



Survey: Fringe Benefits for Full Time Employees


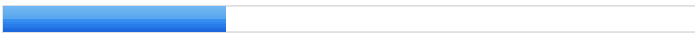


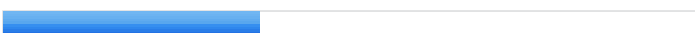
Report: Default Report

Survey Status		Respondent Statistics		Points Summary
Status:	Live	Total Responses:	107	No Points Questions used in this survey.
Deploy Date:	10/03/2011	Completes:	86	
Closed Date:		Partials:	21	

1. Do you provide your full-time employees with free use of your facilities?

		Responses	Percent
Yes:		76	71.03%
No:		31	28.97%
Total Responded to this question:		107	100%
Total who skipped this question:		0	0%
Total:		107	100%




2. Which facilities are offered to employees for free?

	Responses	Percent
Fitness Center Membership: 	51	68.92%
Golf: 	24	32.43%
Use of Aquatics Centers/Pools: 	48	64.86%
Museum Membership: 	3	4.05%
If other, please specify: 	28	37%
Total Responded to this question:	74	69.16%
Total who skipped this question:	33	30.84%
Total:	107	100%

2. Which facilities are offered to employees for free?

Response	Comments
1	Community Center Rentals (free)
2	Use of community center meeting rooms
3	Fees paid for use of golf carts; FT only
4	use of rental space
5	Room Rental
6	facility rental (they must set up and clean up)
7	multi-purpose room, kitchen
8	Rec classes if in-house. A portion of the cost if with contractor.
9	Rentals facilities, programs
10	Beach and Paddle Tennis
11	Beach passes for employee and immediate family - one free shelter rental
12	a round of golf is free, must pay for the cart
13	All sites are open to the public at no cost. We do not have these types of facilities as an open space agency.
14	rental of our recreation center and a pool membership
15	Use of community center for family functions
16	some golf rounds not unlimited rounds
17	Golf is limited
18	shelter and facility rentals
19	FT Non Bargaining Unit Employees
20	rentals
21	Some ice arena programs/activities are free
22	Facility Rental
23	tennis
24	Use of community center for parties etc.
25	Recreation Center
26	Museum performances are 1/2 off
27	Classes and use of gyms
28	Room rentals

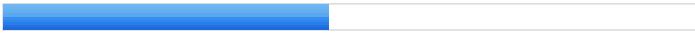
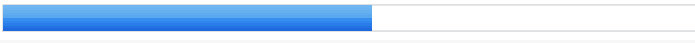
3. Do free facility benefits extend to the employee's immediate family?

	Responses	Percent
Yes: 	56	75.68%
No: 	18	24.32%
Additional Comments: 	12	16.22%
Total Responded to this question:	74	69.16%
Total who skipped this question:	33	30.84%
Total:	107	100%

3. Do free facility benefits extend to the employee's immediate family?

Response	Comments
1	Family members get a 33% percent discount
2	Family Pool Pass
3	For Ft employees only
4	beach passes, but not shelters
5	poll and fitness yes, golf no
6	Same as above.
7	for the pool only
8	for fitness and aquatics, not golf
9	FT Non Bargaining Unit Employees
10	under the age of 25 enrolled full time in school.
11	immediate family; spouse and school age children
12	Husband/Wife

4. Do you provide your full-time employees with free programs at your agency?

		Responses	Percent
Yes:		48	46.6%
No:		55	53.4%
Total Responded to this question:		103	96.26%
Total who skipped this question:		4	3.74%
Total:		107	100%




5. What programs are free? (check all that apply)

	Responses	Percent
Aquatics:	26	55.32%
Fitness:	32	68.09%
Golf Instruction:	11	23.4%
Dance/Visual Arts/Martial Arts:	23	48.94%
General Recreation:	42	89.36%
Youth Sports:	34	72.34%
Childcare/Preschool:	28	59.57%
Camps:	32	68.09%
Adult League Sports:	13	27.66%
If other, please specify:	18	38%
Total Responded to this question:		47 43.93%
Total who skipped this question:		60 56.07%
Total:		107 100%

5. What programs are free? (check all that apply)

Response	Comments
1	no trips or contractual
2	Only free if program is run by the Park District, does not apply to contractual programs
3	Non-Contractual services only
4	Any contracted fees, ticket fees, trip fees may need to be paid by employee.
5	employees have free use but must pay direct costs if it is a contracted instructor
6	The minimum per program has to be met for the employees to receive the program for free
7	full time employees and immediate family have 1.5k program credit annually
8	free if there is no contractual fee, otherwise, staff pay the cost associated with the program.
9	Leagues and trips not included. Contractual programs, preschool, before and after school, receive 20% discount.
10	employees must pay contractual and supply fees
11	if the program is contractual, they must pay the contractor's fee
12	Free does not include contractual programs e.g. Private GOLF Lessons, League Fees etc.
13	Cannot be a Contractual Program
14	all non contractual programs...i.e. not martial arts
15	Any program or event that is not contractual; otherwise they pay an amount equal to the District's out of pocket cost.
16	DEPENDS ON IF IT IS A CONTRACTED INSTRUCTOR AND MEETING MINIMUMS
17	We provide a maximum dollar amount - \$ 500 per FY
18	Limited - cannot do all, just those directly involved in



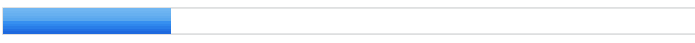
6. Does this free program benefit extend to employee's immediate family?

	Responses	Percent
Yes: 	42	89.36%
No: 	5	10.64%
Additional Comments: 	9	19.15%
Total Responded to this question:	47	43.93%
Total who skipped this question:	60	56.07%
Total:	107	100%

6. Does this free program benefit extend to employee's immediate family?

Response	Comments
1	Spouse or civil union partner, and children/step-children
2	family of FT employees only
3	Family members receive 25% off programs
4	some, not all
5	FT Non Bargaining Unit Employees
6	Cannot be from a contractual program
7	If under 18 and living at home
8	all prorams except those with contractual instructors
9	Typically their child(ren) are in a class without cost


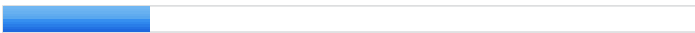



7. Do you provide your full-time employees with discounted use of your facilities?

	Responses	Percent
Yes: 	55	55%
No: 	45	45%
Additional Comments: 	24	24%
Total Responded to this question:	100	93.46%
Total who skipped this question:	7	6.54%
Total:	107	100%

7. Do you provide your full-time employees with discounted use of your facilities?

Response	Comments
1	one round of golf per week
2	FT employees get \$1000 of program benefits that can be used for programs and/or facilities
3	free
4	100% discount
5	Banquet facility 20% off food
6	It's Free
7	Please refernce above comment
8	Free
9	50% discount
10	Employees qualify for the discounted resident rate
11	5-10% discount
12	N/a
13	We don't ahve any facilities
14	Most of the time it's free but if staff time is involved (set up, take down, supervision) a rental fee may be charged.
15	50 percent discount for seasonal passes on pool and rink
16	discount varies by room/area & time they are requesting to use it
17	20% off
18	This question isn't applicable for SRA's
19	Free room rentals if facility available; or cover District's cost.
20	As an SRA, we don't have the facilities like a park district's.
21	Except the golf course banquet room
22	On contractual programs and trips
23	We do not have any facilities
24	We have no facilities now, but will in the future. We are an SRA.

8. What facilities are offered to employees at a discount?




	Responses	Percent
Fitness Center Membership: 	18	38.3%
Golf: 	10	21.28%
Aquatic Center/Pool: 	16	34.04%
Museum Membership: 	2	4.26%
If other, please specify: 	27	57%
Total Responded to this question:	47	43.93%
Total who skipped this question:	60	56.07%
Total:	107	100%

8. What facilities are offered to employees at a discount?

Response	Comments
1	\$1000 program benefit can be used for pool pass
2	50% off River's Edge Climbing Wall/Room Rentals
3	Free
4	Rental Hall
5	Banquet facility
6	All
7	50% off family member registrations
8	Building Rental
9	recreation center
10	Recreation Classes
11	Camps
12	Renting a facility for party etc. receives a discount.
13	facility room rentals
14	above are free
15	Rental of rooms or parks
16	N/A
17	GOLF and Pool is free unless employees rents the pool for a party.
18	Trips, contractual programs, rentals
19	Pavilion Rentals; Party Rooms
20	Ice Arena
21	N/A
22	Free facility use; no golf facility; and no museum memberships available
23	CLUBHOUSE RENTAL
24	hall rentals
25	classes or gym use
26	Banquets
27	Field and Room Rentals

9. What percentage facility discount is offered?					
	0-25%	26%-50%	51%-75%	Over 75%	Total
Fitness Center Membership:	23(48.94%)	7(14.89%)	1(2.13%)	16(34.04%)	47
Golf:	34(72.34%)	2(4.26%)	0(0%)	11(23.4%)	47
Aquatic Center/Pool:	23(48.94%)	7(14.89%)	0(0%)	17(36.17%)	47
Museum Membership:	38(80.85%)	2(4.26%)	0(0%)	7(14.89%)	47
Total Responded to this question:				47	43.93%
Total who skipped this question:				60	56.07%
Total:				107	100%

10. Does this discounted facility benefit extend to the employee's immediate family?

	Responses	Percent
Yes: 	30	63.83%
No: 	17	36.17%
Additional Comments: 	5	10.64%
Total Responded to this question:	47	43.93%
Total who skipped this question:	60	56.07%
Total:	107	100%

10. Does this discounted facility benefit extend to the employee's immediate family?

Response	Comments
1	Our discounts are fee-based, not a percentage off. I had to check a percent in #9 as it was a mandatory response
2	River's edge climbing wall only.
3	N/A
4	Free facility use
5	Husband/wife

11. Do you provide your full-time employees with discounted programs at your agency?

	Responses	Percent
Yes:	62	68.13%
No:	29	31.87%
Additional Comments:	22	24.18%
Total Responded to this question:	91	85.05%
Total who skipped this question:	16	14.95%
Total:	107	100%

11. Do you provide your full-time employees with discounted programs at your agency?

Response	Comments
1	as stated earlier \$1000 program benefits
2	50% off program fees with the exception of affiliate programs, contractual programs, and trips at the resident rate
3	free.....
4	Contracted classes, ticket or trip fees sometimes paid by employee
5	1.5k per year full time staff only for rec programs
6	Some that we have large out of pocket expenses for
7	Program fees are minimal and employees can receive in-county rates.
8	For contractual programs the employee only pays the contractual fee vs the full fee.
9	free
10	Free programs unless it's a contractual program.
11	50% off the program
12	trips they only pay the cost to the district
13	50.00 credit per year
14	Ptograms run by outside contractors
15	discount varies by program
16	But looking to do so for the future
17	We are an SRA and don't have full time employees that would use our own programs
18	IF CONTRACTED OR NOT MEETING MINIMUM
19	After 2 years 25% discount and after 4 years 50% discount
20	limited
21	50% off each program up to \$200 annual maximum
22	25% discount, value up to \$175 a season.

12. Which programs are discounted?

	Responses	Percent
Aquatics:	29	46.77%
Fitness:	30	48.39%
Golf Instruction:	12	19.35%
Dance/Visual Arts/Martial Arts:	36	58.06%
General Recreation:	42	67.74%
Youth Sports:	37	59.68%
Childcare/Preschool:	38	61.29%
Camps:	40	64.52%
Adult League Sports:	22	35.48%
If other, please specify:	18	29%
Total Responded to this question:		62 57.94%
Total who skipped this question:		45 42.06%
Total:		107 100%




12. Which programs are discounted?

Response	Comments
1	Contractual recreation programs are at a discounted rate, which varies by program cost
2	Only for programs that are not contracted out to an outside agency.
3	fall under \$1000 program benefits
4	non-contractual only
5	Trips
6	Trips
7	Horseback riding
8	all but contractual
9	Contractual fee based programs (employee pays the contractual amount vs the full fee).
10	free
11	Trips
12	Hockey and Figure Skating
13	All
14	All non-contractual programs are free; employee pays District cost of contractual programs.
15	Contractual programs are not discounted
16	We allow a maximum benefit of \$ 500 per FY
17	Limited permission to do so. Cannot sign up for serveral and get discount on all.
18	also excludes trips and Adult Day Program

13. What percent discount of the full price program is offered to employees?

	0-25%	26%-50%	51%-75%	over 76%	Total
Aquatics:	12(28.57%)	18(42.86%)	2(4.76%)	10(23.81%)	42
Fitness:	10(22.22%)	20(44.44%)	2(4.44%)	13(28.89%)	45
Golf Instruction:	16(50%)	10(31.25%)	3(9.38%)	3(9.38%)	32
Dance/Visual Arts/Martial Arts:	12(26.09%)	20(43.48%)	4(8.7%)	10(21.74%)	46
General Recreation:	11(21.57%)	23(45.1%)	4(7.84%)	13(25.49%)	51
Youth Sports:	11(24.44%)	20(44.44%)	4(8.89%)	10(22.22%)	45
Childcare/Preschool:	11(23.4%)	22(46.81%)	2(4.26%)	12(25.53%)	47
Camps:	12(25.53%)	19(40.43%)	4(8.51%)	12(25.53%)	47
Adult League Sports:	14(40%)	11(31.43%)	3(8.57%)	7(20%)	35
Total Responded to this question:				55	51.4%
Total who skipped this question:				52	48.6%
Total:				107	100%



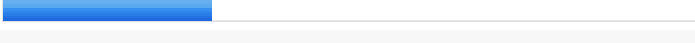
14. Do discounted program benefits extend to employee's immediate family?

	Responses	Percent
Yes: 	52	83.87%
No: 	10	16.13%
Additional Comments: 	4	6.45%
Total Responded to this question:	62	57.94%
Total who skipped this question:	45	42.06%
Total:	107	100%

14. Do discounted program benefits extend to employee's immediate family?

Response	Comments
1	Spouse or civil union partner , and children or step-children
2	FT Non Bargaining Unit Employees
3	dependent children ie. swim lessons; swim passes
4	Typically the child(ren)



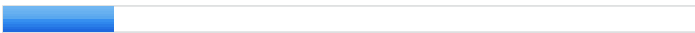

15. Do you provide full-time employees with a cell phone/smart phone that is fully reimbursed by the agency?

	Responses	Percent
Yes: 	57	64.04%
No: 	32	35.96%
Additional Comments: 	27	30.34%
Total Responded to this question:	89	83.18%
Total who skipped this question:	18	16.82%
Total:	107	100%

15. Do you provide full-time employees with a cell phone/smart phone that is fully reimbursed by the agency?

Response	Comments
1	Only Directors, Superintendents and certain other staff
2	We instruct staff that it is for work use only and we do monitor the amount of minutes used by all employees
3	not all Dept Heads, Rec Supervisors in need of phone
4	It's not a fringe benefit... anymore than a computer or a chair
5	Only the Director and Maintenance Personnel
6	Some employees, depends on necessity for job
7	only key employees
8	Key individuals are issued District owned phones that are on a business plan.
9	We have 3 Parks dept. phones and 5 Before and After School Program phones paid for by the District. Recreation staff receive partial monthly reimbursement for their personal phones.
10	Management only
11	some positions but this is currently being reviewed
12	Certain employees with job necessity
13	Maintenance Sup.
14	Department Heads and top level administration only
15	superintendents and foremen
16	Executive Director and Administrative Staff
17	department heads
18	not all full time, district pays the bill directly
19	It is a shared phone. Used by the department only
20	Directors, Managers and some SUPervisors
21	Just directors and managers
22	reimbursement at the discretion of the Superintendent
23	management/some supervisory employees get smart phones
24	Only Department Directors & Executive Personnel (not all ft)
25	For management personnel only.
26	Director, Superintendent and Recreation Specialist are provided phones that are fully reimbursed by the agency. Not everyone.
27	Some employees




16. Who receives a fully reimbursed cell phone/smart phone?

	Responses	Percent
All full-time staff: 	17	29.82%
Members of the senior management team: 	29	50.88%
Only the Executive Director: 	9	15.79%
If other, please specify: 	21	36%
Total Responded to this question:		57 53.27%
Total who skipped this question:		50 46.73%
Total:		107 100%

16. Who receives a fully reimbursed cell phone/smart phone?

Response	Comments
1	Some supervisors, some Parks Department staff
2	Parks department staff have nextels provided to them
3	Sup. of Rec. & Parks, Rec. Supervisors & F.T. Maint.
4	And we provide desktop phones too!
5	Most positions with the exception of Public Info, Registrar, Business Manager
6	some facility managers and supervisors, depending on position
7	Any employee who is expected to have a cell phone as part of their job
8	Code enforcement officer, recreation coordinator
9	Maintenance supervisor, Director gets a portion reimbursed
10	Supt. of Parks, Supt. of Rec. Maintenance Foreman and Asst. Foreman
11	Regular staff whose position requires contact outside of normal business hours.
12	Directors, Managers, some Supervisors
13	may get a blackberry or \$35.00 reimbursement monthly
14	Supervisors and Managers
15	Dept heads, Facility managers, park foremen, some rec supervisors
16	Cell phones provided by the agency are for association business only
17	FT managers
18	Executive Director, Superintendent and Recreation Specialist.
19	We reimburse \$10 per month for employees use of personal phone
20	Key Supervisors that require 24/7 coverage
21	We have only 6 full-time staff.




17. Do you cover a portion on the cost of the cell phone/smart phone?

	Responses	Percent
Yes: 	49	55.06%
No: 	40	44.94%
Additional Comments: 	14	15.73%
Total Responded to this question:	89	83.18%
Total who skipped this question:	18	16.82%
Total:	107	100%

17. Do you cover a portion on the cost of the cell phone/smart phone?

Response	Comments
1	If the employee exceeds the plan limits, s/he pays the extra
2	phone is for work purposes only; policy against personal use
3	all
4	Recreation staff receive partial reimbursement of their personal phones
5	for some positions but this is currently being reviewed
6	\$40 per month
7	We do not permit personal use of district cell phones
8	If it goes over the hours allotted.
9	All
10	we cover all cell phone expenses
11	Fully paid for
12	100% for those applicable positions.
13	From \$20-\$100, most are \$30
14	the whole cost but watch for abuse.




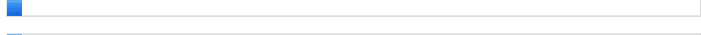

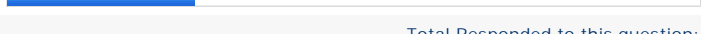
18. Does the agency cover...

	Responses	Percent
Only calls that are work related: 	5	10.2%
A designated dollar amount per month: 	26	53.06%
If other, please specify: 	18	36.73%
Total Responded to this question:		49 45.79%
Total who skipped this question:		58 54.21%
Total:		107 100%

18. Does the agency cover...

Response	Comments
1	pay package price
2	Cover all costs.....in shared minutes program
3	The agency pays for a monthly package (see #17)
4	We have unlimited packages from Nextel
5	All calls
6	covers all
7	The benefit is based on a defined minute plan. The employee rarely exceed the plan.
8	full amount or a designated dollar amount based on position but this policy is being reviewed
9	Work related and personal use as long as it does not go over the agency limit
10	entire bill is paid b agency
11	District pays 100%
12	all for full time
13	\$20 stipend for documented agency use
14	We pay all costs
15	\$20 but it has to be a Nextel
16	all expenses
17	100% unless review determines regular or extreme misuse.
18	\$20-\$100, most are \$30 per month
19	ALL CALLS IF WITHIN PLAN




19. What is the designated dollar amount per month?

	Responses	Percent
0-\$25: 	17	34.69%
\$26-50: 	22	44.9%
\$51-75: 	8	16.33%
\$76-100: 	1	2.04%
over \$100: 	1	2.04%
Additional Comments: 	13	26.53%
Total Responded to this question:		49 45.79%
Total who skipped this question:		58 54.21%
Total:		107 100%

19. What is the designated dollar amount per month?

Response	Comments
1	information not available
2	Shared plan for each unit
3	Per phone
4	N/A. We don't reimburse.
5	It depends on the plan
6	We have a tiered system depending on position and work use.
7	entire bill is covered, dollar amount varies with individual usage
8	\$0
9	It varies based upon the positions need
10	there is no designated amount as it differs by phone type, minutes, and services.
11	Depending on the position \$20-\$100, most are \$30 per month
12	Reimbursement dependent on position ranges from \$25 to \$150
13	smartphones for key personnel are stipended at a higher rate

20. Do you provide full-time employees with an agency car?

	Responses	Percent
Yes: 	39	43.82%
No: 	50	56.18%
Additional Comments: 	21	23.6%
Total Responded to this question:	89	83.18%
Total who skipped this question:	18	16.82%
Total:	107	100%

20. Do you provide full-time employees with an agency car?

Response	Comments
1	The Executive Director, Sup. of Parks, & Sup. of Rec.
2	Only 3
3	only key employees
4	certain management employees only
5	only Executive Director
6	Only two employees
7	Director, Supt. of Rec, Supt. of Finance, Supt. of Parks
8	some employees
9	Directors only
10	Only the Director of Golf and Park Maintenance!
11	Executive Director and Dept. Heads only
12	two employees
13	Executive, Director, Parks Director, LS Director
14	only those on call 24/7
15	Not all employees
16	senior management
17	Not All
18	Executive Director only
19	Two employees have vvehicles provided due to the nature of their jobs
20	we reimburse for mileage
21	We have one minivan available if not being used for a program



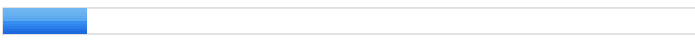
21. Who is provided with an agency vehicle?

	Responses	Percent
Executive Director:	31	79.49%
Member(s) of Senior Management Team:	22	56.41%
If other, please specify:	9	23%
Total Responded to this question:		39 36.45%
Total who skipped this question:		68 63.55%
Total:		107 100%

21. Who is provided with an agency vehicle?

Response	Comments
1	Supt. of Golf Maintenance and Parks Dept. Supervisors
2	Sup. of Rec and Sup. of Park
3	Chief of Police, Police Sergeants, Land & Facilities Manager
4	Supt. of Parks & Golf Course Supt.
5	Executive Director, Parks Director, LS Director
6	Superintendent of Parks
7	Fire Chief, Police Chief, Emergency, and Public Works Director
8	Police Command Staff, Golf & Maintenance Superintendents
9	A few other select positions







22. Do you offer a vehicle allowance?

	Responses	Percent
Yes: 	41	46.07%
No: 	48	53.93%
Additional Comments: 	11	12.36%
Total Responded to this question:		89 83.18%
Total who skipped this question:		18 16.82%
Total:		107 100%

22. Do you offer a vehicle allowance?

Response	Comments
1	What ever the standard rate is at the time.
2	Only Executive director and supt of Recreation and Supte of Operations
3	Mileage reimbursement
4	reimburse for mileage based on IRS rates
5	Only the Chief Operating Officer
6	irs per mile reimbursement
7	Only for the Executive Director
8	Finance Director
9	Executive Director only
10	yes, to two senior managers who do not get cars
11	Director only.



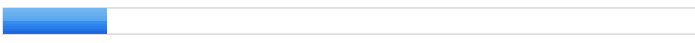
23. What designated dollar amount is paid per month towards the employee's vehicle allowance?

	Responses	Percent
\$0-\$100: 	7	17.5%
\$101-\$200: 	7	17.5%
\$201-\$300: 	4	10%
\$301-\$400: 	4	10%
over \$400: 	5	12.5%
If other, please specify: 	13	32.5%
Total Responded to this question:	40	37.38%
Total who skipped this question:	67	62.62%
Total:	107	100%

23. What designated dollar amount is paid per month towards the employee's vehicle allowance?

Response	Comments
1	It varies by their usage and whether they are approved for personal use of vehicle (Directors only)
2	Varies between department heads and executive director
3	No designated amount, on a need basis only.
4	\$.50 per mile
5	Recreation staff only
6	irc rate per mile used
7	Only Executive Director gets an allowance and staff receives mileage reimbursement.
8	mileage reimbursement at the federal rate, currently \$0.55/mile
9	mileage
10	per mile only with documentation
11	If varies by staff
12	It varies depending upon the driving requirements of the position.
13	most are told to use the company vehicle during work hours if one is available; otherwise, they can track mileage for meetings; visits to programs; etc
14	Employees are paid for actual use based on IRS standard reimbursement


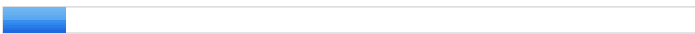

24. Does your agency offer full-time employees a flexible schedule?

	Responses	Percent
Yes: 	58	65.91%
No: 	30	34.09%
Additional Comments: 	13	14.77%
Total Responded to this question:	88	82.24%
Total who skipped this question:	19	17.76%
Total:	107	100%

24. Does your agency offer full-time employees a flexible schedule?

Response	Comments
1	Some based on job duties.
2	They are all adults. The work, not the schedule, matters
3	during periods of excessive evening and/or weekend functions
4	Flexiable in order to cover events and have FT coverage at facilities
5	Not generally
6	Employees are expected to work 8:30 to 5, however consideration is given when employees work an exorbitant number of hours in any paticular week.
7	Varies on position
8	To avoid OT.
9	upon request on an as needed basis
10	varies by program area although our agency is not able to give all full time employees a flex schedule
11	not all - depends on nature of work
12	5 days per week, there is a little fexibility on hours
13	Typically 9 - 5 but can flex the hours




25. What positions are offered a flex schedule?

	Responses	Percent
All full-time positions: 	26	44.83%
Specific positions: 	5	8.62%
If specific positions, please specify: 	27	46.55%
Total Responded to this question:	58	54.21%
Total who skipped this question:	49	45.79%
Total:	107	100%

25. What positions are offered a flex schedule?

Response	Comments
1	Food & beverage operations, recreation staff
2	work is conducive to a flex schedule
3	Recreation Supervisors
4	Virtually all FT staff, other than those scheduled for specific facilities at specific shifts.
5	supervisory positions
6	senior administrative staff
7	Exempt employees who work weekend programs or have weekend supervisory responsibilities.
8	Certain Recreation staff
9	Recreation Managers, Director of Facilities and Recreation Services.
10	Recreation Supervisors
11	recreations staff
12	Recreation and Facility supervisors
13	salary staff
14	FT Non Bargaining Unit Employees and all other non BU IMRF employees
15	Accounting Parks Supervisor
16	full-time exempt employees
17	Recreation Staff; Parks Super
18	All but Office Manager
19	salaried recreation staff and administrative staff
20	Director, Corporate Staff, Department Managers, Assistant Managers & Recreation Staff
21	as negotiated with the supervisor
22	Generally recreation or supervisory positions. Front office or teacher positions usually cannot be offered a flex schedule due to limited staff and specific program responsibilities
23	Department heads and supervisory staff
24	Recreation Supervisors Flex their Schedules
25	Full time professional, supervisory and managerial positions do not adhere to a set schedule but are required to put in the time necessary to achieve exceptional results.
26	Management and Recreation Supervisors
27	As our agency grows we may be more specific as to allowing flexibility

26. Are full-time employees able to work from home?

	Responses	Percent
Yes: 	24	27.27%
No: 	64	72.73%
Additional Comments: 	12	13.64%
Total Responded to this question:	88	82.24%
Total who skipped this question:	19	17.76%
Total:	107	100%

26. Are full-time employees able to work from home?

Response	Comments
1	not a written policy but it happens
2	Only "as needed", not scheduled time
3	exempt employees only on an isolated circumstance basis
4	Only certain employees
5	Senior level management
6	occasionally if personal circumstances warrant
7	On a limited basis under special circumstances; determined on a case-by-case basis
8	on occasion--but must be cleared by the Executive Director
9	Not on a regular basis, but as needed basis with supervisor approval
10	With pre- arrangement
11	as needed. not generally used.
12	Do allow on rare occasions if necessary



27. What positions are able to work from home?

	Responses	Percent
Responses:	22	100%
Total Responded to this question:	22	20.56%
Total who skipped this question:	85	79.44%
Total:	107	100%


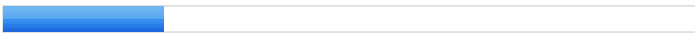


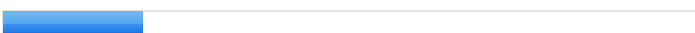
27. What positions are able to work from home?

Response	Response Text
1	Executive Director, Human Resources Manager
2	Professional, exempt
3	Salaried, professional positions
4	Any positions that have work that enables them to work from home. Those positions that don't have work that's capable of doing from home (such as a parks employee, or birthday party coordinator) cannot work from home.
5	Only Management positions on very limited basis, unique circumstance
6	various positions on an isolated basis- not the general schedule
7	Chief Operating Officer Chief Financial Officer Chief Administrative Officer Chief of Police
8	Individuals with laptop and access to computer. Senior Leadership and Leadership Team.
9	Directors & Managers
10	Administration
11	All full time based on the situation
12	any as approved by supervisor
13	Superintendents, rec supervisors, executive director, marketing
14	administrative staff
15	management level on a project basis
16	Any full-time staff could request this under special circumstances, for limited amounts of time. Decisions would be made on a cases by case basis.
17	professiona, I supervisory and managment staff are required to put in the time necessary to achieve exceptional results regardless of time of day or location.
18	it's rare, but due to severe weather or other circumstances we have allowed all full time positions to work at home. It's not something we promote or do on a regular basis.
19	Administration and Supervisory staff
20	Finance Supervisor
21	Directors with computer access
22	Depends on the position, individual and the circumstance

28. Does your agency offer full-time employees compensatory time?

		Responses	Percent
Yes:		65	73.86%
No:		23	26.14%
Total Responded to this question:		88	82.24%
Total who skipped this question:		19	17.76%
Total:		107	100%


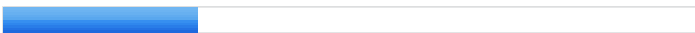


29. What positions qualify for compensatory time?

	Responses	Percent
All Exempt Staff: 	38	58.46%
Executive Director: 	15	23.08%
Superintendents: 	15	23.08%
Supervisors: 	20	30.77%
If other, please specify: 	13	20%
Total Responded to this question:		65 60.75%
Total who skipped this question:		42 39.25%
Total:		107 100%

29. What positions qualify for compensatory time?

Response	Comments
1	Comp time should only be used with non-exempts and we limit it to our non-exempt FT clerical
2	All positions except Executive Director
3	exempt employees only
4	Line Worker
5	non-exempt staff
6	non exempt full time staff
7	Park Services staff who can take comp time in lieu of overtime
8	Non-exempt staff
9	Only hourly full-time staff
10	Clerical and Union
11	Non-Exempt FT Personnel - Exchange for OT Payment
12	NON-EXEMPT
13	previous button does not work




30. How do you calculate compensatory time?

	Responses	Percent
Hour for Hour: 	35	53.85%
1.5 per hour worked: 	18	27.69%
2.0 per hour worked: 	1	1.54%
If other, please specify: 	11	16.92%
Total Responded to this question:		65 60.75%
Total who skipped this question:		42 39.25%
Total:		107 100%

30. How do you calculate compensatory time?

Response	Comments
1	As needed basis
2	work 51-63, 1 flex day work 64-76. 2 flex days work 77-89 3 flex days work 90 and above 4
3	1 comp day for every 24 hours of OT
4	It's not official...it's up to the individual's supervisor
5	2X if Holiday
6	We are just flexible about giving time off after major events
7	specific special events only
8	1.5 per hours worked on holidays
9	Managers discretion
10	case by case
11	there is no formula, its a matter of getting the desired results.
12	determined annually with a maximum of 48 hours of discretionary time
13	previous button does not work



31. Do you allow staff to "cash out" their comp time if they resign or are terminated?

	Responses	Percent
Yes: 	18	27.69%
No: 	47	72.31%
Additional Comments: 	7	10.77%
Total Responded to this question:	65	60.75%
Total who skipped this question:	42	39.25%
Total:	107	100%

31. Do you allow staff to "cash out" their comp time if they resign or are terminated?

Response	Comments
1	Staff must use comp time within the quarter in which it is earned.
2	If resign in good standing
3	C-time is not recorded
4	We do our best to ensure the time is used prior to resignation
5	It must be used or it's lost.
6	As required by State law
7	there are annual carover limits, 80 hours vacation, 45 sick days

32. Does your agency pay for full-time employee's professional development?

	Responses	Percent
Yes: 	85	96.59%
No: 	3	3.41%
Total Responded to this question:	88	82.24%
Total who skipped this question:	19	17.76%
Total:	107	100%

33. What types of professional development does your agency cover? Please check all that apply.

	Responses	Percent
Professional Association Membership:	81	95.29%
In-house training (CPR, Customer Service, etc.):	81	95.29%
External training (Leadership, Budgeting, etc.):	72	84.71%
IPRA Educational Opportunities (workshops, webinars, etc.):	82	96.47%
NRPA Educational Opportunities (workshops, webinars, etc.):	67	78.82%
IAPD/IPRA State Conference - Tuition:	82	96.47%
IAPD/IPRA State Conference - Housing:	75	88.24%
IAPD/IPRA State Conference - Transportation:	68	80%
NRPA - Tuition:	60	70.59%
NRPA - Housing:	60	70.59%
NRPA - Transportation:	57	67.06%
Certification Programs:	70	82.35%
If other, please specify:	12	14%
Total Responded to this question:		85 79.44%
Total who skipped this question:		22 20.56%
Total:		107 100%

33. What types of professional development does your agency cover? Please check all that apply.

Response	Comments
1	PDRMA training, professional association training
2	Pending budget availability
3	Prescribed Burning, Notary Certification, etc.
4	With Director Approval
5	Must be budgeted each year in advance
6	Per department budgets
7	Other accredited university programs and degrees related to employment
8	NRPA expenses paid for Executive Director and Superintendent only
9	Differs according to the level of employee; Director gets NRPA paid for.
10	GFOA and IGFOA education, etc. GMIS
11	Continuing Education
12	PDRMA's RMI and others that may have a fee



34. How much does your agency budget annually, per full-time staff person, for professional development?

	Responses	Percent
Up to \$500:	9	10.59%
\$501-\$750:	20	23.53%
\$751-\$1,000:	21	24.71%
Over \$1,000:	18	21.18%
If other, please specify:	17	20%
Additional Comments:	12	14.12%
Total Responded to this question:		85 79.44%
Total who skipped this question:		22 20.56%
Total:		107 100%



34. How much does your agency budget annually, per full-time staff person, for professional development?

Response	Comments
1	See additional comments
2	Not budgeted per person but by department
3	Only Supt's & Executive Director go to NRPA & not every year.
4	Executive Director receives more
5	Average
6	Tied into conference/educational budget.....\$20,000
7	We don't budget individually, we budget as a district
8	this is an avg./employee. amount depends on the position
9	\$10,000.00 annually
10	\$24,00 budgeted for FT staff
11	Based on Budget
12	varies annually
13	\$8,000 for all employees
14	Would like to do atleast \$600 per person, but it depends on budget
15	Has been reduced the past couple years
16	Department Head's and E. D. would be 751-1000
17	we review all requests at budget time
18	we don't budget per staff. We set a budget and the director oversees the opportunities
19	agency budget which has been going down every year
20	Unknown
21	Each department budgets separately
22	staff attend seminars on a rotating basis due to limited funds
23	Each professional development request is reviewed individually to weigh cost vs benefits
24	We do not have such a formula therefore it varies year to year person to person
25	Amount differs according to level of employee.
26	It varies -
27	It depends on the position, need and available training opportunities
28	amounts flexuate based on position
29	Sometimes may go over but they pick most appropriate
30	Director also makes suggestions as to what we see is needed

35. Does your agency offer full-time employees tuition reimbursement?

	Responses	Percent
Yes: 	63	71.59%
No: 	25	28.41%
Total Responded to this question:	88	82.24%
Total who skipped this question:	19	17.76%
Total:	107	100%

36. Is it based on grade obtained?

	Responses	Percent
Yes: 	60	95.24%
No: 	3	4.76%
Total Responded to this question:	63	58.88%
Total who skipped this question:	44	41.12%
Total:	107	100%


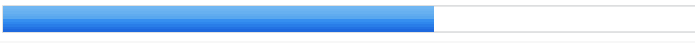
37. What must the grade obtained be, in order to receive tuition reimbursement?

	Responses	Percent
Must obtain A: <input type="text"/>	0	0%
Must obtain B or better:	20	31.75%
Must obtain C or better:	35	55.56%
If other, please specify: <input type="text"/>	8	12.7%
Total Responded to this question:		63 58.88%
Total who skipped this question:		44 41.12%
Total:		107 100%

37. What must the grade obtained be, in order to receive tuition reimbursement?

Response	Comments
1	% reimbursement determined by the grade obtained
2	TBD and only if budget allows
3	we haven't given this reimbursement in years due to budget constraints
4	Passing
5	Passing grade
6	passing grade
7	90 percent reimbursement must receive an A or 3.5-4.0; 70 percent is offered for a b 3.0-3.4; 50\$ for 2.5-2.9. No reimbursment provided for grade below 2.5
8	rate of reimbursement is contingent on grade: 100% for A, 80% for B, 60% for C

38. Is the reimbursement amount based on a flat dollar amount?

	Responses	Percent
Yes: 	24	38.1%
No: 	39	61.9%
Total Responded to this question:	63	58.88%
Total who skipped this question:	44	41.12%
Total:	107	100%



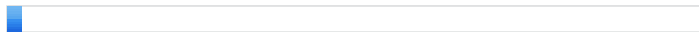
39. What is your agency's level of support (annually)?

	Responses	Percent
Up to \$500:	3	4.76%
\$501-\$1000:	12	19.05%
\$1001-\$1500:	8	12.7%
Over \$1501:	12	19.05%
If other, please specify:	28	44.44%
Additional Comments:	4	6.35%
Total Responded to this question:		63 58.88%
Total who skipped this question:		44 41.12%
Total:		107 100%

39. What is your agency's level of support (annually)?

Response	Comments
1	We reimburse the current Illinois in-state public school tuition for one 3-credit hour course
2	Must get approval before taking class and then reimbursed upon successful completion of class
3	depends on budget
4	\$3,500 for undergraduate & \$5,000 for graduate
5	case by case, as the budget will bear
6	reimbursed at level of area community college
7	Individually determined on case by case basis
8	Request must be submitted at budget prep time, request will be reviewed on a case by case basis
9	Standard tuition rates at Uof I
10	varies based on the type of program, cost of program etc
11	based on what was budgeted and director approval
12	pending budget each FY
13	The line item is capped at \$10,000 per year to be distributed between those that qualify
14	depends on requests made when preparing the budget and what is ultimately funded
15	reimbursement actual tuition costs plus books, materials
16	based on individual request and the amount the budget can support
17	on individual basis
18	have not been giving reimbursements due to budget
19	per budget
20	Varies depending on budget
21	From \$500 to \$2,500
22	Dependent on years of service.
23	approved program or class; pay @ the rate per credit at local State Univ. So if the class is a private college, we will pay up to the state per credit cost
24	It is preapproved and reimbursed 100% pf cost
25	It depends upon program
26	employees who receive tuition reimbursement must remain as an employee for a specified amount of time after completing a class
27	per department budget
28	its considered on a request and funding availability
29	Varies on program and budget
30	Usually about \$6,000 budgeted, up to \$2,000 per person
31	based on budget constraints
32	budgeted amount

40. Does your agency offer paid time off (PTO) or a combination of sick time, vacation time and personal time? (select the one that applies)

	Responses	Percent
PTO: 	11	12.5%
Combination of sick, vacation and/or personal time: 	75	85.23%
If other, please specify: 	2	2.27%
Total Responded to this question:	88	82.24%
Total who skipped this question:	19	17.76%
Total:	107	100%

40. Does your agency offer paid time off (PTO) or a combination of sick time, vacation time and personal time? (select the one that applies)

Response	Comments
1	NO
2	PTO is a benefit to IMRF PT Non Bargaining Unit Employees

41. Have you ever considered moving to a paid time off (PTO) approach?

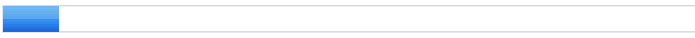
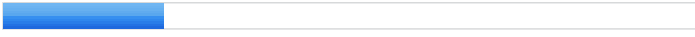
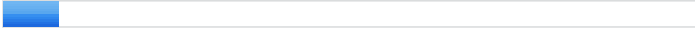
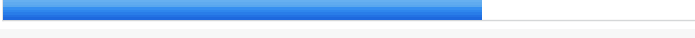
	Responses	Percent
Yes:	14	18.18%
No:	63	81.82%
Additional Comments:	3	3.9%
Total Responded to this question:	77	71.96%
Total who skipped this question:	30	28.04%
Total:	107	100%

41. Have you ever considered moving to a paid time off (PTO) approach?

Response	Comments
1	Reviewing now
2	not my decision
3	Not for FT employees

42.

What prevented you from making the switch to a paid time off (PTO) approach?

	Responses	Percent
Employees were not supportive of change: 	1	7.69%
Perceived too difficult to communicate change: 	3	23.08%
Board of Commissioners did not support the change: 	1	7.69%
If other, please specify: 	9	69%
Total Responded to this question:	13	12.15%
Total who skipped this question:	94	87.85%
Total:	107	100%

42.

What prevented you from making the switch to a paid time off (PTO) approach?

Response	Comments
1	still in review
2	too costly
3	in discussion phase only- no formal recommendation has yet been given.
4	Not yet made presentation to the Park Board
5	Just thinking it thru right now. Haven't made the pitch to the Board.
6	IMRF calculation of sick time
7	We are considering it now. As an SRA, most of our member district's do not have a PTO at this time, so we do not either.
8	just haven't gotten there yet.
9	Still reviewing change