



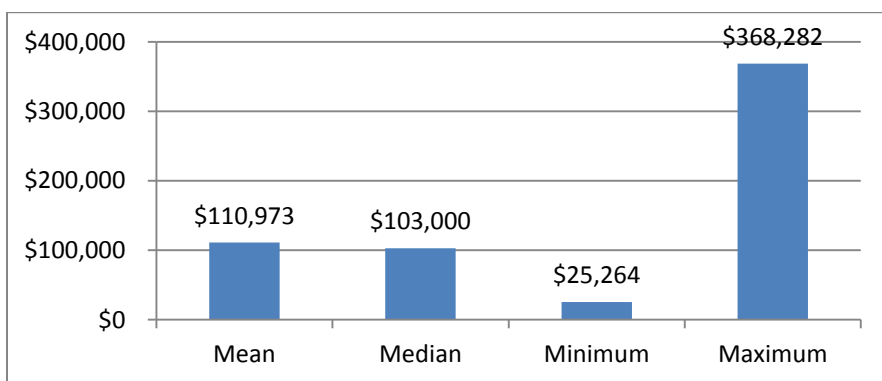
## ICMA Compensation Survey for Local Government Chief Appointed Officials, April 2012

This survey was designed to reflect many of the items covered in [ICMA's Guidelines for Compensation](#). Respondents were instructed that only the chief appointed administrator should complete the survey. The survey was sent to all chief administrative officers (CAOs) in the United States whom ICMA could identify in its local government database. The survey was sent to 7,103 CAOs, and the response rate was 42%.

### Compensation-Negotiation and Decision Making

#### Annual base salary

This amount is not necessarily your taxable income. It is your salary before any pre-tax contributions are deducted to arrive at taxable income. For example, if your salary is \$250,000 and you put \$17,000 in pre-tax dollars into a retirement account, your base salary is \$250,000.



#### Is your base salary documented in a contract or letter of agreement with the appointing authority?

Yes = 71%    No = 29%

#### Is your base salary publically accessible on the local government website?    Yes = 38%    No = 63%

#### Do you receive any of the following additional compensation beyond base salary?

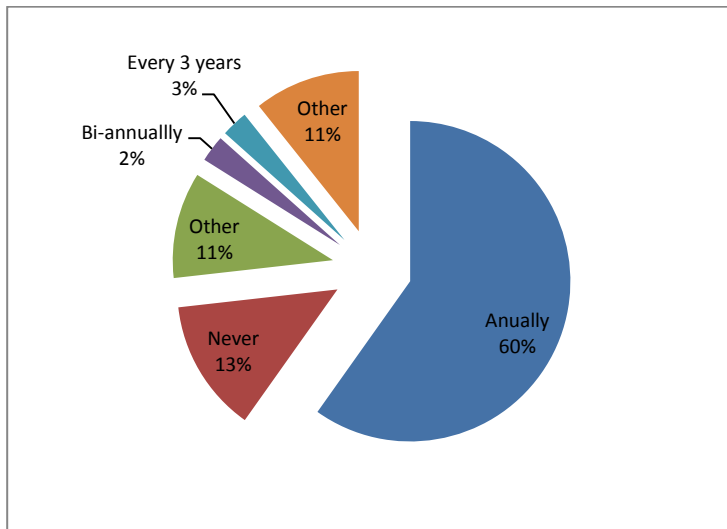
	Yes	No
Vacation buy back	49	52
Bonus	7	93
Car allowance	48	52
Technology allowance	17	83
Health club membership	5	95
Other	9	91

Among the descriptions under "other" are a beach pass, bicycle allowance, housing allowance, and country club membership.

## Performance and Salary Review

Do you receive an annual performance evaluation, regardless of whether compensation is considered as part of the review? Yes = 76% No = 24%

How often do you receive a salary review?

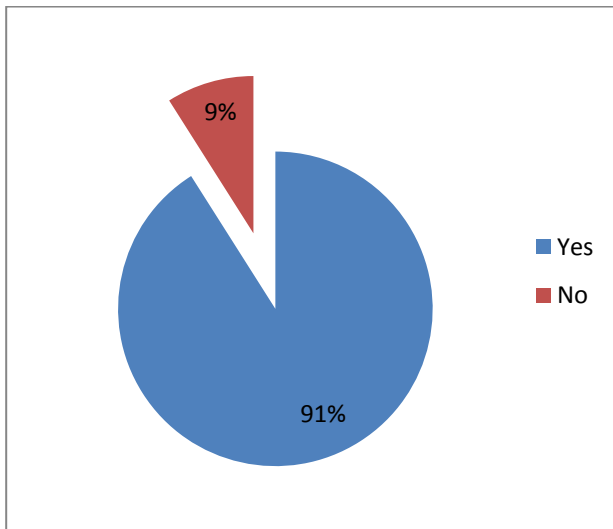


Have you taken a decrease in your base pay since December 2007? Yes = 10% No = 90%

Have you taken furlough days since December 2007? Yes = 10% No = 90%

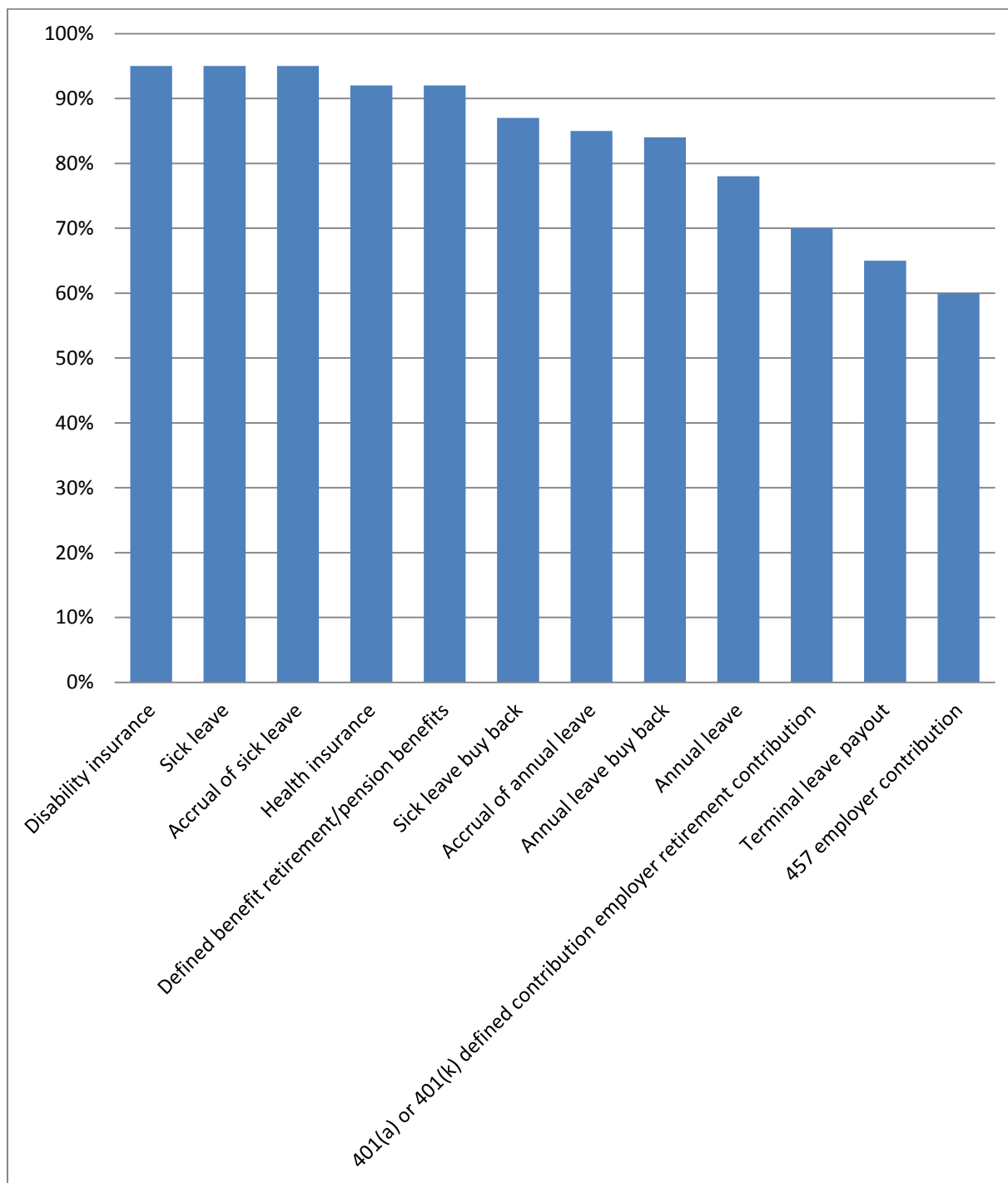
If "yes," how many furlough days have you taken? Average = 10

If you have had any increases in compensation, has your total compensation package been available to the governing body so they have a complete picture of the package and the change?



## Benefits

In the following section, please identify which benefits you receive and whether or not the benefit is the same for other employees. *“The same” does not necessarily mean the same dollar amount; it means that the benefit is determined in the same manner, e.g., if health insurance premiums paid by the employee are based type of coverage, is that how your premium contribution is calculated?*



*Percentage of respondents who report receiving the benefits and that their benefits are calculated in the same manner as other employees*

**Are all decisions on your compensation and benefits made by the entire governing body in a public meeting?**

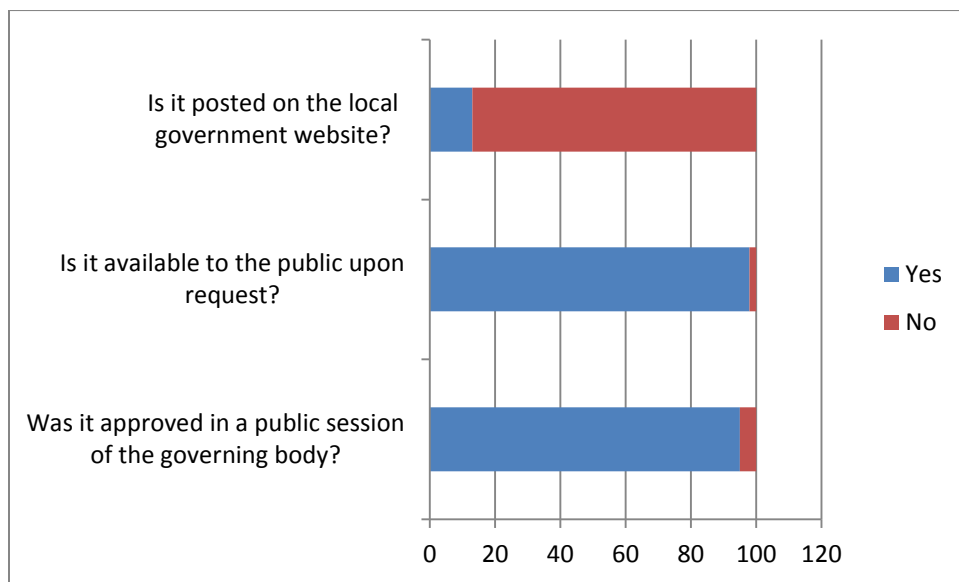
Yes = 88%      No = 12%

**Employment Contracts/Agreements**

Do you have an employment agreement or contract?      Yes = 81%      No = 19%

If you have an employment agreement or contract does it document your full compensation package?

Yes = 87%      No = 13%



**Severance Benefits**

Are you eligible to receive severance pay?      Yes = 78%      No = 22%

Is your severance pay specified in your contract/agreement? Yes = 85%      No = 15%

What is the maximum amount of severance pay you can receive? (Note that answers are in “months.” If your severance amount is calculated in weeks or days, please pick the closest answer that applies.)

