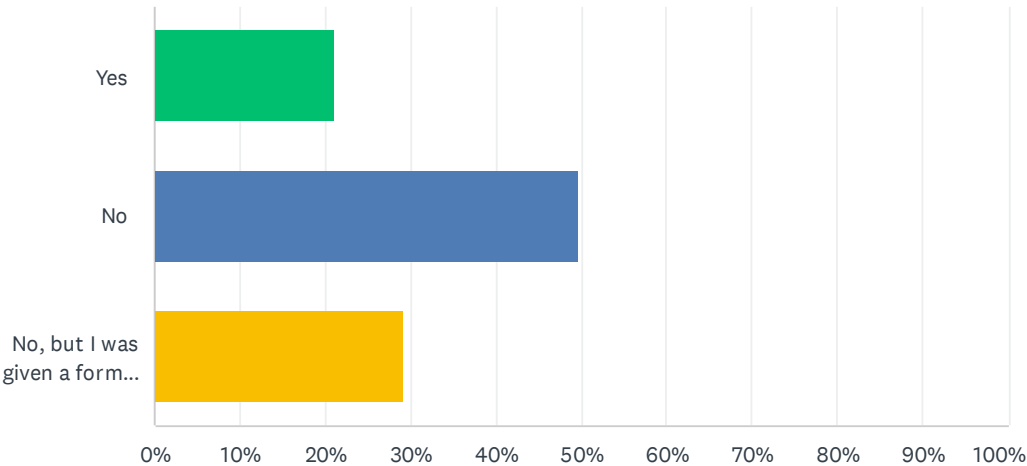


Q1 As a CLEO do you have a contract for your employment?

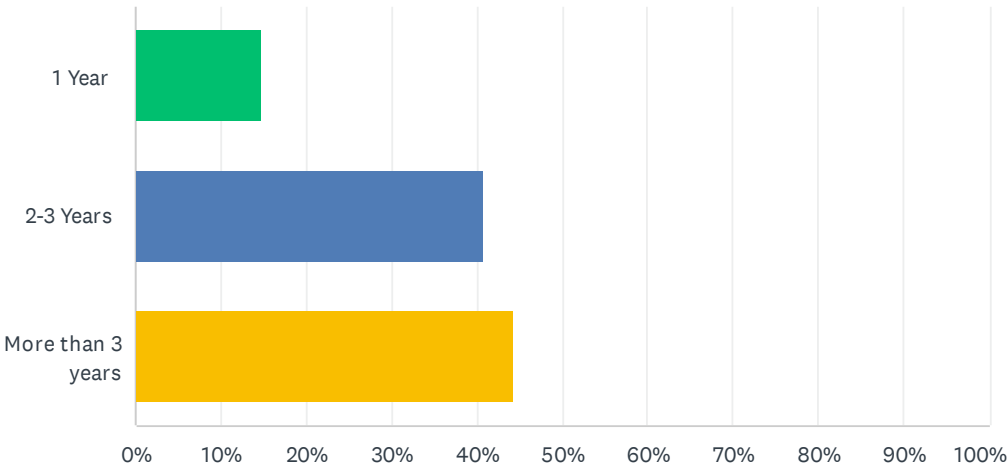
Answered: 123 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----|
| Yes | 21.14% | 26 |
| No | 49.59% | 61 |
| No, but I was given a formal written letter when I accepted the position that outlined the details of employment | 29.27% | 36 |
| TOTAL | | 123 |

Q2 If you answered yes to Question One, how many years does your contract run?

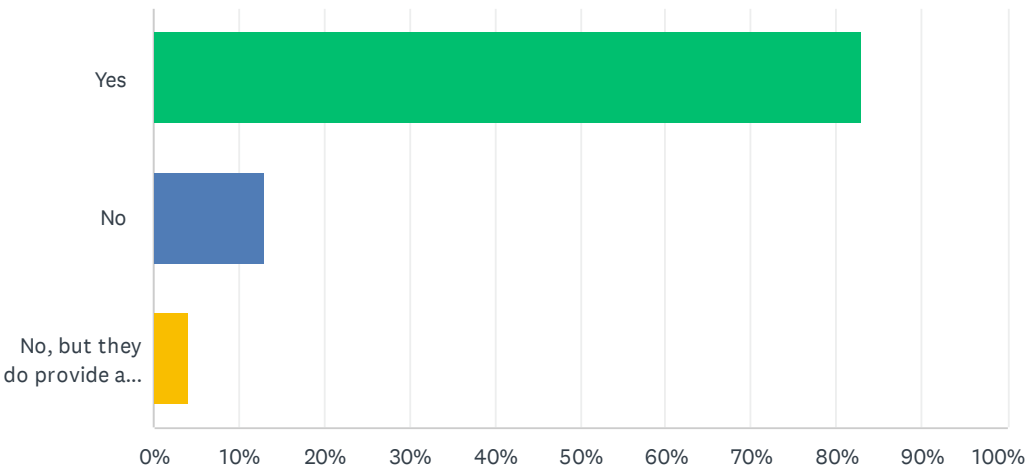
Answered: 27 Skipped: 96



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|----|
| 1 Year | 14.81% | 4 |
| 2-3 Years | 40.74% | 11 |
| More than 3 years | 44.44% | 12 |
| TOTAL | | 27 |

Q3 Does your agency provide you a take home vehicle?

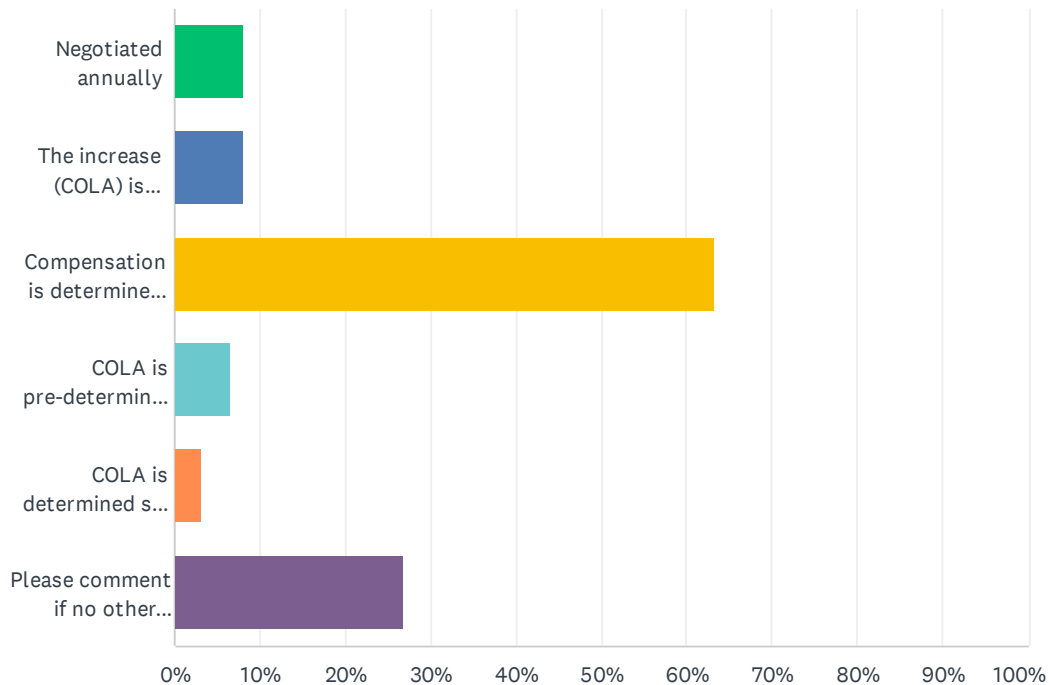
Answered: 123 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----|
| Yes | 82.93% | 102 |
| No | 13.01% | 16 |
| No, but they do provide a vehicle allowance | 4.07% | 5 |
| TOTAL | | 123 |

Q4 How is your annual COLA determined? (Check all that apply)

Answered: 123 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Negotiated annually | 8.13% | 10 |
| The increase (COLA) is included in a contract | 8.13% | 10 |
| Compensation is determined by the City Manager/Administrator and is equal to other unrepresented city staff | 63.41% | 78 |
| COLA is pre-determined by years of service/employment or time in grade with the City | 6.50% | 8 |
| COLA is determined some other way | 3.25% | 4 |
| Please comment if no other answers apply | 26.83% | 33 |
| Total Respondents: 123 | | |

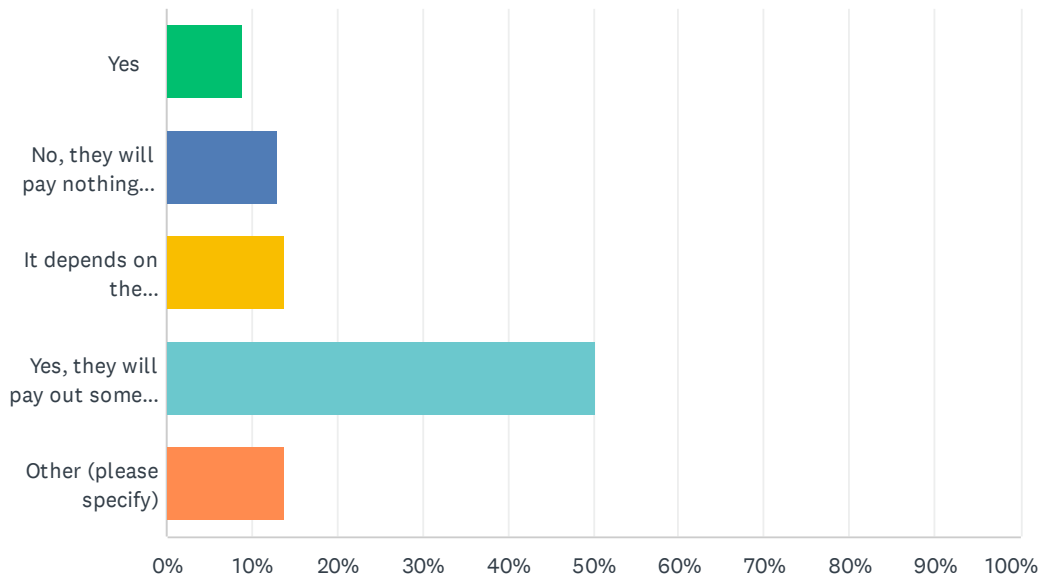
| # | PLEASE COMMENT IF NO OTHER ANSWERS APPLY | DATE |
|---|--|--------------------|
| 1 | COLA is determined by the City Council each year. I gets whatever they decide on COLA plus 2% guaranteed each year. At the discretion of the City Council they can give me more than the addition 2% based on performance. | 1/12/2024 2:50 PM |
| 2 | The Council decides; department heads sometimes get the same COLA as the Unions, other years if the Unions get big COLA increases then the department heads get smaller COLA increases. | 1/10/2024 10:52 AM |
| 3 | COLA is essentially negotiated into any increase in wage for each year of the contract | 1/10/2024 10:45 AM |
| 4 | City council determines for City staff | 1/8/2024 11:02 AM |
| 5 | COLA is negotiated, but a step/grade program was implemented in 2024. | 1/5/2024 3:21 PM |

Employment Contracts for CLEOs

| | | |
|----|---|---------------------|
| 6 | I am under a Union Contract. | 1/4/2024 3:20 PM |
| 7 | I am in a union, so negotiated along with other department heads | 1/3/2024 9:28 PM |
| 8 | COLA is determined by a city-wide negotiated cola for all unions. Unrepresented staff do not have any say or bargaining power | 1/2/2024 12:49 PM |
| 9 | Typically receive the same COLA as the LELS Union | 1/2/2024 11:54 AM |
| 10 | COLA is matched to the rate agreed upon by the the union contracted employees | 1/2/2024 11:21 AM |
| 11 | Traditionally, COLA has been equal to our department's union contract. | 1/2/2024 10:50 AM |
| 12 | I'm part of a supervisor union and set by Union Contract | 1/2/2024 8:41 AM |
| 13 | COLA is consistent with other non union staff but also subject to additional increases outside of COLA | 1/1/2024 1:56 PM |
| 14 | City uses CPI-U to determine COLA | 12/29/2023 10:54 AM |
| 15 | The city administrator brings to council what he/she feels is appropriate for COLA when doing the budget and council is the entity that approves it in the budget. All salaried employees will then get that COLA amount. | 12/29/2023 10:26 AM |
| 16 | The city adminjstrator recommends the COLA and the council approves it. All non-union employees get the same COLA. | 12/29/2023 10:22 AM |
| 17 | Chiefs position has 8 step increases and is given annually during the Chiefs anniversary. The position also receives the annual COLA increase Jan 1 as approved by council | 12/29/2023 9:55 AM |
| 18 | Generally applied after bargaining unions have reached agreement with the city. | 12/29/2023 9:46 AM |
| 19 | Based on performance evaluation, with a range of 0%- 9.5% increase | 12/29/2023 8:57 AM |
| 20 | Early into the Chief position- initially a sit down with City Administrator is what established classification/ grade while the discussion also addressed other aspects / benefits of the position | 12/29/2023 6:16 AM |
| 21 | All city staff receive COLA that contracted staff received. Usually 3% | 12/28/2023 7:23 PM |
| 22 | We receive the same COLA that the officer's union receive from their negotiated contracts. We do have other benefits that we can open for negotiations on a yearly basis if needed. | 12/28/2023 12:11 PM |
| 23 | All our unions and non union staff get the same cola increase that is approved by the City Council. | 12/28/2023 10:16 AM |
| 24 | COLA is tied to the LELS contract increase of my Deputy Chiefs | 12/28/2023 9:54 AM |
| 25 | There is only one union (Public Works) in the city. The city staff get a COLA based on what they negotiate for. 2024 3.4% 2025 3.4% 2026 3.4% (Not that you asked that :) | 12/28/2023 8:43 AM |
| 26 | COLA is the same as other non-contract city employees to include city administrator and department directors. | 12/28/2023 6:05 AM |
| 27 | Our city has only one bargaining unit, LELS. Once the LELS contract is settled, this determines COLA for the rest of the employees, traditionally.... | 12/27/2023 6:30 PM |
| 28 | COLA is connected to the index | 12/27/2023 5:30 PM |
| 29 | Our department heads and supervisors are members of MAPE Labor Union and negotiate our contract very similar to other city labor unions (IE: LELS, AFSCME, 49'ers, etc) | 12/27/2023 5:28 PM |
| 30 | COLA is determined by the city council and when adopted applies to all city staff across the board, starting on January 1st of each year. | 12/27/2023 5:19 PM |
| 31 | Cola for the organization is determined annually by our elected officials. | 12/27/2023 5:10 PM |
| 32 | City Council determines non-union COLA for the city staff, and I get that same increase. | 12/27/2023 5:09 PM |
| 33 | Our city gives all staff COLAs based on what the unions settle on in their contracts. | 12/27/2023 5:08 PM |

Q5 Does you agency provide any severance pay if you leave your agency?

Answered: 123 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Yes | 8.94% | 11 |
| No, they will pay nothing upon separation | 13.01% | 16 |
| It depends on the circumstances of the separation | 13.82% | 17 |
| Yes, they will pay out some or all of your unused benefit time | 50.41% | 62 |
| Other (please specify) | 13.82% | 17 |
| TOTAL | | 123 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|--|--------------------|
| 1 | If severance happens because of anything other than malfeasance or illegal behavior, I am entitled to 6 months aggregated salary and employer agrees to continue health benefits for 3 months post severance. No severance if I leave voluntarily. | 1/12/2024 2:50 PM |
| 2 | No severance package, other than I can cash out unused vacation and 30% of my accrued sick time (if over 15 years of service). | 1/10/2024 10:52 AM |
| 3 | Yes--as long as it's in good standing. 50% of accrued sick leave and 50% of accrued vac., all of which goes into a healthcare retirement account is the severance. | 1/5/2024 3:23 PM |
| 4 | yes, they pay half of the PTO bank into health care savings plan. | 1/5/2024 2:54 PM |
| 5 | city policy pays out all vacation and 25% of sick time to an HSA | 1/2/2024 8:41 AM |
| 6 | If i am fired or leave under negotiated terms per-say, I receive 6mos severance. | 1/1/2024 3:25 PM |
| 7 | 6 months severance + accrued leave time payout (for vacation bank) | 1/1/2024 1:56 PM |
| 8 | Depending on years of service, all sick time is paid out at a certain percentage and submitted to your HSA. Vacation is paid out at 100% | 12/29/2023 9:55 AM |

Employment Contracts for CLEOs

| | | |
|----|---|---------------------|
| 9 | It does depend on circumstances in some cases for other types of pay/compensation, however, we do receive payout of all vacation in first bank (up to 960 hrs), and half of first sick bank (960/2=480 hrs) usually paid into post retirement healthcare savings. | 12/29/2023 9:47 AM |
| 10 | Up to 910 hours of sick leave paid in cash as well as vacation and personal leave on the books | 12/28/2023 2:14 PM |
| 11 | If the City separates without because I am entitled to 6 months of benefits / wages, plus cash out of my leave bank. If they separate and try to prove cause due to policy violations, or other items they could fight / negotiate the severance package. | 12/28/2023 12:11 PM |
| 12 | payout of 60% of sick time up to 900 hours, plus paid out for unused vacation. | 12/28/2023 8:52 AM |
| 13 | If you leave in good standing with at least 10 business days notice, they will give you your full accrued PTO/Flex leave | 12/28/2023 8:43 AM |
| 14 | This is governed under a city wide leave policy. All PTO and 50% sick leave to an HSA. | 12/28/2023 7:50 AM |
| 15 | 100% of vacation. 50% of sick time if employed longer than 10 years. | 12/28/2023 7:21 AM |
| 16 | Per city policy that is the same for other non-union city employees. Example: a certain amount of your sick time goes into your health care saving account. Tenure: one day of sick time per year of service. | 12/28/2023 6:05 AM |
| 17 | Unused vacation time if a two week notice is provided | 12/27/2023 5:10 PM |

Q6 If you have a Contract, what do you find is most important/valuable about entering into a contract?

Answered: 25 Skipped: 98

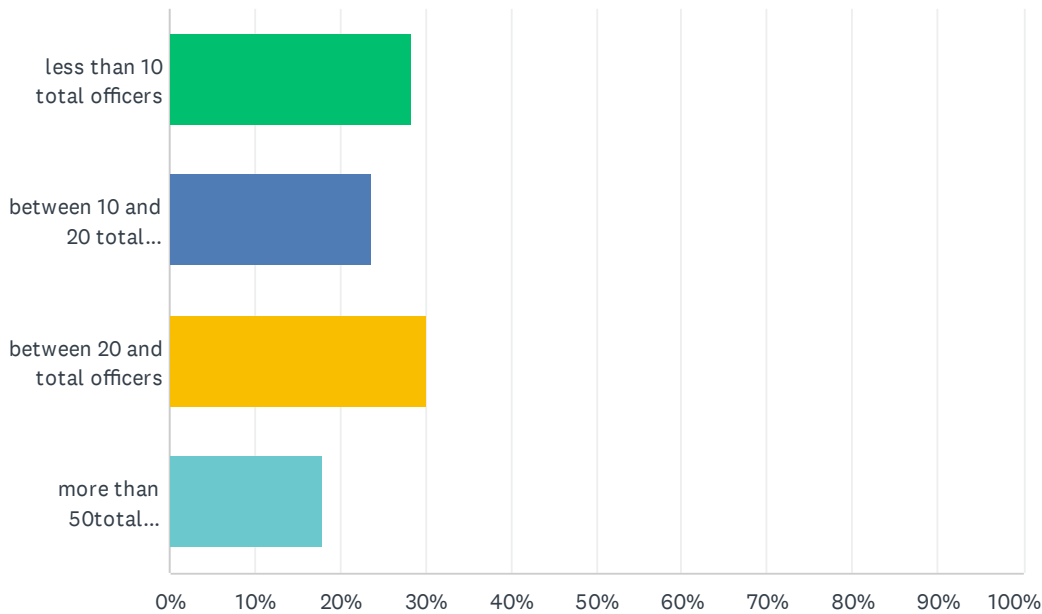
| # | RESPONSES | DATE |
|----|--|---------------------|
| 1 | As an at will employee I think it is very important to have a termination clause that pays out if the Chief is being let go for anything other than malfeasance or illegal behavior. | 1/12/2024 2:50 PM |
| 2 | We fall under MAPE as a union. There is some union protection afforded however it is limited. | 1/10/2024 10:45 AM |
| 3 | I believe the most valuable thing about the contract is the guaranteed severance if the city council were to change and decide to go a different direction. | 1/5/2024 3:21 PM |
| 4 | I don't believe it can be overstated that the security a contract provides to protect a chief from the variability of what accountability means to others, and the subjective nature by which it can be executed, also serves to support chiefs in making the right decisions for public safety and their communities in those moments when it matters the most. | 1/5/2024 10:54 AM |
| 5 | knowing the terms and pay for 3 years are locked in | 1/4/2024 10:26 AM |
| 6 | Severance pay if let go. | 1/3/2024 10:09 AM |
| 7 | That it spells out exactly what my compensation is going to be. | 1/2/2024 9:25 AM |
| 8 | N/A | 1/2/2024 9:01 AM |
| 9 | Having things written out. | 12/30/2023 9:07 AM |
| 10 | Terms of termination | 12/29/2023 10:44 AM |
| 11 | staff sizing, call volume, number of boards/committees, population of city | 12/29/2023 10:26 AM |
| 12 | It provides some expectations of the city as well as the employee. If there is a breach, then there is recourse in most cases. | 12/29/2023 8:33 AM |
| 13 | The contract is not individual per se, but negotiated for all non-union positions, including the City Administrator. Compensation is based on classification and a grid of years of service, although that was negotiated when I started. For example, it's a 13 step grid, but I started at Step 9 and progressed to 11 after 1 year. | 12/29/2023 8:16 AM |
| 14 | indemnification | 12/28/2023 3:35 PM |
| 15 | Just Cause. Our department heads all have a contract with the city as a group. It is very protective of the employee. It requires Just Cause for involuntary seperation. | 12/28/2023 2:14 PM |
| 16 | The severance package as an at-will employee, when we have councils and mayors changing constantly was a must for me. In addition, I have in writing a take home vehicle and was also able to negotiate other benefits outside normal wages. | 12/28/2023 12:11 PM |
| 17 | Stability, it is very nice to have that peace of mind. | 12/28/2023 10:42 AM |
| 18 | In a strong Mayor system they are the Appointing Authority and can replace the Chief upon election a contract with severance can give them pause prior to making an administrative change. | 12/28/2023 9:54 AM |
| 19 | The legal protection they will provide. Also, the severance pay. However, I also purchase legal protection from Chiefs Assoc and FOP. | 12/28/2023 9:16 AM |
| 20 | With changing councils, you have a safeguard on your employment details | 12/28/2023 8:40 AM |
| 21 | n/a | 12/27/2023 7:46 PM |
| 22 | 6 months of pay and benefits if the city terminates contract without cause(willful neglect of duty, malfeasance and gross inefficiency in office) | 12/27/2023 5:54 PM |

Employment Contracts for CLEOs

| | | |
|----|--|--------------------|
| 23 | Mine is titled and an Employment Agreement | 12/27/2023 5:36 PM |
| 24 | Job security and due process | 12/27/2023 5:30 PM |
| 25 | Protection.... | 12/27/2023 5:28 PM |

Q7 What size if your agency?

Answered: 123 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----|
| less than 10 total officers | 28.46% | 35 |
| between 10 and 20 total officers | 23.58% | 29 |
| between 20 and total officers | 30.08% | 37 |
| more than 50total officers | 17.89% | 22 |
| TOTAL | | 123 |

Q8 What should Chiefs know if they want to negotiate a contract?

Answered: 33 Skipped: 90

| # | RESPONSES | DATE |
|----|--|---------------------|
| 1 | Ask for more than you actually want/need and negotiate down from there. I did not do this, however I am fortunate enough to have a great council and they gave me more than what I was asking for. They also did not want a term for the contract because they did not want to negotiate every couple of years so my contract is indefinate or if I ask to negotiate again. | 1/12/2024 2:50 PM |
| 2 | No idea, I've never been given the chance to negotiate a contract or even discuss my compensation with our City Council. | 1/10/2024 10:52 AM |
| 3 | The way our contracts are currently negotiated between the city and our union has created a lot of animosity between our union and the city council. Two councilors are assigned to sit on the negotiating committee. This last go around we had a tentative agreement for 2024-2026 but when it was put up for a vote to the whole council it was shot down and the city has not even bothered with a counter proposal. It has been a flawed and frustrating process. | 1/10/2024 10:45 AM |
| 4 | Negotiate upon being hired into job | 1/8/2024 11:02 AM |
| 5 | Include clear language that provides some type of severance. Chief's jobs are going to be more and more challenging and having some type of a severance parachute package is going to be even more important moving forward. | 1/5/2024 3:23 PM |
| 6 | Comp data and best practices. | 1/5/2024 10:54 AM |
| 7 | Talk to others about what is commonly included in a contract. | 1/5/2024 10:54 AM |
| 8 | In most cities the Chief of Police should only be second to the city administrator in pay. | 1/4/2024 10:26 AM |
| 9 | Take a look at other area chief's contracts first. | 1/2/2024 9:25 AM |
| 10 | That the contract should auto renew every year unless there is just cause for deviation. | 1/1/2024 3:25 PM |
| 11 | Be cognizant of severance issues in todays environment and focus on what is important to YOU. It's weird to be excited to get an offer to be CLEO then turn around and put on your negotiating hat. Keep in mind that once the employer has determined they want you they will pay (reasonably) to get you. Don't be greedy but don't be a pushover. It's an important position- perhaps the most important position in many cities and they know that. | 1/1/2024 1:56 PM |
| 12 | Have a lawyer look it over. | 12/30/2023 9:07 AM |
| 13 | It can be hard to negotiate if you are rural as you may not have comparable agencies within a reasonable distance. Example city population 10k in rural vrs closer to metro. | 12/29/2023 10:26 AM |
| 14 | Is the salary comparable to other Chiefs salary of similar agency size or larger. Benefit days off, max accrual of vacation or sick, how many exempt days off (for instance we receive 5 days off per year that does not count towards benefit days off), department vehicle, uniform allowance, | 12/29/2023 9:55 AM |
| 15 | I was able to negotiate salary not contract. I knew what the outgoing Chief salary was and where I could be at top step for the best high five I could get. | 12/29/2023 9:47 AM |
| 16 | It's the only time they really get to ask for something so make sure "just cause" language is in any employment agreement. If I were doing one today, I'd ask for severance language beyond accrued time off. City managers typically get 6 months. | 12/29/2023 9:24 AM |
| 17 | Negotiate for a severance period as well as an amount. If you want something, no matter how small, included it in the contract. | 12/29/2023 8:33 AM |
| 18 | Don't be afraid to ask for what you are worth, including additional vacation and sick leave. | 12/29/2023 8:16 AM |
| 19 | Aim for higher wages to start. Don't underestimate your responsibility. There is no other job in city government that has more risk and your termination can be political. Negotiate a | 12/28/2023 7:23 PM |

Employment Contracts for CLEOs

severance outside of the benefits. City Managers get severance. Chiefs should as well. Negotiate to use city vehicle for personal use due to being called back for major incidents at any time.

| | | |
|----|---|---------------------|
| 20 | Have your own contract attorney involved. | 12/28/2023 3:35 PM |
| 21 | Do your homework! Be prepared and make sure you are protected. | 12/28/2023 2:14 PM |
| 22 | Obviously be fair, but also know your worth. This is a stressful position with a lot of unknowns, and this is a time to establish proper compensation. Think about having things like a take home squad in writing, uniform allowances, severance packages, attendance to IACP and MCPA conferences every year, and if needed deferred compensation contributions to add value without raising traditional wage numbers. Just be prepared to fight for similar items for your staff. I was able to get my Deputy Chief on a contract as well. | 12/28/2023 12:11 PM |
| 23 | Don't reinvent the wheel. Keep it similar to what your officers/ command staff contract language is. | 12/28/2023 10:42 AM |
| 24 | Ask for the moon. Talk to other Chiefs before negotiating your pay and benefits. | 12/28/2023 10:16 AM |
| 25 | Ideally you get a contract that only allows for removal with just cause, if you can't then severance is important depending upon your age. Additionally a bounce back clause to last civil service position held. | 12/28/2023 9:54 AM |
| 26 | Even if the city offers "legal" protection, a chief needs his own legal protection for employment related matters. Cities will not provide attorneys for you to sue the city. | 12/28/2023 9:16 AM |
| 27 | would be interested to learn more about contracts for chiefs | 12/28/2023 9:13 AM |
| 28 | I want a contract, but have no leverage to get one. Also, if people would be willing to share a template of their contract, that would be very beneficial. Thank you for doing this! | 12/28/2023 8:43 AM |
| 29 | Not sure. I'll be interest in your survey results. | 12/28/2023 7:50 AM |
| 30 | A contract may not be a better option over a written work agreement depending on the environment. A work will spell out compensation and benefits to include work hours, vehicle, etc. However, if the contract has a defined period of time (e.g., five years), the chief has to plan that is their tenure for that city. If the chief is hired as an interim until the next chief is hired, I would recommend a contract. | 12/28/2023 6:05 AM |
| 31 | It is a needed protection for all of the uncertainty that we face. | 12/27/2023 11:08 PM |
| 32 | I would like more information on this once information is gathered from this survey. | 12/27/2023 6:30 PM |
| 33 | Thank you for asking these questions! I have the same concerns as a small town department. | 12/27/2023 5:11 PM |