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Chiefs of Police Salary & Compensation Analysis

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Methodology

A survey was sent out to Massachusetts Chiefs of Police Association members, asking chiefs to report salary and benefits information based on community population. The population categories were identified as:

- Less than 10K – approximately 91 respondents
- 10-20K – approximately 65 respondents
- 20-50k – approximately 58 respondents
- Over 50K – approximately 18 respondents

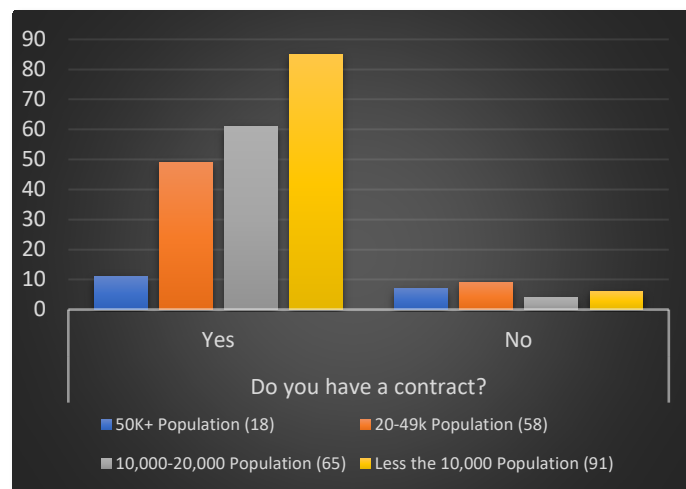
These figures represent the total responses after the data was scrubbed for errors or omissions. For example, a field requesting ‘contract length’ may result in a 3, 3 ½, or three. Analysis software can only calculate ‘3’ or ‘3.5’. Additionally, fields requesting a dollar amount, were often completed using a percentage. I.E. ‘education incentive’ expected a dollar amount such as \$3,000, but were answered with a percentage, like 20%. These figures were converted where appropriate. Other surveys were incomplete, with some questions answered and others not.

Several chiefs entered data that implies part-time work. One such chief entered a base salary as \$12,000. Unfortunately, this data improperly skews the pay scale. As a result, any chief that reported a salary under \$50,000 was assumed to be part-time, and was eliminated from the dataset.

Lastly, the inclusion of colleges and universities had a dramatic impact on the statistics. Since most educational institutions fall within the ‘under 10k’ category, the net effect was to skew the data for small communities. As a result, institutions of higher learning were eliminated from the dataset and can be analyzed separately.

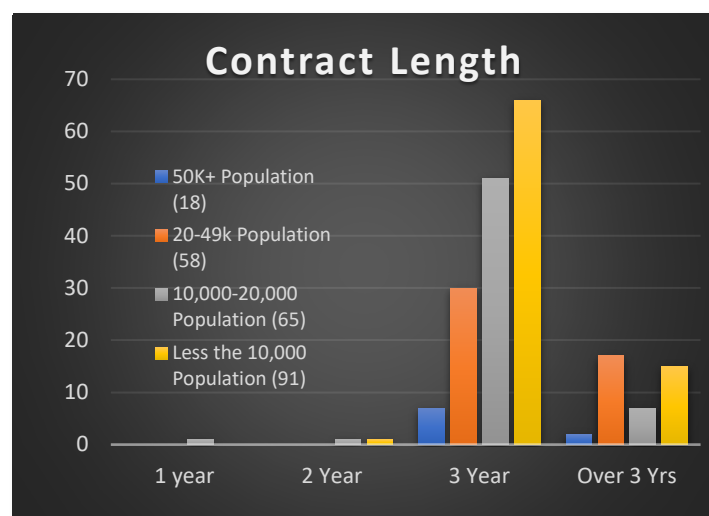
Survey Questions

Do you have an employment contract?



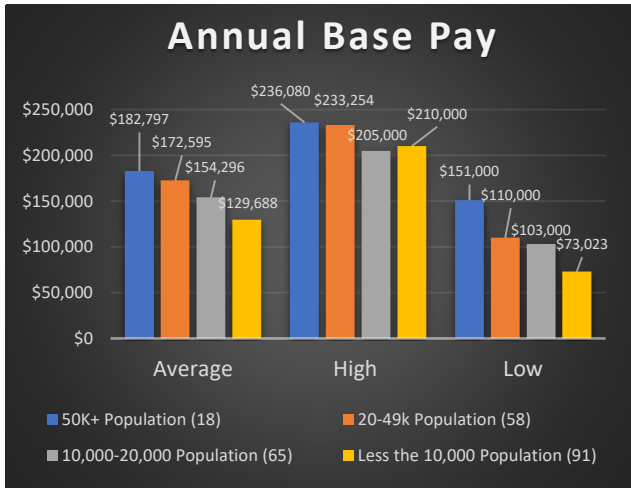
The smaller the community, the more likely a chief will have a contract. Over 93% of ‘less than 10k towns’ have contracts. That number decreases as community size increases. In 50K plus cities, only 61% of chiefs have contracts.

Contract Length



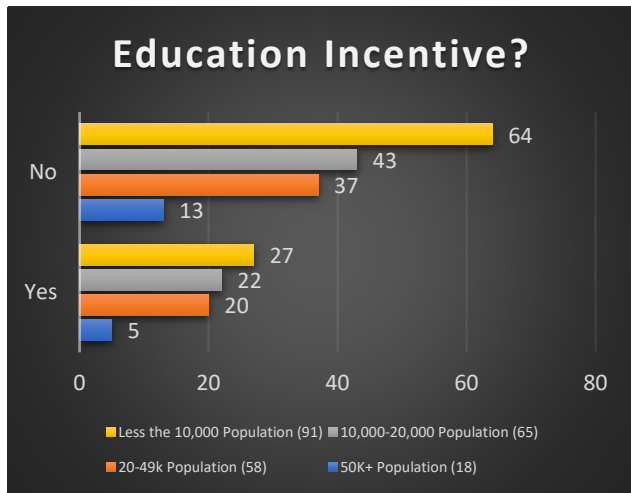
The overwhelming majority of contracts are approximately 3 years. The minimum value was 1 year, and the maximum value was 5 years. All values over 3 years were combined. Some chiefs entered fractional years, which were assumed to be the length of time remaining on the current contract.

Annual Base Pay



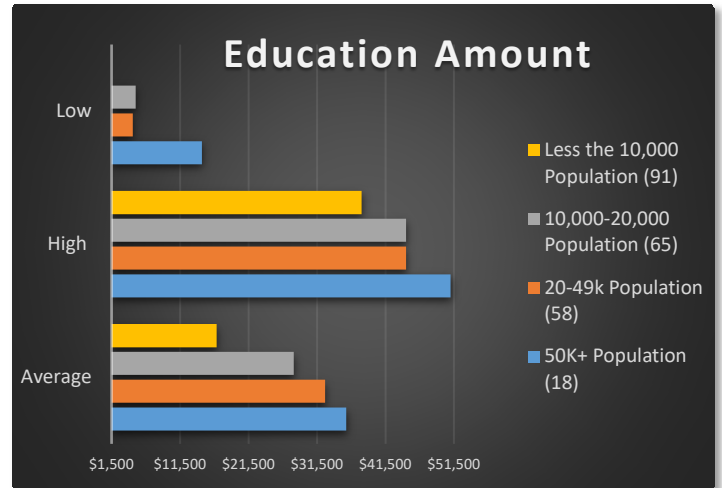
Annual base pay is the base in which incentives are added. Some chiefs receive only base pay. In general, the larger the community, the larger the base pay.

Educational Incentive



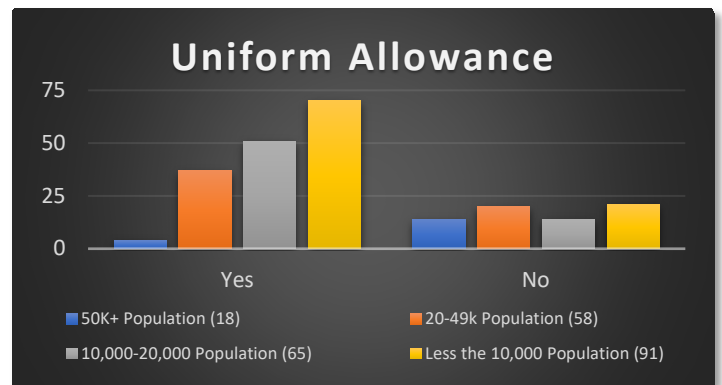
As a whole, between 65-72% of chiefs receive some monetary amount as an educational incentive. The percentage is highest in large cities.

Education Incentive Amount



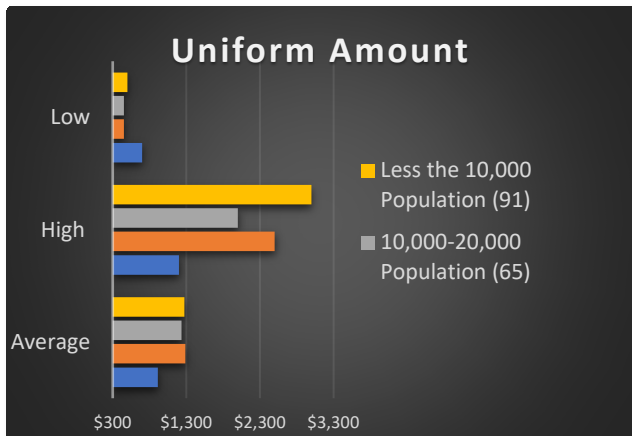
The amount chiefs receive for education varies wildly. Some chiefs have been 'grandfathered' into the Quinn Bill, or have similar provisions in their contract. The range is roughly between \$5,000 and \$51,000. Once again, the larger the community the greater the incentive.

Uniform Allowance



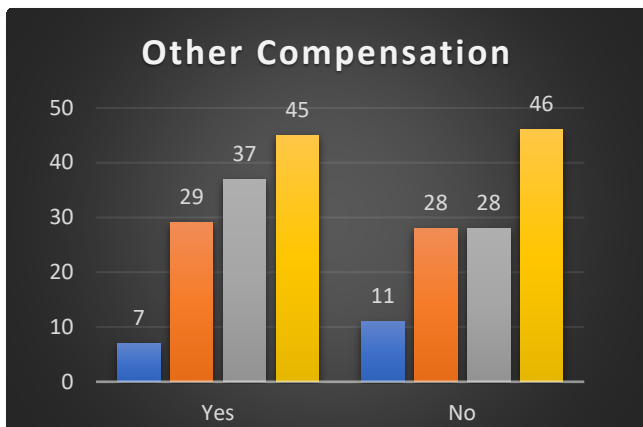
Uniform allowance diminishes by community size. Only 22% of chiefs in large cities get a uniform allowance, while 77% of communities under 10,000 get an allowance.

Uniform Amount



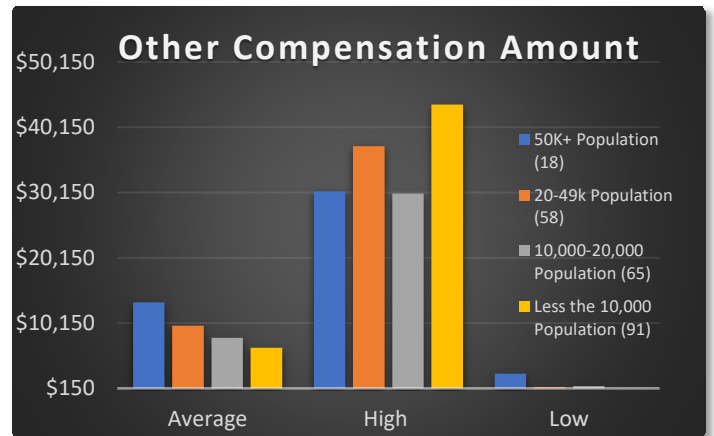
The amount chiefs receive for a uniform allowance is consistent regardless of community size. Most receive an average of between \$1,234 and \$1,286. The low amount recorded was \$450 while the high figure was \$3,000.

Other Compensation



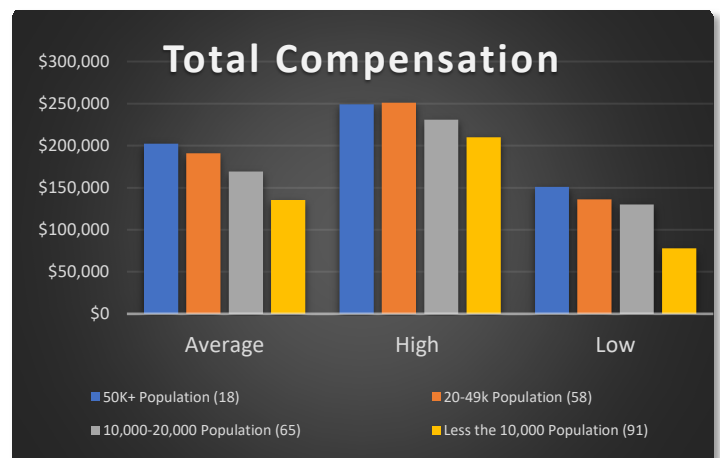
Some departments provide additional compensation for various reasons. Stipends would fall into this category. Approximately half of the chiefs receive some compensation classified as 'other'. This is consistent regardless of community size.

Other Compensation Amount



'Other compensation' follows the trend of larger communities outpacing small communities on average. With figures as low as \$150, and as high as \$43,633. This category could encompass local living conditions, or other responsibilities such as animal control or emergency management.

Total Compensation



As expected, total compensation follows the size pattern mentioned previously, however outliers in each size classification make for a consistent 'high' and 'low' compensation figure. Under 10k towns are consistently below all others. The average figures show that the large city chiefs make about \$202,000, followed by 20-50k population chiefs at \$191,000. 10-20K chiefs make about \$169,000 and small-town chiefs make about \$135,000.

Benefit Time Off

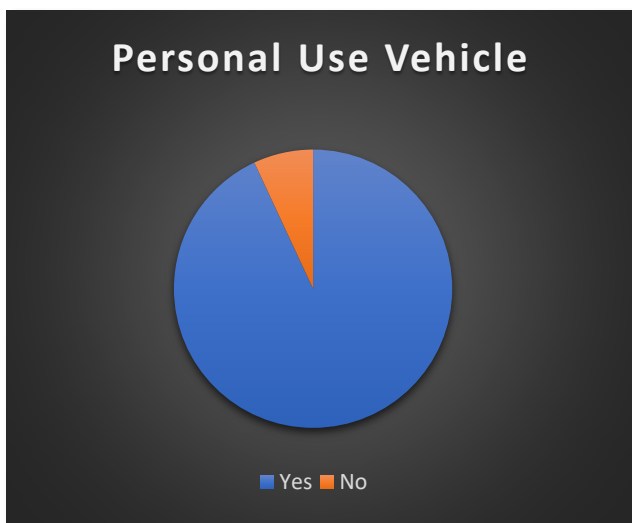
Most Massachusetts chiefs also receive some amount of benefit time off, in the form of sick time, vacation and personal days. This time off was not segregated based on community size, but offers a summary of current practices.

Benefit Time Off

Average Sick Days	13.9
Average Vacation	26.6
Average Personal Days	3.4

Personal Use Vehicle

Typically, communities expect the chief to respond to department needs 24x7. As a result, it has become common practice to provide a vehicle, fuel, and maintenance. This is the case for 93% of chiefs who responded.



Conclusion

In Massachusetts, chief's compensation varies slightly depending on size of community. In general, the larger the community, the better compensated the chief.

While no geographical analysis was completed, one would assume that high cost of living in some Massachusetts community drives salaries higher. For example, areas around Boston or Cape Cod experience high cost of living- even for Massachusetts, which ranks as one of the most expensive states to live.

Quinn and similar education benefits vary greatly. Some chiefs receive no such incentive, while for others, it accounts for 25% of total compensation.

'Other Compensation' is a concept that needs further review. It is not clear from the surveys, what exactly this compensation is for, thus it is difficult to quantify.

It should be noted that for the last twenty years, inflation has played little role in cost of living increases, averaging only a percent or two, but between 2021 and 2023, the consumer price index rose over 9%. The impact of this will not be clear for a year or two more, since many chiefs are in the middle of a contract.



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