

Results of the First APA Survey on Compensation Items

We had 162 respondents to our first APA Web survey! The survey asked people to select the top three issues that they would like the APA compensation committee to investigate for the 2009 compensation letter. Below are the responses.

For the top recommendation:

Item 1 (**Increase in pay**) received the most votes.

Item 10 (**Maintain current level of health benefits**) was the second most popular.

Item 7 (**Flexible full-time work schedules, including a four-day, 10 hour, work week in some areas**) was the third most popular item.

For the second recommendation:

Item 10 (**Maintain current level of health benefits**) received the most votes.

Item 7 (**Flexible full-time work schedules, including a four-day, 10 hour, work week in some areas**) was the second most popular.

Item 2 (**Explore alternatives to work force reductions [layoffs] including voluntary decreases in FTE**) was the third most popular item.

For the third recommendation:

Item 7 (**Flexible full-time work schedules, including a four-day, 10 hour, work week in some areas**) received the most votes.

Item 3 (**Increase in sick leave payout at retirement from 1040 to 1560 hours**) was the second most popular.

Item 10 (**Maintain current level of health benefits**) was the third most popular item.

These items were the options on the survey: (Number of responses by option are in square brackets)

(1) Increase in pay [47-18-14]

(2) Explore alternatives to work force reductions (layoffs) including voluntary decreases in FTE [19-24-8]

(3) Increase in sick leave payout at retirement from 1040 to 1560 hours [10-13-20]

(4) Longevity pay started [6-13-11]

(5) Maternity leave for those adopting (male and female) [0-1-2]

(6) Extend coverage of Flexible Spending Account from 12 months to 14.5 months [0-4-0]

(7) Flexible full-time work schedules, including a four-day, 10 hour, work week in some areas [20-28-29]

(8) Partial tuition discount for dependents taking graduate courses [6-3-6]

(9) Interested in financial incentive on health initiative [4-8-13]

(10) Maintain current level of health benefits [39-36-20]

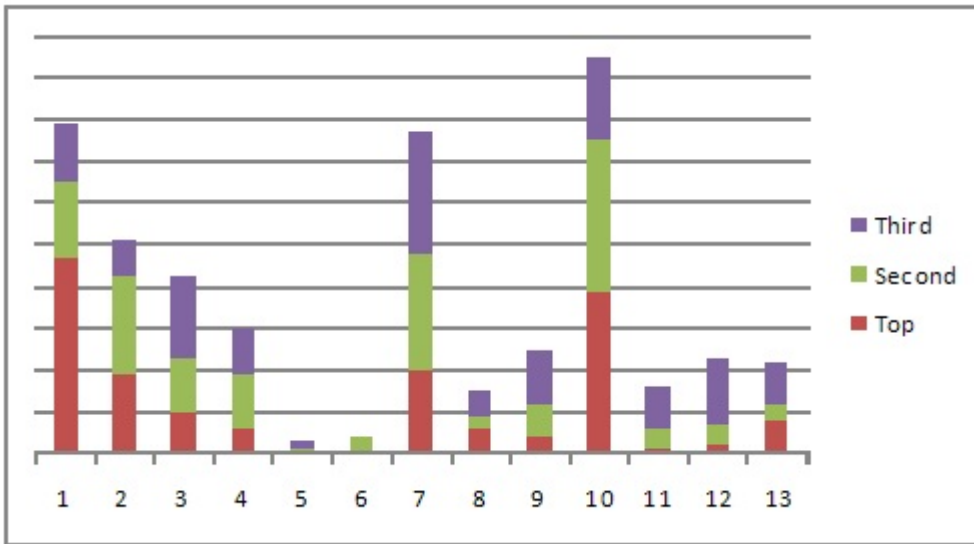
(11) Increase in frequency of increase in annual leave accrual from every 5 years to every 3 years [1-5-10]

(12) Provide retiring employees the option to receive the retirement sick leave payoff in the January following retirement (to reduce income tax liability) [2-5-16]

(13) Other: List this number and state your recommendation not listed above. [8-4-10]

See separate report for a listing of other items.

Below is a chart indicating all the responses for all three recommendations.



The lucky winner of the \$25 gift card for participating in this survey is **Randall James** from University Libraries!