

To: Chuck Wexler, Executive Director, Police Executive Research Forum
From: Charlotte Lansinger, Executive Search Consultant, Police Executive Research Forum
Date: September 23, 2021
Re: Burlington, VT Police Chief salary

I did some research on Police Chief salaries for the cities that Burlington considers to be comparable regarding city employee salaries. Here is what I found:

Ann Arbor, MI - \$160,000

Boulder, CO - \$185,000

Concord, NH - \$134,430

Flagstaff, AZ - \$159,140

Madison, WI - \$179,000

* New Haven, CT - \$162,000 but has been proposed to increase in the next budget

Portland, ME - \$129,700

The average of these salaries is \$158,467. Burlington has advertised their salary range as \$119,000 to \$132,000. Considering that these salaries mostly reflect top-of-range salaries, I would suggest that Burlington consider a salary range from \$130,000 (the lowest of these 7 cities) up to \$160,000 (slightly above the average of these 7 salaries). This would be the minimum salary range that I would recommend in order for the city to be competitive in their recruitment of a new police chief.

* I obtained this information from the news media. I have a call into the chief in New Haven to see if I can get more details on her current salary as acting chief and the proposed salary in the next budget.