AM
10	~34,000	9/6/2019 7:48 AM
11	1600	9/6/2019 7:44 AM
12	7200	9/6/2019 7:36 AM
13	6035	9/6/2019 7:25 AM
14	11914	9/6/2019 6:42 AM
15	2600	9/6/2019 6:12 AM
16	250	9/6/2019 5:48 AM
17	2519	9/6/2019 5:33 AM
18	3500	9/6/2019 5:27 AM
19	2510	9/6/2019 5:24 AM
20	1480	9/6/2019 5:22 AM
21	480 full time	9/6/2019 5:20 AM
22	1100	9/6/2019 5:17 AM

Q3 Number of FULL-TIME Employees:

Answered: 23 Skipped: 0

#	RESPONSES	DATE
1	37	9/9/2019 6:10 AM
2	31	9/9/2019 5:28 AM
3	22	9/9/2019 4:36 AM
4	120	9/7/2019 5:20 AM
5	43	9/6/2019 10:59 AM
6	38	9/6/2019 9:20 AM
7	21	9/6/2019 9:11 AM
8	9	9/6/2019 8:38 AM
9	33	9/6/2019 8:30 AM
10	248	9/6/2019 7:48 AM
11	93	9/6/2019 7:44 AM
12	85	9/6/2019 7:36 AM
13	13	9/6/2019 7:25 AM
14	20	9/6/2019 7:11 AM
15	80	9/6/2019 6:42 AM
16	16	9/6/2019 6:12 AM
17	15	9/6/2019 5:48 AM
18	5	9/6/2019 5:33 AM
19	13	9/6/2019 5:27 AM
20	23	9/6/2019 5:24 AM
21	8	9/6/2019 5:22 AM
22	20	9/6/2019 5:20 AM
23	11	9/6/2019 5:17 AM

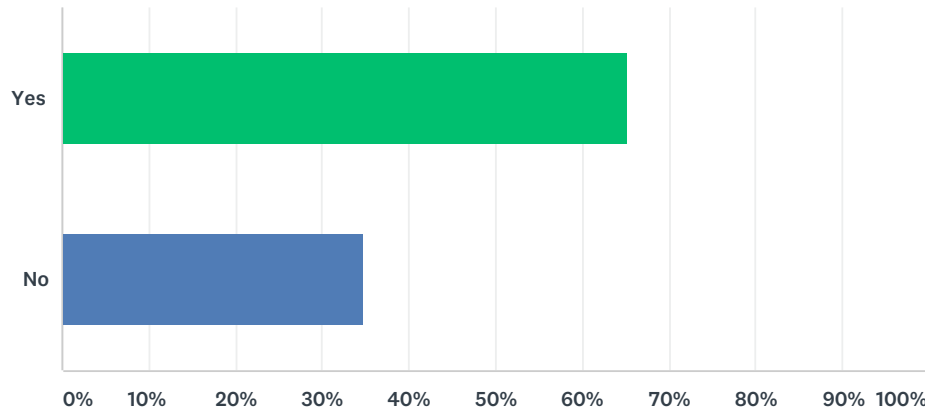
Q4 Number of PART-TIME Employees:

Answered: 23 Skipped: 0

#	RESPONSES	DATE
1	0	9/9/2019 6:10 AM
2	2	9/9/2019 5:28 AM
3	0	9/9/2019 4:36 AM
4	30	9/7/2019 5:20 AM
5	4	9/6/2019 10:59 AM
6	23 Seasonal	9/6/2019 9:20 AM
7	0	9/6/2019 9:11 AM
8	5	9/6/2019 8:38 AM
9	3	9/6/2019 8:30 AM
10	40 union part time plus non-union parking and seasonal employees, probably another 100 or so but I would need to run a report for the actual number of positions versus people due to high turnover	9/6/2019 7:48 AM
11	6	9/6/2019 7:44 AM
12	2	9/6/2019 7:36 AM
13	0	9/6/2019 7:25 AM
14	5 year round, 70 seasonal	9/6/2019 7:11 AM
15	20	9/6/2019 6:42 AM
16	1	9/6/2019 6:12 AM
17	30	9/6/2019 5:48 AM
18	2	9/6/2019 5:33 AM
19	1	9/6/2019 5:27 AM
20	3	9/6/2019 5:24 AM
21	0	9/6/2019 5:22 AM
22	35 in season, 1 off season	9/6/2019 5:20 AM
23	3	9/6/2019 5:17 AM

Q5 Do you have an Employment Agreement?

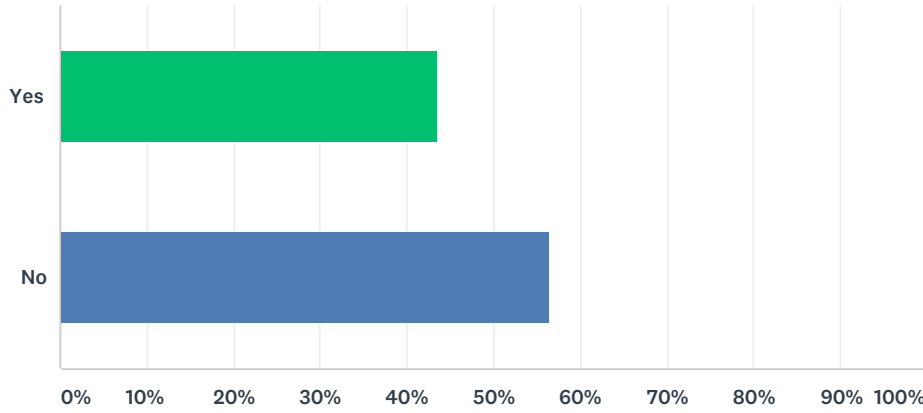
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.22%	15
No	34.78%	8
TOTAL		23

Q6 Are you eligible for a bonus?

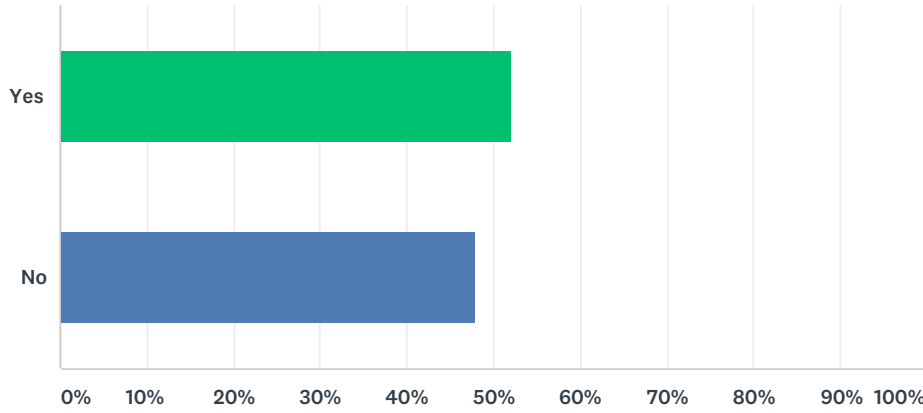
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	43.48%	10
No	56.52%	13
TOTAL		23

Q7 Do you have a severance package:

Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	52.17%	12
No	47.83%	11
TOTAL		23

Q8 For CY 2019 - what is your Base Salary:

Answered: 23 Skipped: 0

#	RESPONSES	DATE
1	106,000	9/9/2019 6:10 AM
2	82,400	9/9/2019 5:28 AM
3	105,000	9/9/2019 4:36 AM
4	155,000	9/7/2019 5:20 AM
5	125,502	9/6/2019 10:59 AM
6	\$116,132.50	9/6/2019 9:20 AM
7	\$85,000	9/6/2019 9:11 AM
8	82500	9/6/2019 8:38 AM
9	73,000	9/6/2019 8:30 AM
10	\$157,000	9/6/2019 7:48 AM
11	133,000	9/6/2019 7:44 AM
12	\$127,500	9/6/2019 7:36 AM
13	\$99,671	9/6/2019 7:25 AM
14	\$113,300.00	9/6/2019 7:11 AM
15	105,000	9/6/2019 6:42 AM
16	91,715	9/6/2019 6:12 AM
17	87,524	9/6/2019 5:48 AM
18	75000	9/6/2019 5:33 AM
19	70K	9/6/2019 5:27 AM
20	70,200	9/6/2019 5:24 AM
21	0	9/6/2019 5:22 AM
22	97,000	9/6/2019 5:20 AM
23	\$90,000	9/6/2019 5:17 AM

Q9 Please provide the amount given for a vehicle allowance:

Answered: 22 Skipped: 1

#	RESPONSES	DATE
1	Vehicle is City provided	9/9/2019 6:10 AM
2	vehicle provided	9/9/2019 5:28 AM
3	0	9/9/2019 4:36 AM
4	\$200/month	9/7/2019 5:20 AM
5	N/A	9/6/2019 10:59 AM
6	City vehicle	9/6/2019 9:20 AM
7	n/a	9/6/2019 9:11 AM
8	0	9/6/2019 8:38 AM
9	\$500 per month	9/6/2019 7:48 AM
10	300/mo	9/6/2019 7:44 AM
11	0	9/6/2019 7:36 AM
12	\$500.00 In Gasoline reimbursement.	9/6/2019 7:25 AM
13	\$0	9/6/2019 7:11 AM
14	0.00	9/6/2019 6:42 AM
15	0	9/6/2019 6:12 AM
16	4,200	9/6/2019 5:48 AM
17	0	9/6/2019 5:33 AM
18	0	9/6/2019 5:27 AM
19	0	9/6/2019 5:24 AM
20	0	9/6/2019 5:22 AM
21	Use of town vehicle for work puposes only	9/6/2019 5:20 AM
22	n/a	9/6/2019 5:17 AM

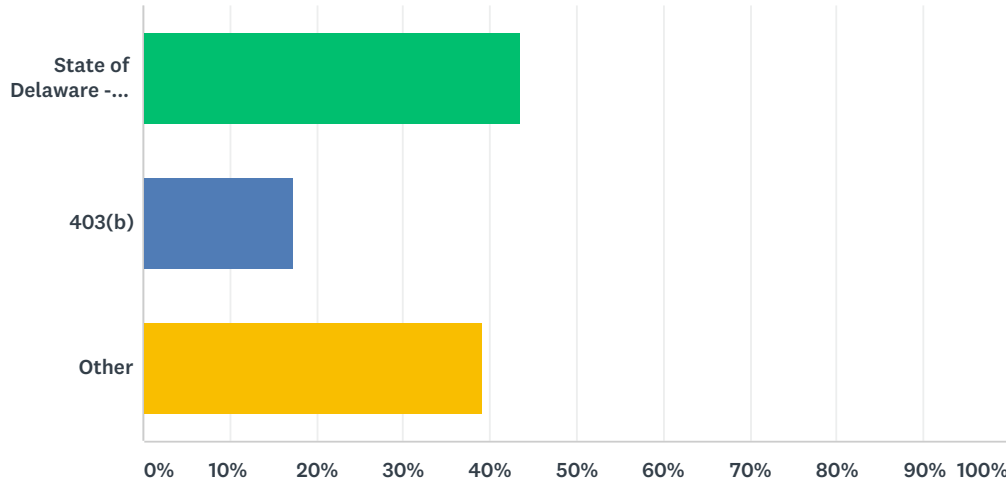
Q10 Please provide the amount given for a phone allowance:

Answered: 22 Skipped: 1

#	RESPONSES	DATE
1	City provided	9/9/2019 6:10 AM
2	cell phone provided	9/9/2019 5:28 AM
3	\$50 month	9/9/2019 4:36 AM
4	\$100/month	9/7/2019 5:20 AM
5	N/A	9/6/2019 10:59 AM
6	\$50/month	9/6/2019 9:20 AM
7	Town paid	9/6/2019 9:11 AM
8	0	9/6/2019 8:38 AM
9	City issued phone including data	9/6/2019 7:48 AM
10	150/mo	9/6/2019 7:44 AM
11	0	9/6/2019 7:36 AM
12	I'm given a phone to use unrestricted.	9/6/2019 7:25 AM
13	\$0	9/6/2019 7:11 AM
14	0.00	9/6/2019 6:42 AM
15	100/mo	9/6/2019 6:12 AM
16	Paid by town	9/6/2019 5:48 AM
17	0	9/6/2019 5:33 AM
18	0	9/6/2019 5:27 AM
19	56.73 per month	9/6/2019 5:24 AM
20	0	9/6/2019 5:22 AM
21	Given town phone	9/6/2019 5:20 AM
22	n/a	9/6/2019 5:17 AM

Q11 Are you provided a Pension Benefit?

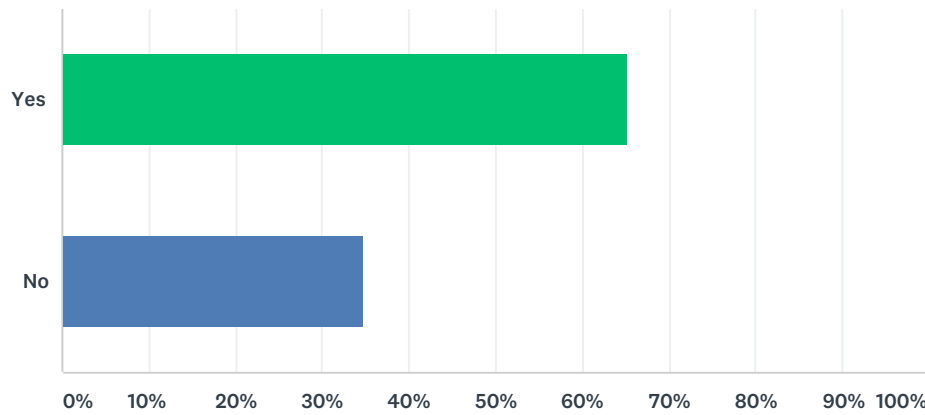
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
State of Delaware - Municipal Employees Plan	43.48%	10
403(b)	17.39%	4
Other	39.13%	9
TOTAL		23

Q12 Does your Municipality provide a match for contributions to your Pension Benefit?

Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.22%	15
No	34.78%	8
TOTAL		23

Q13 Any Additional Comments:

Answered: 9 Skipped: 14

#	RESPONSES	DATE
1	No employee contribution to Pension Plan, Town contributes equivalent to 8% of salary annually	9/9/2019 5:29 AM
2	Paid fed mileage for use of personnel vehicle. Severance is 6 months pay	9/9/2019 4:36 AM
3	Milford offers a 457 plan and matches the first 6% contributed by any employee. This was established in lieu of a post-retirement medical benefit.	9/7/2019 5:22 AM
4	I receive the City's traditional pension benefit because I was already in the plan when I was hired originally. This traditional defined benefit plan has been discontinued for all new management hires as of 2012. An external hire would have received our 401a benefit.	9/6/2019 7:50 AM
5	The City provides the CM a car and a phone at no charge.	9/6/2019 7:36 AM
6	None	9/6/2019 7:25 AM
7	The Town has both a Pension Plan and Deferred Comp. The employee/employer both contribute to the pension plan. The deferred comp plan is not matched. The Town provides me a phone. The Town provides me a Town vehicle to use for business purposes.	9/6/2019 6:44 AM
8	It would be good to know education and credentialing for town managers to compare salary.	9/6/2019 5:34 AM
9	My services are provided to the Town of a strictly voluntary basis, with no compensation.	9/6/2019 5:23 AM